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2011 Federal Employee Viewpoint Survey Small Agency Trend Reports

Source of documents: US Office of Personnel Management  
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Note: See following pages for list of agencies -- reports for which are included

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US Office of Personnel Management (OPM)

2011 Federal Employee Viewpoint Survey Small Agency AES Reports

Advisory Council on Historic Preservation  
African Development Foundation  
American Battle Monuments Commission  
Chemical Safety and Hazard Investigation Board  
Commission on Civil Rights  
Committee for Purchase from Blind-Severely Disabled  
Commodity Futures Trading Commission  
Consumer Product Safety Commission  
Corporation for National and Community Service  
Defense Nuclear Facilities Safety Board  
Export-Import Bank of the United States  
Federal Election Commission  
Federal Housing Finance Agency  
Federal Labor Relations Authority  
Federal Maritime Commission  
Federal Mediation and Conciliation Service  
Federal Retirement Thrift Investment Board  
Institute of Museum and Library Services  
Inter-American Foundation  
International Boundary & Water Commission  
Marine Mammal Commission  
Merit Systems Protection Board  
National Capital Planning Commission  
National Endowment for the Arts  
National Endowment for the Humanities  
National Gallery of Art  
National Indian Gaming Commission  
National Mediation Board  
National Transportation Safety Board  
Nuclear Waste Technical Review Board  
Occupational Safety and Health Review Commission  
Office of Navajo and Hopi Indian Relocation  
Office of the US Trade Representative  
Postal Regulatory Commission  
Selective Service System  
Surface Transportation Board  
Trade and Development Agency  
US Access Board  
US International Trade Commission  
Woodrow Wilson International Center for Scholars

## US Office of Personnel Management (OPM)

### 2011 Federal Employee Viewpoint Survey Small Agency Trend Reports

Advisory Council on Historic Preservation  
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Federal Election Commission  
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Federal Maritime Commission  
Federal Mediation and Conciliation Service  
Federal Retirement Thrift Investment Board  
Institute of Museum and Library Services  
Inter-American Foundation  
International Boundary & Water Commission  
Marine Mammal Commission  
Merit Systems Protection Board  
National Capital Planning Commission  
National Endowment for the Arts  
National Endowment for the Humanities  
National Gallery of Art  
National Indian Gaming Commission  
National Mediation Board  
National Transportation Safety Board  
Occupational Safety and Health Review Commission  
Office of Navajo and Hopi Indian Relocation  
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US Office of Personnel Management (OPM)

2011 Federal Employee Viewpoint Survey Small Agency AES Reports

**ADVISORY COUNCIL ON HISTORIC PRESERVATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	57.5	4 16.3	11 41.2	7 23.9	5 18.6	0 0.0	27 100.0	NA
2. I have enough information to do my job well.	N %	75.2	3 15.2	17 60.0	3 10.7	3 10.7	1 3.4	27 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	70.6	7 30.4	12 40.2	5 18.6	2 7.5	1 3.4	27 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	85.6	11 45.0	12 40.6	1 3.2	2 7.9	1 3.4	27 100.0	NA
*5. I like the kind of work I do.	N %	87.1	14 54.8	9 32.3	3 9.5	1 3.4	0 0.0	27 100.0	NA
6. I know what is expected of me on the job.	N %	89.9	10 39.3	13 50.6	1 3.6	1 3.5	1 3.1	26 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	97.0	18 69.4	8 27.6	1 3.0	0 0.0	0 0.0	27 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	95.5	12 49.0	14 46.5	1 4.5	0 0.0	0 0.0	27 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	30.6	2 10.5	5 20.1	7 24.5	9 29.3	4 15.6	27 100.0	0
*10. My workload is reasonable.	N %	56.9	2 10.5	13 46.4	2 7.4	6 21.6	4 14.2	27 100.0	0
*11. My talents are used well in the workplace.	N %	69.4	5 20.7	13 48.7	3 9.7	3 10.1	3 10.9	27 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	96.1	10 41.1	16 55.0	0 0.0	1 3.9	0 0.0	27 100.0	0
*13. The work I do is important.	N %	86.6	10 42.7	13 43.9	3 10.0	1 3.4	0 0.0	27 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	53.1	6 24.7	7 28.4	6 20.2	5 16.7	3 10.0	27 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	75.3	9 37.9	11 37.4	4 13.8	3 10.9	0 0.0	27 100.0	0
16. I am held accountable for achieving results.	N %	90.1	9 37.8	15 52.3	1 3.9	2 6.0	0 0.0	27 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 32

Percentages are weighted to represent the Agency's population.

**ADVISORY COUNCIL ON HISTORIC PRESERVATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	66.5	10 41.2	7 25.3	4 18.6	4 14.9	0 0.0	25 100.0	2
*18. My training needs are assessed.	N %	42.2	1 3.0	11 39.3	4 19.0	8 26.5	3 12.2	27 100.0	0
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	73.5	8 33.5	11 40.0	4 13.6	3 9.9	1 3.0	27 100.0	0
*20. The people I work with cooperate to get the job done.	N %	88.1	8 40.3	12 47.8	2 8.5	1 3.4	0 0.0	23 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	49.3	4 18.6	8 30.7	7 26.6	7 24.1	0 0.0	26 100.0	1
*22. Promotions in my work unit are based on merit.	N %	64.9	4 17.8	13 47.1	2 6.7	7 25.4	1 3.0	27 100.0	0
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	55.5	1 4.0	10 51.5	2 8.3	7 29.1	2 7.1	22 100.0	5
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	50.4	3 16.6	8 33.7	7 26.4	5 19.8	1 3.4	24 100.0	3
25. Awards in my work unit depend on how well employees perform their jobs.	N %	67.5	7 29.0	10 38.4	4 13.5	4 15.9	1 3.1	26 100.0	1
26. Employees in my work unit share job knowledge with each other.	N %	80.8	11 42.2	10 38.6	2 7.3	2 8.8	1 3.1	26 100.0	1
27. The skill level in my work unit has improved in the past year.	N %	55.8	3 14.5	11 41.4	6 22.3	6 21.9	0 0.0	26 100.0	1
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	81.8	18 68.9	4 12.9	5 18.2	0 0.0	0 0.0	27 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	74.2	6 27.4	13 46.8	5 19.2	1 3.5	1 3.1	26 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 32

Percentages are weighted to represent the Agency's population.

**ADVISORY COUNCIL ON HISTORIC PRESERVATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	65.3	3 14.3	14 51.0	6 20.7	2 7.7	2 6.4	27 100.0	0
31. Employees are recognized for providing high quality products and services.	N %	74.3	6 28.7	13 45.6	5 17.7	2 8.0	0 0.0	26 100.0	1
*32. Creativity and innovation are rewarded.	N %	67.6	3 14.9	14 52.7	3 11.1	3 11.6	3 9.7	26 100.0	1
*33. Pay raises depend on how well employees perform their jobs.	N %	57.3	3 10.8	11 46.5	4 16.2	6 23.4	1 3.2	25 100.0	1
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	61.5	4 18.5	12 43.0	7 27.2	2 8.3	1 3.1	26 100.0	1
*35. Employees are protected from health and safety hazards on the job.	N %	53.1	5 23.1	8 30.0	8 30.1	3 13.2	1 3.6	25 100.0	2
*36. My organization has prepared employees for potential security threats.	N %	45.7	4 19.7	7 26.0	8 27.2	5 20.3	2 6.8	26 100.0	1
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	63.3	8 33.9	7 29.4	3 10.3	5 19.6	2 6.8	25 100.0	2
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	68.1	10 45.1	6 23.0	5 18.8	3 13.1	0 0.0	24 100.0	3
39. My agency is successful at accomplishing its mission.	N %	78.0	9 40.2	11 37.8	3 11.1	3 10.9	0 0.0	26 100.0	1
40. I recommend my organization as a good place to work.	N %	65.3	11 44.7	6 20.6	6 20.9	3 10.5	1 3.4	27 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	60.6	7 28.2	8 32.4	7 24.6	2 6.6	2 8.1	26 100.0	1
*42. My supervisor supports my need to balance work and other life issues.	N %	78.5	14 50.4	7 28.0	5 18.6	1 3.0	0 0.0	27 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	82.2	12 44.1	10 38.1	3 10.3	2 7.5	0 0.0	27 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	70.6	8 31.0	11 39.5	4 14.6	4 14.9	0 0.0	27 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 32

Percentages are weighted to represent the Agency's population.

**ADVISORY COUNCIL ON HISTORIC PRESERVATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	81.7	12 47.5	10 34.2	3 10.8	2 7.5	0 0.0	27 100.0	0
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	60.9	5 24.0	11 36.9	8 28.2	3 11.0	0 0.0	27 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	74.8	9 37.6	11 37.2	4 14.2	3 11.0	0 0.0	27 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	78.7	10 42.1	11 36.6	2 7.4	4 14.0	0 0.0	27 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	75.5	13 51.9	7 23.6	3 10.6	3 11.0	1 3.0	27 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	77.0	9 34.4	12 42.6	4 15.0	1 4.5	1 3.5	27 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	79.0	10 43.4	10 35.6	2 7.2	1 4.0	3 9.8	26 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	83.2	12 47.7	10 35.5	2 7.4	1 3.5	2 6.0	27 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	52.9	4 21.9	9 30.9	10 33.3	1 4.5	3 9.3	27 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	60.5	8 35.5	7 25.0	8 28.3	3 11.2	0 0.0	26 100.0	1
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	71.8	9 37.5	10 34.3	3 10.4	4 14.8	1 3.0	27 100.0	0
*56. Managers communicate the goals and priorities of the organization.	N %	71.0	6 27.9	13 43.1	5 17.1	3 11.9	0 0.0	27 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	74.6	5 20.9	16 53.7	4 17.0	2 8.4	0 0.0	27 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 32

Percentages are weighted to represent the Agency's population.

**ADVISORY COUNCIL ON HISTORIC PRESERVATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	66.7	4 15.1	12 51.6	3 10.9	5 18.6	1 3.8	25 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	64.1	5 17.3	12 46.8	6 23.8	3 12.1	0 0.0	26 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	70.8	5 16.5	14 54.3	6 22.9	1 3.4	1 3.0	27 100.0	0
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	67.4	6 27.9	12 39.5	4 14.8	4 13.2	1 4.5	27 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	67.4	4 17.0	14 50.4	6 21.7	2 6.4	1 4.5	27 100.0	0
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	57.8	6 25.1	9 32.7	6 20.6	5 18.4	1 3.2	27 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	78.3	3 14.8	18 63.5	4 14.2	2 7.5	0 0.0	27 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	64.2	7 26.5	10 37.7	5 18.7	4 14.1	1 3.0	27 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	64.0	5 24.9	12 39.0	4 14.8	5 17.9	1 3.4	27 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	37.5	2 6.6	7 30.9	7 23.8	9 32.4	2 6.4	27 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	44.9	0 0.0	11 44.9	6 20.7	8 31.1	1 3.3	26 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 32

Percentages are weighted to represent the Agency's population.

**ADVISORY COUNCIL ON HISTORIC PRESERVATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		8	10	5	4	0	27	NA
	%	68.8	29.3	39.4	17.4	13.8	0.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		8	11	0	8	0	27	NA
	%	70.3	29.1	41.2	0.0	29.7	0.0	100.0	
71. Considering everything, how satisfied are you with your organization?	N		8	12	3	3	1	27	NA
	%	75.1	34.2	41.0	10.1	11.4	3.4	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							10	36.8
	No							11	43.0
	Not sure							6	20.3
	Total							27	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							0	0.0
	I telework, but no more than 1 or 2 days per month.							1	4.2
	I telework very infrequently, on an unscheduled or short-term basis.							10	44.0
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							0	0.0
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							2	7.0
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							5	23.6
	I do not telework because I choose not to telework.							6	21.1
	Total							24	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 32

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 27  
Response Rate: 84.4%

**ADVISORY COUNCIL ON HISTORIC PRESERVATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	9	36.7
No	11	41.6
Not available to me	6	21.7
Total	26	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	11	35.6
No	7	33.3
Not available to me	8	31.1
Total	26	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	2	10.5
No	20	75.4
Not available to me	4	14.1
Total	26	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	19	71.5
Not available to me	7	28.5
Total	26	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	19	71.5
Not available to me	7	28.5
Total	26	100.0

**ADVISORY COUNCIL ON HISTORIC PRESERVATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	32.4	1 5.9	3 26.5	5 31.0	4 25.3	2 11.4	15 100.0	12
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	62.6	5 24.4	6 38.1	3 13.8	3 13.2	2 10.4	19 100.0	8
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	38.8	0 0.0	7 38.8	9 47.3	2 9.3	1 4.6	19 100.0	8
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	37.5	0 0.0	3 37.5	5 62.5	0 0.0	0 0.0	8 100.0	19
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	13.1	0 0.0	1 13.1	5 86.9	0 0.0	0 0.0	6 100.0	20
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	11.7	0 0.0	1 11.7	6 88.3	0 0.0	0 0.0	7 100.0	20

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 32

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 27  
Response Rate: 84.4%



**AFRICAN DEVELOPMENT FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	60.7	2 22.4	4 38.3	2 19.2	2 20.1	0 0.0	10 100.0	NA
2. I have enough information to do my job well.	N %	91.1	4 42.8	5 48.3	0 0.0	1 8.9	0 0.0	10 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	49.7	2 19.2	3 30.5	3 31.3	2 19.0	0 0.0	10 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	77.5	4 39.3	4 38.2	1 9.0	1 13.5	0 0.0	10 100.0	NA
*5. I like the kind of work I do.	N %	100.0	6 62.9	4 37.1	0 0.0	0 0.0	0 0.0	10 100.0	NA
6. I know what is expected of me on the job.	N %	91.1	6 62.9	3 28.2	0 0.0	0 0.0	1 8.9	10 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	100.0	7 71.7	3 28.3	0 0.0	0 0.0	0 0.0	10 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	90.0	3 32.8	6 57.2	0 0.0	1 10.0	0 0.0	10 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	34.0	1 13.5	2 20.4	2 19.4	4 37.8	1 8.9	10 100.0	0
*10. My workload is reasonable.	N %	20.4	0 0.0	2 20.4	5 46.8	0 0.0	3 32.8	10 100.0	0
*11. My talents are used well in the workplace.	N %	48.3	2 19.2	3 29.1	2 17.7	2 20.4	1 13.5	10 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	86.5	5 49.4	4 37.1	0 0.0	0 0.0	1 13.5	10 100.0	0
*13. The work I do is important.	N %	100.0	6 62.9	4 37.1	0 0.0	0 0.0	0 0.0	10 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	90.0	3 32.8	6 57.2	1 10.0	0 0.0	0 0.0	10 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	51.9	2 23.7	2 28.2	2 22.4	1 12.6	1 13.1	8 100.0	2
16. I am held accountable for achieving results.	N %	100.0	6 63.2	4 36.8	0 0.0	0 0.0	0 0.0	10 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 21

Percentages are weighted to represent the Agency's population.

**AFRICAN DEVELOPMENT FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	70.7	4 41.4	3 29.3	0 0.0	0 0.0	3 29.3	10 100.0	0
*18. My training needs are assessed.	N %	32.4	2 22.4	1 10.0	1 8.8	2 19.4	4 39.4	10 100.0	0
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	67.5	2 21.0	4 46.5	0 0.0	1 9.8	2 22.7	9 100.0	1
*20. The people I work with cooperate to get the job done.	N %	72.2	3 29.1	4 43.1	3 27.8	0 0.0	0 0.0	10 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	48.2	1 8.8	4 39.3	2 19.0	3 32.8	0 0.0	10 100.0	0
*22. Promotions in my work unit are based on merit.	N %	35.5	1 11.0	2 24.5	3 31.9	1 11.4	2 21.2	9 100.0	1
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	46.6	1 14.8	3 31.7	2 21.3	3 32.1	0 0.0	9 100.0	1
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	20.9	0 0.0	2 20.9	1 14.8	3 31.7	3 32.6	9 100.0	1
25. Awards in my work unit depend on how well employees perform their jobs.	N %	37.3	1 15.9	1 21.4	0 0.0	1 14.0	3 48.8	6 100.0	4
26. Employees in my work unit share job knowledge with each other.	N %	100.0	4 41.4	6 58.6	0 0.0	0 0.0	0 0.0	10 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	50.2	4 41.2	1 9.0	4 39.7	1 10.0	0 0.0	10 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	100.0	4 42.8	6 57.2	0 0.0	0 0.0	0 0.0	10 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	100.0	2 18.9	8 81.1	0 0.0	0 0.0	0 0.0	10 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 21

Percentages are weighted to represent the Agency's population.

**AFRICAN DEVELOPMENT FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	72.2	1 8.8	6 63.4	1 8.8	1 8.9	1 10.0	10 100.0	0
31. Employees are recognized for providing high quality products and services.	N %	81.1	2 18.9	6 62.2	0 0.0	1 8.9	1 10.0	10 100.0	0
*32. Creativity and innovation are rewarded.	N %	30.9	1 9.8	2 21.1	2 24.9	2 21.6	2 22.7	9 100.0	1
*33. Pay raises depend on how well employees perform their jobs.	N %	23.3	0 0.0	2 23.3	1 16.7	1 12.8	4 47.2	8 100.0	2
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	41.5	2 20.7	2 20.7	2 26.3	1 11.0	2 21.2	9 100.0	1
*35. Employees are protected from health and safety hazards on the job.	N %	89.6	3 28.2	6 61.4	0 0.0	1 10.4	0 0.0	10 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	100.0	3 28.1	7 71.9	0 0.0	0 0.0	0 0.0	10 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	55.7	3 27.8	3 27.9	1 10.4	0 0.0	3 34.0	10 100.0	0
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	51.3	2 20.7	3 30.5	0 0.0	1 14.9	3 33.9	9 100.0	1
39. My agency is successful at accomplishing its mission.	N %	81.0	4 42.4	4 38.5	2 19.0	0 0.0	0 0.0	10 100.0	0
40. I recommend my organization as a good place to work.	N %	37.9	2 18.9	2 19.0	4 41.6	1 10.0	1 10.4	10 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	41.8	1 9.7	3 32.1	1 11.0	2 24.7	2 22.4	9 100.0	1
*42. My supervisor supports my need to balance work and other life issues.	N %	79.6	4 41.4	4 38.2	2 20.4	0 0.0	0 0.0	10 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	79.6	4 41.4	4 38.2	0 0.0	1 10.4	1 10.0	10 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	51.3	2 22.4	3 29.0	1 9.0	3 29.6	1 10.0	10 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 21

Percentages are weighted to represent the Agency's population.

**AFRICAN DEVELOPMENT FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	70.7	5 51.4	2 19.3	2 18.9	1 10.4	0 0.0	10 100.0	0
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	52.8	2 22.4	3 30.5	2 17.8	3 29.3	0 0.0	10 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	69.2	2 22.4	5 46.8	1 10.4	1 10.4	1 10.0	10 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	90.0	5 51.4	4 38.5	0 0.0	1 10.0	0 0.0	10 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	90.0	5 51.4	4 38.5	1 10.0	0 0.0	0 0.0	10 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	37.8	2 18.9	2 18.9	3 31.4	1 10.4	2 20.4	10 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	69.2	4 42.4	3 26.7	1 10.4	1 10.4	1 10.0	10 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	69.2	4 42.4	3 26.7	2 20.8	0 0.0	1 10.0	10 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	42.8	2 18.9	2 23.9	3 27.9	2 19.3	1 10.0	10 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	79.6	4 41.4	4 38.2	0 0.0	0 0.0	2 20.4	10 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	67.2	1 8.8	6 58.4	2 22.4	0 0.0	1 10.4	10 100.0	0
*56. Managers communicate the goals and priorities of the organization.	N %	100.0	3 28.9	7 71.1	0 0.0	0 0.0	0 0.0	10 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	100.0	3 28.9	7 71.1	0 0.0	0 0.0	0 0.0	10 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 21

Percentages are weighted to represent the Agency's population.

**AFRICAN DEVELOPMENT FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	38.1	1 8.8	3 29.3	2 18.9	2 23.6	2 19.4	10 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	57.0	1 8.8	5 48.2	2 19.0	1 13.5	1 10.4	10 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	70.6	2 18.9	5 51.7	1 9.0	0 0.0	2 20.4	10 100.0	0
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	70.6	2 18.9	5 51.7	1 9.0	0 0.0	2 20.4	10 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	57.5	1 10.0	5 47.5	0 0.0	2 23.6	2 18.9	10 100.0	0
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	60.3	1 8.8	5 51.5	1 10.4	2 19.2	1 10.0	10 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	61.8	4 41.4	2 20.4	2 17.7	1 10.4	1 10.0	10 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	60.3	2 18.9	4 41.5	1 8.8	1 10.4	2 20.4	10 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	52.8	2 18.9	3 34.0	3 26.7	1 10.4	1 10.0	10 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	18.9	2 18.9	0 0.0	2 23.6	1 8.8	5 48.7	10 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	71.0	2 22.4	5 48.7	1 10.0	1 10.0	1 8.9	10 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 21

Percentages are weighted to represent the Agency's population.

**AFRICAN DEVELOPMENT FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		3	6	0	1	0	10	NA
	%	90.0	28.9	61.0	0.0	10.0	0.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		1	4	1	3	1	10	NA
	%	46.8	8.8	37.9	10.0	34.3	8.9	100.0	
71. Considering everything, how satisfied are you with your organization?	N		2	3	3	1	1	10	NA
	%	48.3	18.9	29.4	31.3	10.0	10.4	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).		N	%
Yes		3	29.3
No		6	61.7
Not sure		1	9.0
Total		10	100.0

73. Please select the response below that BEST describes your current teleworking situation:		N	%
I telework 3 or more days per week.		0	0.0
I telework 1 or 2 days per week.		0	0.0
I telework, but no more than 1 or 2 days per month.		0	0.0
I telework very infrequently, on an unscheduled or short-term basis.		2	22.4
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).		1	9.9
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.		1	11.6
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.		4	46.1
I do not telework because I choose not to telework.		1	10.0
Total		9	100.0

**AFRICAN DEVELOPMENT FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	8	79.6
No	2	20.4
Not available to me	0	0.0
Total	10	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	2	20.4
No	5	51.8
Not available to me	3	27.8
Total	10	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	1	10.4
No	8	80.8
Not available to me	1	8.8
Total	10	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	6	61.8
Not available to me	4	38.2
Total	10	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	6	61.8
Not available to me	4	38.2
Total	10	100.0

**AFRICAN DEVELOPMENT FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	0.0	0 0.0	0 0.0	2 33.1	1 16.3	3 50.6	6 100.0	4
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	67.3	2 21.2	4 46.1	2 22.8	1 9.9	0 0.0	9 100.0	1
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	36.2	0 0.0	1 36.2	1 31.8	0 0.0	1 32.0	3 100.0	7
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	35.5	0 0.0	1 35.5	2 64.5	0 0.0	0 0.0	3 100.0	7
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	0.0	0 0.0	0 0.0	2 100.0	0 0.0	0 0.0	2 100.0	8
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	0.0	0 0.0	0 0.0	2 100.0	0 0.0	0 0.0	2 100.0	8

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 21

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 10  
Response Rate: 47.6%



**AMERICAN BATTLE MONUMENTS COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	69.2	4 20.6	8 48.5	5 26.1	1 4.7	0 0.0	18 100.0	NA
2. I have enough information to do my job well.	N %	74.8	5 30.5	8 44.3	3 15.1	2 10.1	0 0.0	18 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	52.0	3 14.9	6 37.1	7 37.9	2 10.1	0 0.0	18 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	95.5	11 59.2	6 36.3	1 4.5	0 0.0	0 0.0	18 100.0	NA
*5. I like the kind of work I do.	N %	100.0	13 73.9	4 26.1	0 0.0	0 0.0	0 0.0	17 100.0	NA
6. I know what is expected of me on the job.	N %	78.8	7 34.8	7 44.1	3 15.6	1 5.6	0 0.0	18 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	100.0	16 90.8	2 9.2	0 0.0	0 0.0	0 0.0	18 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	100.0	12 69.3	6 30.7	0 0.0	0 0.0	0 0.0	18 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	50.9	2 11.0	6 39.9	6 33.5	1 4.8	2 10.8	17 100.0	1
*10. My workload is reasonable.	N %	85.3	3 16.0	12 69.3	1 5.6	2 9.2	0 0.0	18 100.0	0
*11. My talents are used well in the workplace.	N %	69.0	4 19.6	8 49.4	2 9.8	4 21.2	0 0.0	18 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	80.3	5 25.2	9 55.2	1 5.6	3 14.1	0 0.0	18 100.0	0
*13. The work I do is important.	N %	95.5	13 74.3	4 21.2	1 4.5	0 0.0	0 0.0	18 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	89.3	9 46.7	7 42.6	0 0.0	2 10.7	0 0.0	18 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	73.9	4 27.0	8 47.0	2 10.4	3 15.7	0 0.0	17 100.0	1
16. I am held accountable for achieving results.	N %	75.0	6 31.0	7 44.1	2 10.1	3 14.9	0 0.0	18 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 24

Percentages are weighted to represent the Agency's population.

**AMERICAN BATTLE MONUMENTS COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	 60.0	4 20.5	6 39.5	3 15.1	3 15.1	2 9.8	18 100.0	0
*18. My training needs are assessed.	N %	 60.8	2 11.7	8 49.1	5 28.9	2 10.3	0 0.0	17 100.0	1
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	 79.8	4 20.3	9 59.6	3 15.4	1 4.8	0 0.0	17 100.0	1
*20. The people I work with cooperate to get the job done.	N %	 46.2	4 25.9	3 20.4	5 38.0	3 15.8	0 0.0	15 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	 65.9	2 10.4	9 55.5	7 34.1	0 0.0	0 0.0	18 100.0	0
*22. Promotions in my work unit are based on merit.	N %	 35.4	2 11.7	4 23.8	5 32.0	6 32.5	0 0.0	17 100.0	1
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	 42.7	2 11.7	5 31.0	1 6.2	6 33.5	3 17.6	17 100.0	1
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	 41.1	3 16.2	4 24.9	5 31.0	3 16.0	2 11.9	17 100.0	1
25. Awards in my work unit depend on how well employees perform their jobs.	N %	 60.3	4 24.6	6 35.7	3 17.5	3 16.9	1 5.2	17 100.0	1
26. Employees in my work unit share job knowledge with each other.	N %	 63.3	4 23.0	6 40.3	3 15.4	3 16.6	1 4.7	17 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	 70.2	3 16.4	9 53.8	4 20.6	2 9.2	0 0.0	18 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	 85.7	8 44.6	7 41.1	2 9.8	1 4.5	0 0.0	18 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	 78.2	3 16.0	11 62.3	1 5.6	3 16.2	0 0.0	18 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 24

Percentages are weighted to represent the Agency's population.

**AMERICAN BATTLE MONUMENTS COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	58.6	2 11.7	8 46.9	2 12.9	4 23.2	1 5.2	17 100.0	1
31. Employees are recognized for providing high quality products and services.	N %	49.5	2 11.7	6 37.8	7 38.6	2 12.0	0 0.0	17 100.0	1
*32. Creativity and innovation are rewarded.	N %	37.9	2 12.3	4 25.6	4 25.0	6 37.1	0 0.0	16 100.0	1
*33. Pay raises depend on how well employees perform their jobs.	N %	29.2	1 6.6	4 22.6	6 37.3	6 33.5	0 0.0	17 100.0	1
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	65.8	3 17.9	8 47.8	5 28.0	1 6.2	0 0.0	17 100.0	1
*35. Employees are protected from health and safety hazards on the job.	N %	84.2	4 22.1	11 62.1	2 10.2	0 0.0	1 5.6	18 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	55.8	1 5.9	8 49.9	6 28.4	1 5.6	2 10.2	18 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	55.1	2 12.9	7 42.3	4 22.6	3 17.0	1 5.2	17 100.0	1
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	65.2	3 18.9	7 46.2	2 11.4	3 18.0	1 5.5	16 100.0	1
39. My agency is successful at accomplishing its mission.	N %	78.8	6 38.5	7 40.4	3 15.4	1 5.8	0 0.0	17 100.0	0
40. I recommend my organization as a good place to work.	N %	76.1	6 33.1	7 43.0	4 19.4	1 4.5	0 0.0	18 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	60.3	3 22.3	7 38.0	4 19.8	2 10.1	2 9.8	18 100.0	0
*42. My supervisor supports my need to balance work and other life issues.	N %	84.4	7 35.2	8 49.2	2 10.1	1 5.6	0 0.0	18 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	67.8	5 27.6	6 40.2	5 27.5	1 4.7	0 0.0	17 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	58.3	5 26.5	6 31.8	6 37.2	1 4.5	0 0.0	18 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

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**AMERICAN BATTLE MONUMENTS COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	82.4	6 37.3	7 45.1	3 17.6	0 0.0	0 0.0	16 100.0	2
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	58.3	4 22.0	7 36.3	3 20.2	4 21.5	0 0.0	18 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	58.3	5 27.1	6 31.2	4 20.8	2 10.1	1 10.9	18 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	75.3	5 26.5	8 48.8	3 13.2	2 11.5	0 0.0	18 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	89.6	9 47.8	7 41.8	1 5.9	1 4.5	0 0.0	18 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	76.7	7 41.1	6 35.6	2 17.2	1 6.1	0 0.0	16 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	78.5	6 31.6	8 46.9	0 0.0	3 17.0	1 4.5	18 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	73.8	7 35.6	6 38.2	3 14.7	1 5.6	1 5.9	18 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	48.4	2 10.4	6 38.0	6 31.3	3 15.6	1 4.7	18 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	54.4	1 5.9	8 48.5	3 14.3	4 22.1	2 9.2	18 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	48.9	1 5.9	7 43.0	6 29.8	3 16.7	1 4.7	18 100.0	0
*56. Managers communicate the goals and priorities of the organization.	N %	48.4	3 16.8	5 31.6	4 22.6	4 23.8	1 5.2	17 100.0	1
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	58.7	4 20.5	6 38.2	4 21.0	3 15.6	1 4.7	18 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**AMERICAN BATTLE MONUMENTS COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	53.6	4 20.5	5 33.1	3 15.5	5 26.3	1 4.7	18 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	42.7	4 20.5	4 22.2	5 31.4	3 15.6	2 10.2	18 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	55.8	2 10.9	7 44.9	1 5.8	4 22.1	3 16.3	17 100.0	0
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	69.7	7 44.7	5 25.0	1 4.0	5 26.3	0 0.0	18 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	61.0	6 43.2	3 17.8	4 21.4	2 12.4	1 5.2	16 100.0	1
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	37.9	3 14.9	4 23.0	5 29.3	5 27.2	1 5.6	18 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	32.4	4 20.9	2 11.5	8 46.7	3 16.2	1 4.7	18 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	74.6	5 26.9	8 47.7	4 20.7	0 0.0	1 4.7	18 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	60.3	3 21.3	7 39.1	2 8.7	5 26.3	1 4.7	18 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	44.3	2 10.4	5 33.9	9 45.7	2 10.1	0 0.0	18 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	37.5	2 10.4	5 27.0	9 46.1	1 5.6	1 10.9	18 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**AMERICAN BATTLE MONUMENTS COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		6	8	2	2	0	18	NA
	%	80.2	31.9	48.2	10.7	9.2	0.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		5	8	2	2	1	18	NA
	%	68.7	25.0	43.7	11.1	9.3	10.9	100.0	
71. Considering everything, how satisfied are you with your organization?	N		3	8	4	2	1	18	NA
	%	64.7	16.4	48.2	20.6	10.1	4.7	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).									
								N	%
Yes								2	8.6
No								16	91.4
Not sure								0	0.0
Total								18	100.0

73. Please select the response below that BEST describes your current teleworking situation:									
								N	%
I telework 3 or more days per week.								0	0.0
I telework 1 or 2 days per week.								0	0.0
I telework, but no more than 1 or 2 days per month.								0	0.0
I telework very infrequently, on an unscheduled or short-term basis.								0	0.0
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).								11	63.8
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.								1	6.2
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.								3	21.0
I do not telework because I choose not to telework.								2	9.0
Total								17	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 24

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 18  
Response Rate: 75.0%

**AMERICAN BATTLE MONUMENTS COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	5	28.6
No	10	54.8
Not available to me	3	16.6
Total	18	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	3	23.9
No	9	48.0
Not available to me	5	28.1
Total	17	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	1	6.3
No	10	54.2
Not available to me	6	39.5
Total	17	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	11	60.5
Not available to me	6	39.5
Total	17	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	11	60.5
Not available to me	6	39.5
Total	17	100.0

**AMERICAN BATTLE MONUMENTS COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	0.0	0 0.0	0 0.0	4 68.1	1 15.7	1 16.2	6 100.0	11
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	71.0	3 35.6	4 35.4	3 29.0	0 0.0	0 0.0	10 100.0	7
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	29.9	0 0.0	2 29.9	6 58.6	0 0.0	1 11.5	9 100.0	8
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	11.2	0 0.0	1 11.2	7 88.8	0 0.0	0 0.0	8 100.0	9
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	0.0	0 0.0	0 0.0	6 100.0	0 0.0	0 0.0	6 100.0	11
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	0.0	0 0.0	0 0.0	6 100.0	0 0.0	0 0.0	6 100.0	11

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 24

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 18  
Response Rate: 75.0%



**CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	64.3	6 17.0	16 47.3	2 6.8	6 19.4	3 9.4	33 100.0	NA
2. I have enough information to do my job well.	N %	53.3	2 5.9	16 47.4	4 11.6	7 22.4	4 12.7	33 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	58.2	9 26.3	11 31.9	3 9.1	3 9.5	7 23.2	33 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	73.1	11 31.8	14 41.3	1 3.7	4 13.8	3 9.4	33 100.0	NA
*5. I like the kind of work I do.	N %	91.5	13 39.3	17 52.2	2 5.6	1 2.9	0 0.0	33 100.0	NA
6. I know what is expected of me on the job.	N %	63.1	6 18.3	15 44.9	3 9.4	5 15.8	4 11.7	33 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	83.9	25 73.7	3 10.2	2 7.6	3 8.5	0 0.0	33 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	88.6	20 60.0	9 28.6	2 5.5	1 2.9	1 3.0	33 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	27.4	5 15.8	4 11.6	4 10.6	10 35.3	9 26.7	32 100.0	1
*10. My workload is reasonable.	N %	29.1	0 0.0	10 29.1	5 15.0	10 32.6	7 23.4	32 100.0	1
*11. My talents are used well in the workplace.	N %	58.9	5 14.7	14 44.1	2 6.1	6 19.3	5 15.7	32 100.0	1
*12. I know how my work relates to the agency's goals and priorities.	N %	78.9	8 22.1	18 56.7	3 8.5	2 6.2	2 6.4	33 100.0	0
*13. The work I do is important.	N %	91.5	17 50.7	13 40.8	2 5.5	0 0.0	1 3.0	33 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	81.8	7 22.2	20 59.6	3 9.1	1 3.5	2 5.6	33 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	61.2	9 25.6	12 35.6	7 23.8	2 5.9	3 9.1	33 100.0	0
16. I am held accountable for achieving results.	N %	66.5	12 35.7	10 30.8	4 13.2	2 6.2	5 14.1	33 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 36

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**CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	 36.8	3 9.8	9 27.0	6 20.0	4 15.3	9 27.9	31 100.0	2
*18. My training needs are assessed.	N %	 27.5	2 5.9	7 21.7	5 17.7	7 24.6	9 30.1	30 100.0	3
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	 61.0	8 22.9	12 38.0	4 12.7	5 17.0	3 9.3	32 100.0	1
*20. The people I work with cooperate to get the job done.	N %	 56.5	9 28.5	9 28.1	4 11.4	6 21.5	3 10.7	31 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	 60.4	6 18.6	14 41.8	3 9.4	6 20.0	3 10.2	32 100.0	1
*22. Promotions in my work unit are based on merit.	N %	 54.1	8 24.3	10 29.8	9 28.2	2 6.2	4 11.5	33 100.0	0
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	 41.2	4 13.6	8 27.5	10 37.5	4 14.4	2 6.9	28 100.0	5
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	 41.2	4 13.9	8 27.2	5 17.2	8 31.4	3 10.2	28 100.0	5
25. Awards in my work unit depend on how well employees perform their jobs.	N %	 54.7	6 22.9	10 31.8	8 27.1	2 8.3	3 9.8	29 100.0	4
26. Employees in my work unit share job knowledge with each other.	N %	 75.8	11 33.2	14 42.5	2 6.6	4 11.6	2 5.9	33 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	 74.7	10 30.6	15 44.2	4 11.8	2 6.8	2 6.6	33 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	 91.2	21 63.3	9 27.9	2 5.9	1 2.9	0 0.0	33 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	 51.0	2 5.6	16 45.4	3 9.6	8 25.6	4 13.8	33 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

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**CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	21.9	2 5.6	6 16.4	6 16.9	10 32.7	9 28.4	33 100.0	0
31. Employees are recognized for providing high quality products and services.	N %	31.9	2 5.6	9 26.4	9 24.7	8 28.9	5 14.5	33 100.0	0
*32. Creativity and innovation are rewarded.	N %	26.6	2 5.7	7 20.9	9 24.4	9 31.9	5 17.1	32 100.0	1
*33. Pay raises depend on how well employees perform their jobs.	N %	21.5	0 0.0	7 21.5	8 26.9	10 35.2	5 16.3	30 100.0	3
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	38.1	1 3.6	10 34.6	8 28.6	3 12.0	6 21.3	28 100.0	5
*35. Employees are protected from health and safety hazards on the job.	N %	66.8	6 20.7	16 46.1	6 17.6	2 6.5	3 9.1	33 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	43.1	1 3.9	12 39.2	9 26.8	6 21.4	3 8.6	31 100.0	2
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	27.6	2 5.9	8 21.7	4 14.2	7 25.9	10 32.3	31 100.0	1
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	42.3	5 14.6	9 27.8	6 19.4	3 11.7	8 26.6	31 100.0	2
39. My agency is successful at accomplishing its mission.	N %	40.9	4 10.9	10 29.9	8 25.5	8 26.8	2 6.9	32 100.0	0
40. I recommend my organization as a good place to work.	N %	34.6	3 8.7	9 25.9	8 24.3	7 23.4	6 17.8	33 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	27.0	2 6.4	7 20.6	8 27.5	7 24.8	6 20.7	30 100.0	3
*42. My supervisor supports my need to balance work and other life issues.	N %	72.8	12 34.2	13 38.6	4 15.2	1 2.6	3 9.4	33 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	56.5	9 24.8	11 31.7	3 9.6	6 19.8	4 14.1	33 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	52.7	9 24.6	10 28.1	5 15.8	2 7.2	7 24.3	33 100.0	0

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\*\* Sum of responses excluding DNK/NBJ

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**CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	60.7	9 28.8	10 31.9	5 16.9	3 11.9	3 10.5	30 100.0	3
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	52.4	8 22.0	11 30.4	3 8.5	5 18.3	6 20.8	33 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	56.6	9 25.5	11 31.1	4 12.1	5 18.8	4 12.4	33 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	69.5	13 34.0	11 35.4	2 6.2	3 9.7	4 14.6	33 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	75.8	15 40.9	11 34.9	1 3.7	4 14.1	2 6.4	33 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	77.4	10 27.5	16 49.9	0 0.0	2 6.7	5 15.9	33 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	55.4	13 34.7	7 20.7	4 13.8	2 6.5	7 24.3	33 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	56.3	15 41.3	5 15.0	5 16.5	1 2.9	7 24.2	33 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	11.1	1 3.0	3 8.1	9 24.3	8 26.1	12 38.6	33 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	13.6	2 5.7	3 7.8	9 27.3	6 21.5	12 37.6	32 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	40.2	3 8.4	10 31.8	4 12.3	12 39.1	3 8.5	32 100.0	1
*56. Managers communicate the goals and priorities of the organization.	N %	33.5	1 3.0	11 30.5	3 8.8	13 40.9	5 16.8	33 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	26.2	3 8.1	6 18.1	6 18.8	9 28.3	9 26.7	33 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 36

Percentages are weighted to represent the Agency's population.

**CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	19.4	1 3.0	6 16.4	3 8.1	13 38.7	10 33.8	33 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	29.1	2 5.7	8 23.4	5 14.1	8 25.0	9 31.8	32 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	21.8	4 10.8	4 10.9	11 35.1	5 16.0	9 27.1	33 100.0	0
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	19.2	1 3.0	6 16.2	7 20.8	8 27.8	11 32.3	33 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	29.6	2 5.9	8 23.7	14 49.4	5 14.6	2 6.4	31 100.0	2
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	38.4	2 5.5	12 32.9	4 12.5	11 37.1	4 12.0	33 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	19.3	1 3.0	6 16.3	5 14.2	12 38.3	9 28.3	33 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	36.2	1 3.0	12 33.2	8 24.1	8 25.6	4 14.1	33 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	11.2	1 3.0	3 8.3	6 15.6	14 44.7	9 28.4	33 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	23.5	2 6.8	6 16.7	11 36.8	7 21.6	6 18.0	32 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	34.9	0 0.0	12 34.9	5 16.0	11 33.7	5 15.5	33 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		7	8	6	9	3	33	NA
	%	43.4	19.7	23.7	19.1	28.6	9.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		3	16	6	8	0	33	NA
	%	56.0	10.3	45.8	19.0	25.0	0.0	100.0	
71. Considering everything, how satisfied are you with your organization?	N		3	10	3	10	7	33	NA
	%	36.0	8.7	27.3	9.2	34.6	20.2	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							33	100.0
	No							0	0.0
	Not sure							0	0.0
	Total							33	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							5	13.8
	I telework, but no more than 1 or 2 days per month.							12	37.2
	I telework very infrequently, on an unscheduled or short-term basis.							13	39.1
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							0	0.0
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							0	0.0
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							0	0.0
	I do not telework because I choose not to telework.							3	9.9
	Total							33	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 36

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 33  
Response Rate: 91.7%

**CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD**  
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74. Do you participate in the following Work/Life programs?

Alternative Work Schedules (AWS)	N	%
Yes	5	13.9
No	12	37.9
Not available to me	16	48.2
Total	33	100.0

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
Yes	12	34.7
No	7	22.8
Not available to me	14	42.5
Total	33	100.0

76. Do you participate in the following Work/Life programs?

Employee Assistance Program (EAP)	N	%
Yes	2	6.5
No	26	80.2
Not available to me	5	13.3
Total	33	100.0

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
Yes	1	3.7
No	17	52.5
Not available to me	15	43.8
Total	33	100.0

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	20	62.4
Not available to me	13	37.6
Total	33	100.0

**CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD**  
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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	59.5	4 13.3	14 46.2	6 17.0	4 11.0	4 12.5	32 100.0	1
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	36.9	0 0.0	6 36.9	3 18.2	3 22.9	3 22.1	15 100.0	17
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	39.5	1 5.3	7 34.2	6 32.4	5 28.1	0 0.0	19 100.0	14
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	34.1	0 0.0	6 34.1	11 60.4	1 5.6	0 0.0	18 100.0	15
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	19.3	1 9.8	1 9.5	6 45.5	3 25.4	1 9.8	12 100.0	21
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	0.0	0 0.0	0 0.0	7 74.9	2 25.1	0 0.0	9 100.0	24

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 36

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 33  
Response Rate: 91.7%



**COMMISSION ON CIVIL RIGHTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	32.0	0 0.0	7 32.0	7 28.3	4 15.1	5 24.6	23 100.0	NA
2. I have enough information to do my job well.	N %	56.4	4 16.8	9 39.6	6 23.7	2 7.6	2 12.3	23 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	45.5	3 12.2	7 33.3	7 33.1	2 6.8	4 14.6	23 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	52.2	4 17.7	9 34.5	6 27.8	2 12.0	2 8.0	23 100.0	NA
*5. I like the kind of work I do.	N %	84.7	9 39.2	11 45.5	2 11.8	1 3.5	0 0.0	23 100.0	NA
6. I know what is expected of me on the job.	N %	68.5	8 32.5	8 36.1	3 11.5	4 19.9	0 0.0	23 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	100.0	19 88.0	3 12.0	0 0.0	0 0.0	0 0.0	22 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	100.0	10 40.3	13 59.7	0 0.0	0 0.0	0 0.0	23 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	4.3	0 0.0	1 4.3	7 28.7	6 23.8	9 43.2	23 100.0	0
*10. My workload is reasonable.	N %	40.6	2 12.0	7 28.6	3 11.3	7 32.6	4 15.5	23 100.0	0
*11. My talents are used well in the workplace.	N %	49.6	1 4.9	10 44.7	2 7.3	4 16.5	6 26.6	23 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	76.7	6 24.9	12 51.8	3 16.5	2 6.8	0 0.0	23 100.0	0
*13. The work I do is important.	N %	77.8	12 60.4	4 17.4	4 22.2	0 0.0	0 0.0	20 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	75.8	10 46.1	8 29.8	4 20.1	0 0.0	1 4.0	23 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	57.7	7 31.1	6 26.6	7 31.5	2 7.6	1 3.3	23 100.0	0
16. I am held accountable for achieving results.	N %	76.9	5 20.7	13 56.1	4 19.8	0 0.0	1 3.3	23 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 28

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**COMMISSION ON CIVIL RIGHTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	 34.9	2 9.1	5 25.7	6 31.8	5 21.5	3 11.8	21 100.0	1
*18. My training needs are assessed.	N %	 4.2	0 0.0	1 4.2	9 43.4	7 28.6	5 23.7	22 100.0	1
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	 69.8	5 21.1	11 48.7	2 7.3	3 11.1	2 11.8	23 100.0	0
*20. The people I work with cooperate to get the job done.	N %	 41.7	5 21.0	5 20.7	5 23.4	4 20.0	4 14.8	23 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	 35.6	0 0.0	7 35.6	5 22.6	4 17.9	6 23.9	22 100.0	1
*22. Promotions in my work unit are based on merit.	N %	 28.9	1 4.6	5 24.2	5 28.1	4 16.3	6 26.8	21 100.0	1
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	 19.3	1 4.9	3 14.4	7 35.6	2 9.6	7 35.5	20 100.0	1
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	 27.8	2 9.1	4 18.6	8 39.4	3 12.8	5 20.0	22 100.0	1
25. Awards in my work unit depend on how well employees perform their jobs.	N %	 27.8	2 9.1	4 18.6	2 13.8	7 29.9	7 28.6	22 100.0	1
26. Employees in my work unit share job knowledge with each other.	N %	 52.0	0 0.0	10 52.0	6 25.9	3 11.1	3 11.0	22 100.0	1
27. The skill level in my work unit has improved in the past year.	N %	 42.1	2 9.7	7 32.3	7 28.1	4 14.6	3 15.3	23 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	 85.7	9 37.4	10 48.3	3 11.0	1 3.3	0 0.0	23 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	 34.0	1 3.4	7 30.6	8 43.7	4 14.7	2 7.6	22 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**COMMISSION ON CIVIL RIGHTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	21.1	0 0.0	5 21.1	7 31.7	6 28.6	5 18.6	23 100.0	0
31. Employees are recognized for providing high quality products and services.	N %	25.4	2 9.1	3 16.3	5 24.5	7 28.6	5 21.5	22 100.0	1
*32. Creativity and innovation are rewarded.	N %	19.9	1 4.0	3 15.9	5 20.5	9 40.6	5 18.9	23 100.0	0
*33. Pay raises depend on how well employees perform their jobs.	N %	17.7	0 0.0	4 17.7	6 31.4	6 25.5	6 25.3	22 100.0	1
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	47.6	1 5.2	8 42.3	7 34.5	1 4.0	3 13.9	20 100.0	3
*35. Employees are protected from health and safety hazards on the job.	N %	77.5	4 19.1	13 58.4	5 22.5	0 0.0	0 0.0	22 100.0	1
*36. My organization has prepared employees for potential security threats.	N %	68.9	3 13.6	14 55.3	3 17.2	2 13.9	0 0.0	22 100.0	1
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	12.4	1 4.4	2 8.0	8 40.8	4 21.8	6 25.0	21 100.0	2
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	61.9	4 23.9	6 38.1	4 22.9	1 4.9	2 10.3	17 100.0	6
39. My agency is successful at accomplishing its mission.	N %	38.5	1 5.1	8 33.5	6 26.4	5 27.6	2 7.4	22 100.0	1
40. I recommend my organization as a good place to work.	N %	25.3	1 4.9	5 20.5	8 41.7	5 17.9	4 15.0	23 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	24.8	2 10.6	3 14.2	4 24.0	5 28.3	5 22.8	19 100.0	4
*42. My supervisor supports my need to balance work and other life issues.	N %	69.9	7 30.5	9 39.4	5 22.9	0 0.0	2 7.1	23 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	45.5	6 25.6	4 19.9	8 31.5	3 15.6	2 7.3	23 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	40.4	6 27.7	2 12.8	8 34.5	3 17.4	2 7.7	21 100.0	2

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	72.0	5 25.8	8 46.2	4 19.8	1 4.1	1 4.1	19 100.0	4
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	44.6	5 22.4	4 22.1	7 30.3	3 12.4	2 12.7	21 100.0	2
*47. Supervisors/team leaders in my work unit support employee development.	N %	44.7	5 22.2	4 22.4	7 30.7	1 3.5	4 21.1	21 100.0	2
48. My supervisor/team leader listens to what I have to say.	N %	56.4	5 23.0	7 33.4	7 31.9	3 11.8	0 0.0	22 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	77.7	6 25.7	11 52.0	4 15.7	1 3.3	1 3.3	23 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	47.8	6 25.5	5 22.3	5 23.6	3 12.2	3 16.4	22 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	55.4	7 31.6	5 23.8	8 37.3	1 3.4	1 4.0	22 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	69.2	6 24.0	9 45.1	5 20.2	2 7.3	1 3.3	23 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	19.4	0 0.0	4 19.4	6 29.8	5 21.8	6 29.0	21 100.0	2
54. My organization's leaders maintain high standards of honesty and integrity.	N %	32.0	0 0.0	7 32.0	4 21.7	4 16.8	7 29.6	22 100.0	1
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	53.3	0 0.0	11 53.3	7 28.9	2 8.0	2 9.8	22 100.0	1
*56. Managers communicate the goals and priorities of the organization.	N %	45.0	0 0.0	10 45.0	6 30.2	3 11.8	3 13.0	22 100.0	1
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	53.3	0 0.0	9 53.3	4 20.3	3 15.3	2 11.1	18 100.0	4

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	39.7	0 0.0	8 39.7	5 27.8	4 18.1	3 14.5	20 100.0	3
59. Managers support collaboration across work units to accomplish work objectives.	N %	24.8	0 0.0	5 24.8	9 47.8	2 8.8	4 18.6	20 100.0	3
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	44.0	1 5.8	7 38.2	5 23.2	4 20.8	3 12.0	20 100.0	3
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	23.1	0 0.0	5 23.1	6 32.3	4 20.1	6 24.5	21 100.0	1
62. Senior leaders demonstrate support for Work/Life programs.	N %	30.5	0 0.0	6 30.5	7 39.4	4 21.3	2 8.9	19 100.0	4
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	24.3	1 4.0	5 20.2	12 58.4	3 10.2	2 7.1	23 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	23.6	1 4.0	4 19.6	7 28.6	7 27.8	4 20.1	23 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	26.0	1 4.0	5 22.0	7 36.4	7 26.0	3 11.6	23 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	11.9	1 4.0	2 7.9	11 54.2	6 23.3	3 10.6	23 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	7.8	1 4.0	1 3.8	8 35.5	8 31.6	5 25.1	23 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	16.9	0 0.0	4 16.9	10 44.0	6 23.5	3 15.6	23 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 28

Percentages are weighted to represent the Agency's population.

**COMMISSION ON CIVIL RIGHTS**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		2	9	7	2	2	22	NA
	%	47.2	9.1	38.1	37.6	7.8	7.4	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		3	6	8	4	2	23	NA
	%	34.8	11.6	23.2	40.4	15.8	8.9	100.0	
71. Considering everything, how satisfied are you with your organization?	N		0	7	6	6	4	23	NA
	%	30.3	0.0	30.3	23.7	31.9	14.1	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).									
								N	%
	Yes							12	48.2
	No							5	24.9
	Not sure							6	26.9
	Total							23	100.0

73. Please select the response below that BEST describes your current teleworking situation:									
								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							0	0.0
	I telework, but no more than 1 or 2 days per month.							0	0.0
	I telework very infrequently, on an unscheduled or short-term basis.							9	36.8
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							4	16.3
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							1	3.3
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							5	24.0
	I do not telework because I choose not to telework.							4	19.7
	Total							23	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 28

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 23  
Response Rate: 82.1%

**COMMISSION ON CIVIL RIGHTS**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	8	30.0
No	11	50.6
Not available to me	4	19.4
Total	23	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	8	32.9
No	10	48.0
Not available to me	5	19.0
Total	23	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	6	23.5
No	16	73.2
Not available to me	1	3.3
Total	23	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	15	64.0
Not available to me	8	36.0
Total	23	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	16	71.7
Not available to me	7	28.3
Total	23	100.0

**COMMISSION ON CIVIL RIGHTS**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	22.4	0 0.0	3 22.4	8 59.5	1 6.1	2 12.0	14 100.0	9
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	68.0	4 29.0	5 39.1	3 25.1	0 0.0	1 6.9	13 100.0	10
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	41.6	0 0.0	5 41.6	5 44.6	1 6.7	1 7.1	12 100.0	11
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	63.1	0 0.0	5 63.1	3 36.9	0 0.0	0 0.0	8 100.0	15
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	26.2	0 0.0	1 26.2	3 73.8	0 0.0	0 0.0	4 100.0	19
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	21.6	0 0.0	1 21.6	3 60.8	0 0.0	1 17.7	5 100.0	18

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 28

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 23  
Response Rate: 82.1%



**COMMITTEE FOR PURCHASE FROM BLIND/SEVERELY DISABLED**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	81.2	5 23.0	11 58.2	1 5.9	2 8.3	1 4.5	20 100.0	NA
2. I have enough information to do my job well.	N %	74.0	6 27.6	9 46.4	2 12.6	1 4.4	2 9.1	20 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	81.2	8 44.6	8 36.6	0 0.0	2 10.5	2 8.3	20 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	81.4	9 40.5	7 40.9	0 0.0	4 18.6	0 0.0	20 100.0	NA
*5. I like the kind of work I do.	N %	100.0	10 45.0	10 55.0	0 0.0	0 0.0	0 0.0	20 100.0	NA
6. I know what is expected of me on the job.	N %	86.5	8 35.9	9 50.6	0 0.0	2 8.9	1 4.5	20 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	95.5	13 63.6	6 31.9	1 4.5	0 0.0	0 0.0	20 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	90.3	12 57.7	6 32.6	2 9.7	0 0.0	0 0.0	20 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	49.0	2 12.9	8 36.1	3 19.1	5 23.0	2 8.9	20 100.0	0
*10. My workload is reasonable.	N %	82.1	3 14.4	13 67.8	1 4.4	1 4.5	2 8.9	20 100.0	0
*11. My talents are used well in the workplace.	N %	72.3	7 31.4	8 40.9	1 8.9	1 5.9	3 12.9	20 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	96.2	11 53.8	8 42.4	1 3.8	0 0.0	0 0.0	20 100.0	0
*13. The work I do is important.	N %	100.0	13 66.7	7 33.3	0 0.0	0 0.0	0 0.0	20 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	85.8	8 38.7	9 47.0	1 3.8	2 10.5	0 0.0	20 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	95.2	6 33.6	12 61.7	0 0.0	0 0.0	1 4.8	19 100.0	1
16. I am held accountable for achieving results.	N %	100.0	9 44.3	11 55.7	0 0.0	0 0.0	0 0.0	20 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 25

Percentages are weighted to represent the Agency's population.

**COMMITTEE FOR PURCHASE FROM BLIND/SEVERELY DISABLED**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	75.1	6 41.4	6 33.8	0 0.0	2 9.3	3 15.5	17 100.0	3
*18. My training needs are assessed.	N %	68.7	4 23.2	9 45.5	5 23.0	0 0.0	2 8.3	20 100.0	0
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	78.4	6 32.1	10 46.3	2 12.7	1 4.4	1 4.5	20 100.0	0
*20. The people I work with cooperate to get the job done.	N %	87.1	7 36.0	10 51.1	0 0.0	1 4.5	2 8.3	20 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	63.5	3 15.1	9 48.4	2 13.5	2 9.5	3 13.5	19 100.0	1
*22. Promotions in my work unit are based on merit.	N %	57.2	2 11.5	8 45.7	6 33.6	1 5.1	1 4.2	18 100.0	2
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	35.0	3 15.4	4 19.6	6 27.5	4 28.8	2 8.7	19 100.0	1
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	48.6	4 19.6	6 28.9	3 18.5	5 28.8	1 4.1	19 100.0	1
25. Awards in my work unit depend on how well employees perform their jobs.	N %	46.3	2 10.3	8 35.9	6 32.0	2 13.3	2 8.5	20 100.0	0
26. Employees in my work unit share job knowledge with each other.	N %	83.4	6 31.5	10 51.9	1 4.4	0 0.0	3 12.2	20 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	52.5	5 21.5	6 31.0	6 38.8	0 0.0	2 8.7	19 100.0	1
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	91.7	10 49.4	8 42.2	2 8.3	0 0.0	0 0.0	20 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	83.4	5 26.0	11 57.3	3 12.1	1 4.5	0 0.0	20 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 25

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**COMMITTEE FOR PURCHASE FROM BLIND/SEVERELY DISABLED**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	74.3	5 21.0	9 53.2	2 8.3	2 8.3	2 9.1	20 100.0	0
31. Employees are recognized for providing high quality products and services.	N %	67.2	5 24.1	8 43.1	4 19.7	1 9.2	1 4.0	19 100.0	0
*32. Creativity and innovation are rewarded.	N %	50.5	4 19.1	7 31.4	4 23.3	3 17.9	2 8.3	20 100.0	0
*33. Pay raises depend on how well employees perform their jobs.	N %	42.3	1 6.6	7 35.7	5 22.9	4 29.7	1 5.1	18 100.0	2
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	76.0	5 30.2	9 45.8	3 19.1	1 4.9	0 0.0	18 100.0	2
*35. Employees are protected from health and safety hazards on the job.	N %	91.8	7 36.0	11 55.8	1 4.4	1 3.8	0 0.0	20 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	52.7	3 14.1	7 38.7	5 33.2	1 5.0	2 9.1	18 100.0	1
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	71.3	6 35.1	7 36.2	1 5.0	4 23.8	0 0.0	18 100.0	2
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	77.7	6 34.6	7 43.1	2 10.7	1 5.8	1 5.8	17 100.0	2
39. My agency is successful at accomplishing its mission.	N %	91.2	7 38.1	10 53.0	1 4.0	1 4.8	0 0.0	19 100.0	1
40. I recommend my organization as a good place to work.	N %	72.3	9 44.9	5 27.4	3 14.9	0 0.0	3 12.9	20 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	45.3	5 23.6	4 21.7	5 32.5	3 13.5	2 8.7	19 100.0	1
*42. My supervisor supports my need to balance work and other life issues.	N %	100.0	10 51.4	9 48.6	0 0.0	0 0.0	0 0.0	19 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	91.3	8 42.7	9 48.6	0 0.0	0 0.0	2 8.7	19 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	73.1	6 33.4	8 39.7	4 22.2	0 0.0	1 4.7	19 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 25

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**COMMITTEE FOR PURCHASE FROM BLIND/SEVERELY DISABLED**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	68.2	7 32.9	7 35.3	5 31.8	0 0.0	0 0.0	19 100.0	0
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	77.6	7 37.5	8 40.1	2 13.7	2 8.7	0 0.0	19 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	89.9	9 46.8	8 43.1	1 6.2	1 3.9	0 0.0	19 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	91.3	10 51.5	7 39.8	0 0.0	1 3.9	1 4.7	19 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	91.3	9 46.9	8 44.4	1 3.9	0 0.0	1 4.7	19 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	91.5	10 51.5	7 40.0	1 4.6	1 3.9	0 0.0	19 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	73.0	7 37.5	7 35.5	4 22.3	0 0.0	1 4.7	19 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	77.6	8 42.2	7 35.4	3 17.6	1 4.7	0 0.0	19 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	63.5	5 24.0	8 39.5	2 18.4	2 9.5	2 8.7	19 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	81.9	7 37.3	8 44.6	1 3.9	0 0.0	3 14.2	19 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	90.5	7 37.3	10 53.2	0 0.0	2 9.5	0 0.0	19 100.0	0
*56. Managers communicate the goals and priorities of the organization.	N %	77.3	7 37.3	7 40.0	1 4.6	2 9.5	2 8.7	19 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	82.0	8 42.1	7 40.0	1 4.6	1 4.7	2 8.7	19 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 25

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**COMMITTEE FOR PURCHASE FROM BLIND/SEVERELY DISABLED**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	86.6	6 28.7	10 57.9	0 0.0	0 0.0	3 13.4	19 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	81.9	7 32.8	8 49.1	0 0.0	1 4.7	3 13.4	19 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	77.3	9 46.6	5 30.7	1 4.6	2 8.7	2 9.5	19 100.0	0
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	77.3	8 42.0	6 35.3	1 4.6	1 3.9	3 14.2	19 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	90.5	8 42.1	9 48.5	1 4.7	0 0.0	1 4.7	19 100.0	0
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	81.9	3 14.8	12 67.1	0 0.0	2 9.5	2 8.7	19 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	77.3	3 14.8	11 62.5	1 4.6	1 4.7	3 13.4	19 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	82.2	6 28.5	10 53.7	1 9.1	0 0.0	2 8.7	19 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	81.9	6 28.0	9 53.8	0 0.0	1 3.9	3 14.2	19 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	38.1	2 8.7	5 29.4	8 39.5	4 22.4	0 0.0	19 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	62.2	4 17.8	8 44.4	6 33.9	1 3.9	0 0.0	19 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 25

Percentages are weighted to represent the Agency's population.

**COMMITTEE FOR PURCHASE FROM BLIND/SEVERELY DISABLED**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		7	9	0	1	2	19	NA
	%	86.6	32.7	53.9	0.0	4.7	8.7	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		5	9	2	3	0	19	NA
	%	68.3	24.1	44.2	13.7	18.0	0.0	100.0	
71. Considering everything, how satisfied are you with your organization?	N		7	8	0	1	3	19	NA
	%	81.9	32.7	49.2	0.0	4.7	13.4	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).									
								N	%
Yes								18	93.8
No								1	6.2
Not sure								0	0.0
Total								19	100.0

73. Please select the response below that BEST describes your current teleworking situation:									
								N	%
I telework 3 or more days per week.								1	9.1
I telework 1 or 2 days per week.								7	33.5
I telework, but no more than 1 or 2 days per month.								4	17.3
I telework very infrequently, on an unscheduled or short-term basis.								5	24.6
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).								1	6.2
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.								0	0.0
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.								0	0.0
I do not telework because I choose not to telework.								1	9.3
Total								19	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 25

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 20  
Response Rate: 80.0%

**COMMITTEE FOR PURCHASE FROM BLIND/SEVERELY DISABLED**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	6	31.7
No	13	68.3
Not available to me	0	0.0
Total	19	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	0	0.0
No	8	43.9
Not available to me	11	56.1
Total	19	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	4	18.6
No	14	72.1
Not available to me	1	9.3
Total	19	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	7	37.7
Not available to me	12	62.3
Total	19	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	7	37.7
Not available to me	12	62.3
Total	19	100.0

**COMMITTEE FOR PURCHASE FROM BLIND/SEVERELY DISABLED**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	100.0	9 58.0	8 42.0	0 0.0	0 0.0	0 0.0	17 100.0	2
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	77.0	6 55.3	3 21.7	1 15.2	1 7.9	0 0.0	11 100.0	8
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	0.0	0 0.0	0 0.0	2 50.9	2 34.1	1 15.0	5 100.0	14
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	34.1	1 11.2	2 23.0	4 54.7	1 11.1	0 0.0	8 100.0	11
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	0.0	0 0.0	0 0.0	3 100.0	0 0.0	0 0.0	3 100.0	16
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	0.0	0 0.0	0 0.0	3 100.0	0 0.0	0 0.0	3 100.0	16

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 25

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 20  
Response Rate: 80.0%



**COMMODITY FUTURES TRADING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	70.2	83 20.5	185 49.7	64 16.2	42 10.7	11 2.9	385 100.0	NA
2. I have enough information to do my job well.	N %	69.4	69 16.5	204 52.9	71 19.4	37 9.6	6 1.7	387 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	65.4	107 26.6	149 38.7	71 19.0	45 11.5	15 4.2	387 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	71.7	110 27.5	171 44.2	63 17.1	35 9.0	8 2.1	387 100.0	NA
*5. I like the kind of work I do.	N %	80.5	138 35.8	172 44.7	53 13.6	14 3.8	9 2.2	386 100.0	NA
6. I know what is expected of me on the job.	N %	81.0	119 30.1	193 50.9	42 11.1	21 5.5	9 2.4	384 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	96.5	270 69.4	102 27.0	10 2.6	0 0.0	4 1.0	386 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	91.3	194 49.7	157 41.6	27 6.4	6 1.8	2 0.5	386 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	35.4	25 6.3	112 29.1	78 21.2	101 25.8	68 17.7	384 100.0	2
*10. My workload is reasonable.	N %	61.1	38 10.0	197 51.1	72 19.1	53 13.3	27 6.5	387 100.0	0
*11. My talents are used well in the workplace.	N %	61.8	55 13.7	184 48.1	67 18.3	52 12.9	27 6.9	385 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	85.3	119 29.6	210 55.7	36 9.0	14 3.9	7 1.8	386 100.0	0
*13. The work I do is important.	N %	87.8	163 41.8	174 46.0	30 7.6	11 2.9	7 1.7	385 100.0	2
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	86.8	148 38.1	182 48.7	35 8.1	16 4.1	4 1.0	385 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	74.6	103 27.0	170 47.6	59 15.9	24 6.7	11 2.8	367 100.0	19
16. I am held accountable for achieving results.	N %	84.6	108 27.1	214 57.5	46 11.9	11 2.7	3 0.9	382 100.0	2

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 593

Percentages are weighted to represent the Agency's population.

**COMMODITY FUTURES TRADING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		98	145	76	19	17	355	29
	%	69.9	28.2	41.7	21.1	5.0	4.1	100.0	
*18. My training needs are assessed.	N		32	145	99	72	29	377	9
	%	47.9	8.5	39.4	25.8	18.8	7.5	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		76	163	72	36	25	372	15
	%	64.5	19.9	44.6	19.2	9.9	6.4	100.0	
*20. The people I work with cooperate to get the job done.	N		115	190	35	29	7	376	NA
	%	82.5	29.6	52.9	8.5	7.1	1.8	100.0	
*21. My work unit is able to recruit people with the right skills.	N		54	178	69	46	32	379	8
	%	61.0	14.0	47.0	18.9	12.1	8.0	100.0	
*22. Promotions in my work unit are based on merit.	N		50	118	104	38	36	346	41
	%	48.2	13.6	34.6	30.2	11.8	9.8	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		21	105	107	55	37	325	60
	%	39.1	5.6	33.4	33.1	16.5	11.3	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		23	102	108	68	39	340	47
	%	35.8	6.1	29.7	33.0	19.9	11.3	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		30	135	94	45	28	332	53
	%	49.2	7.6	41.5	29.2	13.6	8.0	100.0	
26. Employees in my work unit share job knowledge with each other.	N		93	201	47	28	16	385	2
	%	76.6	24.1	52.5	12.2	6.8	4.5	100.0	
27. The skill level in my work unit has improved in the past year.	N		90	175	74	16	12	367	18
	%	71.5	24.3	47.2	20.8	4.0	3.7	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		196	146	38	5	0	385	NA
	%	88.9	49.7	39.2	10.0	1.1	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		58	214	64	32	9	377	6
	%	72.9	14.9	58.0	16.8	7.8	2.6	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 593

Percentages are weighted to represent the Agency's population.

**COMMODITY FUTURES TRADING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	54.2	53 14.1	150 40.2	87 24.3	61 16.0	22 5.5	373 100.0	11
31. Employees are recognized for providing high quality products and services.	N %	59.4	59 15.3	161 44.1	90 24.5	43 11.3	19 4.8	372 100.0	13
*32. Creativity and innovation are rewarded.	N %	49.9	47 11.6	136 38.3	100 28.4	51 14.2	27 7.4	361 100.0	23
*33. Pay raises depend on how well employees perform their jobs.	N %	41.9	26 6.6	118 35.3	94 29.8	59 17.2	40 11.1	337 100.0	47
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	61.1	54 15.3	155 45.8	91 26.3	25 7.1	19 5.4	344 100.0	40
*35. Employees are protected from health and safety hazards on the job.	N %	91.3	127 34.6	215 56.7	27 7.0	6 1.5	1 0.2	376 100.0	8
*36. My organization has prepared employees for potential security threats.	N %	81.0	86 24.2	215 56.8	52 14.0	17 4.5	2 0.4	372 100.0	10
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	59.4	69 18.7	134 40.7	89 26.1	23 6.9	29 7.7	344 100.0	38
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	74.9	97 29.4	150 45.4	59 17.6	13 3.9	14 3.6	333 100.0	52
39. My agency is successful at accomplishing its mission.	N %	80.6	97 25.6	202 55.0	62 15.3	12 2.8	4 1.3	377 100.0	6
40. I recommend my organization as a good place to work.	N %	78.7	153 39.0	147 39.7	59 14.8	21 5.3	5 1.2	385 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	57.9	62 17.5	134 40.4	88 25.5	29 8.3	29 8.2	342 100.0	42
*42. My supervisor supports my need to balance work and other life issues.	N %	91.1	184 49.6	161 41.4	21 5.3	7 2.1	7 1.5	380 100.0	4
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	75.9	138 36.3	152 39.7	49 12.4	28 7.6	16 4.1	383 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	71.8	117 31.3	154 40.5	59 15.5	30 7.8	19 4.9	379 100.0	4

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 593

Percentages are weighted to represent the Agency's population.

**COMMODITY FUTURES TRADING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	76.4	116 34.4	142 42.0	64 19.6	7 2.0	7 2.0	336 100.0	47
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	69.6	108 27.9	158 41.6	66 18.0	31 7.7	18 4.7	381 100.0	2
*47. Supervisors/team leaders in my work unit support employee development.	N %	74.2	113 29.9	169 44.3	60 15.6	26 6.4	13 3.8	381 100.0	3
48. My supervisor/team leader listens to what I have to say.	N %	84.4	171 45.3	153 39.1	38 10.0	14 3.5	8 2.1	384 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	88.6	195 51.4	144 37.2	25 6.8	5 1.2	14 3.4	383 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	92.1	181 48.0	170 44.1	17 4.3	11 2.6	5 1.1	384 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	78.4	163 42.8	132 35.7	46 12.2	21 5.4	17 4.0	379 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	80.7	179 46.0	129 34.7	50 13.1	13 3.2	12 3.1	383 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	56.8	53 13.3	161 43.5	92 25.4	42 10.9	27 6.9	375 100.0	7
54. My organization's leaders maintain high standards of honesty and integrity.	N %	71.0	94 25.4	164 45.6	70 19.0	21 5.6	17 4.4	366 100.0	15
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	73.9	89 23.2	179 50.7	64 17.6	22 5.6	11 2.9	365 100.0	17
*56. Managers communicate the goals and priorities of the organization.	N %	61.4	69 17.3	165 44.1	78 21.8	43 12.0	18 4.8	373 100.0	9
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	63.7	61 16.9	157 46.8	83 25.7	24 7.4	10 3.3	335 100.0	44

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 593

Percentages are weighted to represent the Agency's population.

**COMMODITY FUTURES TRADING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	53.4	59 15.2	140 38.3	83 23.9	52 14.0	31 8.6	365 100.0	17
59. Managers support collaboration across work units to accomplish work objectives.	N %	58.5	61 16.2	152 42.3	79 22.9	42 11.4	26 7.2	360 100.0	19
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	68.2	114 29.4	135 38.8	72 20.7	25 6.5	18 4.6	364 100.0	14
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	64.9	105 28.3	139 36.7	86 22.4	31 8.2	19 4.4	380 100.0	2
62. Senior leaders demonstrate support for Work/Life programs.	N %	69.7	94 26.5	150 43.2	86 24.3	12 3.3	11 2.7	353 100.0	30
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	60.0	65 16.7	164 43.4	94 23.9	44 12.1	15 4.0	382 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	51.8	56 14.2	145 37.6	97 25.6	68 18.5	16 4.1	382 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	61.8	74 18.6	164 43.2	85 22.9	38 10.4	19 5.0	380 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	53.5	53 12.6	151 40.9	105 28.7	49 13.0	20 4.9	378 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	35.3	39 10.0	99 25.3	141 37.4	63 17.3	39 10.1	381 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	49.8	36 9.5	154 40.3	116 30.4	49 13.2	26 6.6	381 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 593

Percentages are weighted to represent the Agency's population.

**COMMODITY FUTURES TRADING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		108	184	50	27	12	381	NA
	%	77.5	27.8	49.7	12.7	6.7	3.1	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		96	178	63	31	14	382	NA
	%	72.1	25.3	46.7	16.8	7.5	3.7	100.0	
71. Considering everything, how satisfied are you with your organization?	N		97	180	66	27	11	381	NA
	%	72.8	25.3	47.4	17.9	6.8	2.6	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							333	87.9
	No							36	8.6
	Not sure							14	3.4
	Total							383	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							41	11.4
	I telework, but no more than 1 or 2 days per month.							105	28.6
	I telework very infrequently, on an unscheduled or short-term basis.							117	30.5
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							15	4.1
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							5	1.0
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							26	6.0
	I do not telework because I choose not to telework.							74	18.4
	Total							383	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 593

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 387  
Response Rate: 65.3%

**COMMODITY FUTURES TRADING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	225	58.8
No	150	39.4
Not available to me	7	1.8
Total	382	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	87	22.0
No	277	73.9
Not available to me	15	4.1
Total	379	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	42	11.2
No	335	87.9
Not available to me	4	0.9
Total	381	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	6	1.3
No	308	82.0
Not available to me	65	16.7
Total	379	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	12	2.9
No	327	86.7
Not available to me	41	10.4
Total	380	100.0

**COMMODITY FUTURES TRADING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	68.7	87 25.8	140 42.9	61 18.4	27 8.2	17 4.7	332 100.0	49
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	82.9	116 39.7	130 43.2	37 12.8	8 3.0	4 1.3	295 100.0	85
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	45.9	29 13.1	69 32.8	92 47.7	10 4.9	3 1.5	203 100.0	178
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	42.0	18 10.7	50 31.3	90 56.7	1 0.6	1 0.6	160 100.0	222
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	16.3	11 8.1	9 8.2	77 70.3	8 5.7	10 7.7	115 100.0	263
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	19.8	9 7.0	14 12.8	82 77.5	2 1.7	1 1.0	108 100.0	274

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 593

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 387  
Response Rate: 65.3%



**CONSUMER PRODUCT SAFETY COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	69.0	40 18.1	115 50.9	40 16.7	29 11.9	6 2.4	230 100.0	NA
2. I have enough information to do my job well.	N %	74.2	32 13.9	139 60.3	34 15.1	20 8.9	5 1.8	230 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	58.1	42 19.0	91 39.1	48 21.2	33 14.3	16 6.4	230 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	74.9	69 30.6	105 44.3	24 11.6	23 10.3	8 3.2	229 100.0	NA
*5. I like the kind of work I do.	N %	85.6	93 41.0	104 44.6	20 9.3	10 4.4	2 0.7	229 100.0	NA
6. I know what is expected of me on the job.	N %	80.9	59 24.5	127 56.3	22 9.7	14 6.3	8 3.1	230 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	97.7	148 64.7	76 32.9	5 2.0	1 0.3	0 0.0	230 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	91.4	103 43.4	108 48.0	17 8.1	1 0.5	0 0.0	229 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	50.1	13 6.0	100 44.1	57 24.7	46 19.6	14 5.6	230 100.0	0
*10. My workload is reasonable.	N %	58.0	16 7.4	116 50.5	42 18.9	35 14.5	21 8.6	230 100.0	0
*11. My talents are used well in the workplace.	N %	59.3	31 14.2	102 45.1	38 16.7	37 15.8	19 8.2	227 100.0	2
*12. I know how my work relates to the agency's goals and priorities.	N %	86.2	68 29.1	129 57.1	17 7.2	8 3.9	6 2.8	228 100.0	1
*13. The work I do is important.	N %	87.1	107 48.3	93 38.8	15 7.6	11 4.2	2 1.1	228 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	84.1	78 36.1	110 48.0	20 7.5	12 4.8	8 3.6	228 100.0	2
*15. My performance appraisal is a fair reflection of my performance.	N %	79.8	60 27.0	116 52.8	19 8.6	14 6.7	12 4.9	221 100.0	9
16. I am held accountable for achieving results.	N %	86.8	73 33.1	120 53.7	23 9.4	6 2.8	3 1.1	225 100.0	3

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 428

Percentages are weighted to represent the Agency's population.

**CONSUMER PRODUCT SAFETY COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		47	71	46	22	18	204	25
	%	57.7	23.7	34.0	23.6	10.5	8.2	100.0	
*18. My training needs are assessed.	N		23	84	59	33	24	223	5
	%	50.5	11.9	38.6	24.9	14.6	10.0	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		47	101	30	27	17	222	8
	%	66.6	21.9	44.7	13.5	12.8	7.1	100.0	
*20. The people I work with cooperate to get the job done.	N		62	110	32	16	4	224	NA
	%	77.9	29.9	48.1	13.3	7.4	1.4	100.0	
*21. My work unit is able to recruit people with the right skills.	N		33	98	47	23	13	214	15
	%	63.0	15.6	47.4	21.0	10.4	5.6	100.0	
*22. Promotions in my work unit are based on merit.	N		32	60	40	29	27	188	39
	%	50.0	17.3	32.7	21.8	15.1	13.2	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		16	59	56	26	19	176	53
	%	43.9	8.9	35.0	32.9	13.0	10.3	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		24	66	48	35	19	192	36
	%	45.8	12.6	33.2	26.5	17.8	10.0	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		31	70	47	27	21	196	31
	%	51.9	16.8	35.2	24.5	13.6	10.0	100.0	
26. Employees in my work unit share job knowledge with each other.	N		63	116	25	18	6	228	0
	%	78.1	30.0	48.1	11.2	7.9	2.7	100.0	
27. The skill level in my work unit has improved in the past year.	N		44	98	45	17	7	211	18
	%	68.1	21.9	46.2	20.2	8.3	3.4	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		114	84	24	5	2	229	NA
	%	86.1	49.5	36.6	11.3	1.9	0.7	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		44	137	22	17	3	223	5
	%	81.8	21.4	60.4	9.8	7.3	1.1	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 428

Percentages are weighted to represent the Agency's population.

**CONSUMER PRODUCT SAFETY COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	54.1	25 12.3	90 41.8	43 19.6	40 18.9	17 7.4	215 100.0	13
31. Employees are recognized for providing high quality products and services.	N %	63.6	35 17.0	101 46.6	38 16.5	33 14.9	12 4.9	219 100.0	9
*32. Creativity and innovation are rewarded.	N %	45.9	31 15.2	65 30.7	60 26.9	38 18.1	21 9.2	215 100.0	13
*33. Pay raises depend on how well employees perform their jobs.	N %	32.1	15 7.9	48 24.3	59 32.3	34 18.0	36 17.6	192 100.0	36
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	68.6	41 21.1	95 47.5	38 17.1	19 9.5	11 4.8	204 100.0	24
*35. Employees are protected from health and safety hazards on the job.	N %	73.3	44 20.3	115 53.1	40 19.2	11 4.8	5 2.7	215 100.0	12
*36. My organization has prepared employees for potential security threats.	N %	54.9	25 12.0	91 42.9	47 23.5	29 13.5	17 8.1	209 100.0	17
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	51.1	26 13.1	74 38.1	44 22.9	28 13.2	28 12.8	200 100.0	26
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	63.6	38 20.1	81 43.5	36 19.6	15 7.4	19 9.4	189 100.0	37
39. My agency is successful at accomplishing its mission.	N %	83.1	53 24.4	133 58.7	29 13.0	7 3.0	2 0.9	224 100.0	3
40. I recommend my organization as a good place to work.	N %	69.3	62 28.3	95 40.9	42 17.8	17 7.5	13 5.4	229 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	44.1	25 11.6	66 32.4	65 32.8	25 12.4	24 10.7	205 100.0	23
*42. My supervisor supports my need to balance work and other life issues.	N %	88.0	100 45.5	94 42.5	14 6.5	10 3.8	4 1.7	222 100.0	3
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	67.6	58 26.6	95 40.9	34 16.6	28 12.1	9 3.7	224 100.0	1
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	67.8	51 23.0	96 44.8	35 16.6	22 9.7	14 5.9	218 100.0	5

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 428

Percentages are weighted to represent the Agency's population.

**CONSUMER PRODUCT SAFETY COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	73.3	58 30.0	86 43.3	36 17.6	9 5.0	8 4.1	197 100.0	26
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	66.8	56 25.9	92 40.9	41 18.8	18 7.8	16 6.6	223 100.0	1
*47. Supervisors/team leaders in my work unit support employee development.	N %	76.0	60 27.7	101 48.3	26 11.8	16 7.2	12 4.9	215 100.0	8
48. My supervisor/team leader listens to what I have to say.	N %	84.8	80 35.9	109 48.8	15 7.5	11 4.5	8 3.3	223 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	83.1	98 44.7	87 38.4	19 9.1	8 3.3	12 4.5	224 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	82.1	75 33.2	108 48.9	16 6.3	16 7.7	9 3.9	224 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	73.8	79 36.1	84 37.7	26 11.3	12 5.2	22 9.7	223 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	73.9	95 42.8	69 31.1	35 15.6	15 7.2	9 3.3	223 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	47.3	23 10.4	76 36.8	57 25.6	36 16.0	24 11.1	216 100.0	6
54. My organization's leaders maintain high standards of honesty and integrity.	N %	57.4	37 17.7	76 39.7	45 22.1	24 10.6	22 9.8	204 100.0	18
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	69.6	41 20.6	96 49.0	38 18.5	14 6.6	11 5.3	200 100.0	20
*56. Managers communicate the goals and priorities of the organization.	N %	59.6	38 17.8	92 41.8	46 21.6	26 11.5	16 7.2	218 100.0	4
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	65.1	33 17.6	94 47.5	45 22.2	14 6.5	13 6.2	199 100.0	22

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 428

Percentages are weighted to represent the Agency's population.

**CONSUMER PRODUCT SAFETY COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	51.2	27 13.6	81 37.6	47 21.7	33 15.2	26 11.8	214 100.0	8
59. Managers support collaboration across work units to accomplish work objectives.	N %	61.8	38 18.1	90 43.7	37 17.3	23 10.1	24 10.8	212 100.0	7
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	61.9	53 26.1	77 35.8	46 21.7	16 8.7	18 7.7	210 100.0	12
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	54.4	40 19.4	76 34.9	48 22.6	31 15.4	19 7.6	214 100.0	5
62. Senior leaders demonstrate support for Work/Life programs.	N %	60.6	36 20.9	80 39.7	45 23.5	17 8.9	14 7.0	192 100.0	28
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	52.1	32 14.3	82 37.8	50 24.3	34 15.0	21 8.6	219 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	42.7	17 7.8	74 35.0	58 26.8	45 19.9	24 10.5	218 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	57.1	45 20.0	82 37.1	46 21.9	27 12.9	18 8.1	218 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	47.3	21 9.5	83 37.9	68 31.8	23 11.2	22 9.6	217 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	35.4	26 12.1	50 23.4	63 29.5	43 19.5	36 15.5	218 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	52.4	23 11.3	88 41.2	61 26.4	30 13.8	16 7.3	218 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 428

Percentages are weighted to represent the Agency's population.

**CONSUMER PRODUCT SAFETY COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		47	110	29	20	12	218	NA
	%	71.6	23.1	48.5	13.3	9.6	5.5	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		43	97	37	29	12	218	NA
	%	66.0	20.4	45.6	16.6	12.4	5.1	100.0	
71. Considering everything, how satisfied are you with your organization?	N		44	108	32	16	17	217	NA
	%	71.1	21.7	49.3	13.8	7.5	7.6	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							153	73.6
	No							57	24.0
	Not sure							6	2.5
	Total							216	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							63	36.0
	I telework 1 or 2 days per week.							37	15.8
	I telework, but no more than 1 or 2 days per month.							7	3.0
	I telework very infrequently, on an unscheduled or short-term basis.							23	10.0
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							15	6.1
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							3	1.2
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							36	15.9
	I do not telework because I choose not to telework.							31	11.8
	Total							215	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 428

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 230  
Response Rate: 53.7%

**CONSUMER PRODUCT SAFETY COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	136	64.1
No	78	35.1
Not available to me	2	0.8
Total	216	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	74	32.2
No	125	58.3
Not available to me	18	9.5
Total	217	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	40	18.7
No	174	80.5
Not available to me	2	0.8
Total	216	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	4	1.6
No	169	76.8
Not available to me	44	21.6
Total	217	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	6	3.1
No	177	81.3
Not available to me	33	15.6
Total	216	100.0

**CONSUMER PRODUCT SAFETY COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	74.9	71 44.3	58 30.5	15 7.4	25 12.7	10 5.0	179 100.0	38
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	84.8	77 46.3	75 38.5	23 13.0	2 1.4	2 0.9	179 100.0	38
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	56.5	19 14.5	59 41.9	41 32.7	10 9.5	2 1.3	131 100.0	82
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	53.1	14 15.1	36 38.0	41 44.7	2 2.1	0 0.0	93 100.0	124
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	23.3	3 5.9	9 17.4	33 66.7	3 6.7	2 3.4	50 100.0	166
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	27.6	3 5.6	11 22.0	35 65.1	2 4.9	1 2.4	52 100.0	163

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 428

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 230  
Response Rate: 53.7%



**CORPORATION FOR NATIONAL AND COMMUNITY SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	62.6	74 19.0	179 43.6	63 14.9	65 16.9	23 5.6	404 100.0	NA
2. I have enough information to do my job well.	N %	68.6	65 16.0	217 52.6	57 15.1	58 14.6	8 1.7	405 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	63.8	110 26.8	148 37.0	77 18.9	49 11.9	21 5.4	405 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	73.8	124 31.6	176 42.2	54 13.4	37 9.4	14 3.3	405 100.0	NA
*5. I like the kind of work I do.	N %	82.1	160 40.3	167 41.9	45 10.6	22 5.5	8 1.8	402 100.0	NA
6. I know what is expected of me on the job.	N %	78.4	116 29.0	198 49.3	52 12.1	32 8.0	6 1.5	404 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	96.8	294 72.0	98 24.8	8 1.8	1 0.3	4 1.1	405 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	91.8	219 54.0	153 37.8	29 7.3	1 0.4	1 0.4	403 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	47.7	35 8.2	158 39.5	65 16.2	107 26.7	39 9.4	404 100.0	1
*10. My workload is reasonable.	N %	53.8	33 8.3	183 45.5	75 18.7	86 21.1	25 6.3	402 100.0	1
*11. My talents are used well in the workplace.	N %	58.1	56 13.9	173 44.2	64 14.4	68 17.1	41 10.4	402 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	90.3	144 36.3	216 54.0	23 5.4	14 3.5	3 0.7	400 100.0	3
*13. The work I do is important.	N %	90.7	200 51.4	157 39.3	28 6.9	4 1.0	5 1.4	394 100.0	3
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	76.7	114 28.5	196 48.2	45 11.3	37 9.7	10 2.2	402 100.0	2
*15. My performance appraisal is a fair reflection of my performance.	N %	71.4	121 30.5	160 40.9	60 14.5	26 6.5	31 7.5	398 100.0	6
16. I am held accountable for achieving results.	N %	87.2	139 34.2	212 53.1	39 9.8	8 2.2	4 0.8	402 100.0	2

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 563

Percentages are weighted to represent the Agency's population.

**CORPORATION FOR NATIONAL AND COMMUNITY SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	70.0	118 31.1	151 38.9	59 15.4	23 5.7	33 8.9	384 100.0	21
*18. My training needs are assessed.	N %	40.2	38 9.6	121 30.6	100 24.6	85 21.9	52 13.2	396 100.0	7
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	63.7	90 23.0	160 40.8	60 14.7	47 11.3	39 10.2	396 100.0	9
*20. The people I work with cooperate to get the job done.	N %	79.9	114 29.2	202 50.7	47 12.7	23 5.8	6 1.6	392 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	65.5	65 15.9	187 49.7	74 18.3	45 12.2	16 4.0	387 100.0	17
*22. Promotions in my work unit are based on merit.	N %	38.4	35 9.6	97 28.7	126 34.9	46 13.3	49 13.4	353 100.0	52
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	40.8	23 6.8	114 34.0	100 29.0	52 15.0	46 15.2	335 100.0	68
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	40.5	28 7.3	119 33.2	95 24.7	82 21.5	48 13.4	372 100.0	31
25. Awards in my work unit depend on how well employees perform their jobs.	N %	40.0	30 8.0	112 32.0	103 28.3	56 15.5	55 16.2	356 100.0	47
26. Employees in my work unit share job knowledge with each other.	N %	74.2	90 22.2	205 51.9	59 14.6	31 7.6	16 3.6	401 100.0	2
27. The skill level in my work unit has improved in the past year.	N %	60.8	60 16.0	171 44.8	106 28.0	29 7.9	14 3.3	380 100.0	22
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	86.9	177 43.1	174 43.8	44 11.1	6 1.3	3 0.7	404 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	76.4	56 15.0	242 61.5	59 14.9	27 7.2	5 1.4	389 100.0	4

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 563

Percentages are weighted to represent the Agency's population.

**CORPORATION FOR NATIONAL AND COMMUNITY SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	51.0	42 11.4	150 39.6	91 24.5	64 17.3	30 7.2	377 100.0	17
31. Employees are recognized for providing high quality products and services.	N %	51.3	41 10.9	155 40.4	85 22.4	72 18.3	31 7.9	384 100.0	11
*32. Creativity and innovation are rewarded.	N %	42.1	37 9.9	121 32.2	123 32.6	59 15.2	37 10.1	377 100.0	14
*33. Pay raises depend on how well employees perform their jobs.	N %	26.9	12 3.9	74 23.0	103 31.2	70 20.7	71 21.3	330 100.0	58
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	71.9	91 23.6	176 48.3	65 17.3	22 6.1	17 4.6	371 100.0	24
*35. Employees are protected from health and safety hazards on the job.	N %	86.0	111 29.4	218 56.6	39 10.2	10 2.7	4 1.1	382 100.0	11
*36. My organization has prepared employees for potential security threats.	N %	68.5	59 16.1	197 52.5	65 16.9	47 12.2	9 2.4	377 100.0	16
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	64.1	89 26.2	143 37.9	67 18.2	36 9.5	32 8.2	367 100.0	27
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	77.6	113 33.2	163 44.4	48 13.3	17 4.7	17 4.3	358 100.0	35
39. My agency is successful at accomplishing its mission.	N %	84.3	121 32.1	206 52.2	46 11.8	12 3.2	3 0.7	388 100.0	3
40. I recommend my organization as a good place to work.	N %	69.8	117 30.6	153 39.3	70 17.9	33 7.7	19 4.6	392 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	54.5	48 14.1	143 40.4	87 24.1	45 13.0	31 8.5	354 100.0	38
*42. My supervisor supports my need to balance work and other life issues.	N %	84.8	189 49.5	142 35.3	27 7.5	19 4.5	12 3.2	389 100.0	3
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	72.7	124 32.7	153 40.1	55 13.8	33 8.1	21 5.3	386 100.0	4
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	66.5	115 30.4	140 36.0	64 16.0	41 10.5	28 7.0	388 100.0	4

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**CORPORATION FOR NATIONAL AND COMMUNITY SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	72.2	122 34.0	144 38.3	77 20.4	12 3.2	15 4.2	370 100.0	20
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	61.3	94 25.6	141 35.7	73 18.4	52 13.8	24 6.5	384 100.0	6
*47. Supervisors/team leaders in my work unit support employee development.	N %	65.0	99 26.2	153 38.8	77 19.9	37 9.6	21 5.5	387 100.0	5
48. My supervisor/team leader listens to what I have to say.	N %	84.5	154 39.8	172 44.6	43 10.0	13 3.4	9 2.2	391 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	84.1	178 46.4	151 37.6	39 9.7	13 3.2	11 3.1	392 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	86.5	150 40.3	187 46.2	27 6.9	21 5.5	5 1.2	390 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	73.6	144 38.3	141 35.3	49 12.6	35 8.7	20 5.2	389 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	72.3	166 42.8	116 29.6	75 18.3	24 6.5	11 2.8	392 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	45.4	27 7.2	145 38.2	98 25.6	69 19.2	40 9.8	379 100.0	8
54. My organization's leaders maintain high standards of honesty and integrity.	N %	58.6	61 16.4	157 42.2	90 23.9	40 10.7	26 6.8	374 100.0	14
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	75.5	74 19.5	204 55.9	55 14.8	21 5.6	15 4.1	369 100.0	18
*56. Managers communicate the goals and priorities of the organization.	N %	68.2	60 16.0	200 52.2	73 19.5	31 7.8	19 4.5	383 100.0	2
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	66.4	49 13.3	194 53.0	82 22.5	27 6.8	17 4.3	369 100.0	18

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**CORPORATION FOR NATIONAL AND COMMUNITY SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	54.5	41 11.7	162 42.8	83 22.2	50 13.9	36 9.4	372 100.0	13
59. Managers support collaboration across work units to accomplish work objectives.	N %	57.9	48 12.8	170 45.1	85 21.7	50 14.5	24 6.0	377 100.0	9
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	63.3	93 25.7	142 37.6	83 22.5	29 7.9	22 6.3	369 100.0	17
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	51.7	62 17.0	135 34.7	97 24.3	52 13.8	39 10.2	385 100.0	1
62. Senior leaders demonstrate support for Work/Life programs.	N %	61.7	68 20.5	147 41.2	94 25.4	25 7.7	20 5.2	354 100.0	33
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	57.2	45 11.6	178 45.6	72 19.1	71 18.9	21 4.8	387 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	52.0	45 12.0	154 40.0	79 20.4	72 18.8	35 8.9	385 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	49.5	55 14.6	136 34.9	96 26.0	61 15.3	37 9.2	385 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	44.5	36 10.2	133 34.3	117 30.0	71 18.4	29 7.1	386 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	29.8	28 8.1	82 21.7	116 29.7	99 25.5	62 15.0	387 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	37.7	29 7.5	118 30.2	111 28.4	87 23.7	41 10.1	386 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**CORPORATION FOR NATIONAL AND COMMUNITY SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		87	174	61	52	12	386	NA
	%	68.6	23.5	45.0	15.9	12.8	2.7	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		54	168	66	55	43	386	NA
	%	59.1	14.9	44.2	16.7	13.7	10.5	100.0	
71. Considering everything, how satisfied are you with your organization?	N		85	166	67	53	13	384	NA
	%	65.6	22.4	43.2	18.1	13.4	3.0	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							363	93.8
	No							17	4.9
	Not sure							4	1.3
	Total							384	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							11	2.7
	I telework 1 or 2 days per week.							102	26.1
	I telework, but no more than 1 or 2 days per month.							74	19.0
	I telework very infrequently, on an unscheduled or short-term basis.							121	31.2
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							8	2.3
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							10	2.5
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							26	7.3
	I do not telework because I choose not to telework.							33	8.9
	Total							385	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 563

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 405  
Response Rate: 71.9%

**CORPORATION FOR NATIONAL AND COMMUNITY SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	87	22.2
No	270	70.6
Not available to me	26	7.2
Total	383	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	78	19.0
No	243	63.7
Not available to me	62	17.3
Total	383	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	57	15.1
No	315	81.6
Not available to me	12	3.3
Total	384	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	7	1.7
No	288	74.3
Not available to me	87	24.0
Total	382	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	2	0.6
No	293	76.2
Not available to me	87	23.2
Total	382	100.0

**CORPORATION FOR NATIONAL AND COMMUNITY SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	77.2	138 39.3	131 37.8	45 13.5	23 5.7	12 3.6	349 100.0	36
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	64.1	67 29.8	75 34.4	58 27.7	12 4.9	6 3.2	218 100.0	165
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	53.7	28 15.9	66 37.9	64 37.8	9 5.6	4 3.0	171 100.0	212
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	48.2	21 12.9	55 35.2	74 45.6	6 3.8	3 2.4	159 100.0	226
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	16.5	3 3.6	11 12.8	58 69.8	3 2.8	8 10.9	83 100.0	300
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	11.7	2 2.8	7 8.9	61 78.9	1 1.0	6 8.4	77 100.0	306

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 563

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 405  
Response Rate: 71.9%



**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	88.2	42 50.0	33 38.2	4 6.1	5 5.7	0 0.0	84 100.0	NA
2. I have enough information to do my job well.	N %	91.2	32 38.4	45 52.8	5 6.9	2 2.0	0 0.0	84 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	67.7	25 29.8	31 37.9	18 19.8	8 9.9	2 2.6	84 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	86.9	34 39.7	39 47.2	7 7.7	4 5.4	0 0.0	84 100.0	NA
*5. I like the kind of work I do.	N %	91.0	36 42.8	41 48.2	6 8.0	1 1.0	0 0.0	84 100.0	NA
6. I know what is expected of me on the job.	N %	82.1	33 37.6	37 44.5	7 8.6	6 8.5	1 0.8	84 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	100.0	68 80.7	16 19.3	0 0.0	0 0.0	0 0.0	84 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	91.3	43 51.8	34 39.4	7 8.7	0 0.0	0 0.0	84 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	82.1	37 42.9	33 39.2	8 10.8	3 3.8	3 3.4	84 100.0	0
*10. My workload is reasonable.	N %	80.5	31 36.6	36 43.9	7 8.4	6 6.5	4 4.6	84 100.0	0
*11. My talents are used well in the workplace.	N %	75.5	22 26.4	41 49.1	12 15.2	7 6.8	2 2.5	84 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	86.0	42 51.9	31 34.1	6 7.5	5 6.4	0 0.0	84 100.0	0
*13. The work I do is important.	N %	92.1	43 51.6	33 40.5	6 7.9	0 0.0	0 0.0	82 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	93.7	46 52.6	32 41.1	3 3.2	3 3.1	0 0.0	84 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	85.9	36 44.6	35 41.4	10 12.1	2 1.9	0 0.0	83 100.0	1
16. I am held accountable for achieving results.	N %	77.1	32 37.7	34 39.4	11 13.8	6 8.1	1 1.0	84 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 98

Percentages are weighted to represent the Agency's population.

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	88.0	50 63.3	21 24.7	7 8.3	2 2.2	1 1.5	81 100.0	3
*18. My training needs are assessed.	N %	69.0	30 34.3	30 34.7	14 17.2	5 7.0	5 6.9	84 100.0	0
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	74.3	28 33.5	33 40.8	12 12.8	6 8.9	4 3.9	83 100.0	1
*20. The people I work with cooperate to get the job done.	N %	89.2	26 30.0	47 59.2	6 7.7	1 1.7	1 1.5	81 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	80.0	20 25.0	47 55.0	10 14.1	3 3.9	2 2.0	82 100.0	2
*22. Promotions in my work unit are based on merit.	N %	56.5	16 19.9	30 36.6	24 32.2	6 8.6	2 2.7	78 100.0	6
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	42.2	11 15.3	22 26.9	18 24.5	14 17.4	11 15.9	76 100.0	8
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	51.7	15 17.1	28 34.6	17 20.9	17 21.7	4 5.7	81 100.0	3
25. Awards in my work unit depend on how well employees perform their jobs.	N %	69.6	23 26.9	35 42.7	14 20.5	7 8.5	1 1.5	80 100.0	4
26. Employees in my work unit share job knowledge with each other.	N %	88.9	30 32.9	44 55.9	5 5.4	4 4.6	1 1.1	84 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	65.3	30 36.0	25 29.3	25 32.6	1 1.0	1 1.1	82 100.0	2
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	89.6	42 50.4	34 39.1	7 9.3	1 1.1	0 0.0	84 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	92.2	39 46.6	38 45.6	4 5.5	2 2.2	0 0.0	83 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 98

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**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	66.2	24 27.6	32 38.6	17 21.8	7 9.3	2 2.6	82 100.0	2
31. Employees are recognized for providing high quality products and services.	N %	82.4	35 39.1	36 43.3	10 14.4	3 3.2	0 0.0	84 100.0	0
*32. Creativity and innovation are rewarded.	N %	58.8	29 32.8	21 26.1	23 28.8	5 6.6	5 5.7	83 100.0	1
*33. Pay raises depend on how well employees perform their jobs.	N %	57.3	14 18.2	30 39.1	20 27.8	7 9.3	4 5.6	75 100.0	9
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	71.6	27 34.4	30 37.2	19 24.8	2 2.1	1 1.5	79 100.0	5
*35. Employees are protected from health and safety hazards on the job.	N %	96.6	53 63.3	28 33.3	2 3.4	0 0.0	0 0.0	83 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	83.0	42 48.1	29 34.9	10 14.1	1 1.0	2 1.9	84 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	89.8	38 49.6	28 40.2	8 10.2	0 0.0	0 0.0	74 100.0	9
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	88.0	44 57.7	23 30.3	9 10.4	0 0.0	1 1.6	77 100.0	6
39. My agency is successful at accomplishing its mission.	N %	93.4	38 44.3	40 49.0	6 6.6	0 0.0	0 0.0	84 100.0	0
40. I recommend my organization as a good place to work.	N %	94.3	49 57.2	30 37.2	2 2.2	3 3.4	0 0.0	84 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	73.7	29 34.4	31 39.4	15 20.3	4 4.0	2 2.0	81 100.0	3
*42. My supervisor supports my need to balance work and other life issues.	N %	95.4	50 60.5	30 34.9	1 1.4	3 3.2	0 0.0	84 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	80.4	34 39.3	34 41.1	13 16.0	2 2.2	1 1.4	84 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	74.3	26 29.9	36 44.3	9 10.9	11 12.4	2 2.4	84 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

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**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	77.6	29 41.5	26 36.1	14 17.5	2 3.2	1 1.7	72 100.0	12
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	65.0	26 31.2	29 33.8	20 24.0	6 7.5	3 3.5	84 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	88.1	45 53.6	28 34.4	7 9.4	0 0.0	2 2.5	82 100.0	1
48. My supervisor/team leader listens to what I have to say.	N %	87.9	48 56.2	27 31.7	6 8.6	2 2.1	1 1.4	84 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	94.3	48 57.4	31 36.9	3 3.3	1 1.0	1 1.4	84 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	87.0	43 52.0	31 35.0	5 6.0	2 3.3	2 3.7	83 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	83.0	37 45.8	32 37.3	9 11.2	3 3.3	2 2.4	83 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	79.4	37 45.6	31 33.7	11 15.0	4 4.2	1 1.4	84 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	67.7	23 27.0	33 40.7	16 17.4	8 11.4	3 3.4	83 100.0	1
54. My organization's leaders maintain high standards of honesty and integrity.	N %	89.3	50 59.2	24 30.1	6 7.1	2 2.2	1 1.5	83 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	87.6	39 50.1	27 37.5	9 11.1	1 1.3	0 0.0	76 100.0	8
*56. Managers communicate the goals and priorities of the organization.	N %	74.9	27 32.9	36 42.1	13 14.7	5 6.9	3 3.4	84 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	69.7	26 33.5	29 36.2	16 17.2	6 8.9	3 4.2	80 100.0	4

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 98

Percentages are weighted to represent the Agency's population.

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	68.7	26 32.2	32 36.4	13 16.4	10 12.4	2 2.5	83 100.0	1
59. Managers support collaboration across work units to accomplish work objectives.	N %	81.4	31 37.3	37 44.1	10 11.9	5 5.3	1 1.4	84 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	77.5	31 37.2	34 40.3	12 16.1	4 4.0	2 2.4	83 100.0	0
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	85.3	40 48.1	33 37.2	4 6.6	6 6.7	1 1.4	84 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	95.2	40 50.2	36 45.0	2 2.2	1 1.0	1 1.5	80 100.0	4
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	78.0	23 26.8	42 51.2	11 14.2	6 6.3	1 1.5	83 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	77.2	28 32.9	34 44.3	13 15.5	5 5.3	2 2.0	82 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	70.9	31 35.9	29 35.0	17 20.9	4 4.5	2 3.7	83 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	81.3	27 31.6	40 49.7	9 10.1	6 7.2	1 1.5	83 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	54.1	19 21.8	26 32.3	25 30.8	8 9.5	5 5.5	83 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	78.5	35 42.1	31 36.4	12 15.4	3 3.6	2 2.5	83 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		37	37	9	0	0	83	NA
	%	87.6	43.7	43.9	12.4	0.0	0.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		40	32	5	5	0	82	NA
	%	86.7	47.0	39.7	8.1	5.2	0.0	100.0	
71. Considering everything, how satisfied are you with your organization?	N		35	39	9	0	0	83	NA
	%	87.2	42.3	44.9	12.8	0.0	0.0	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							69	79.2
	No							12	17.5
	Not sure							2	3.3
	Total							83	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							12	15.4
	I telework, but no more than 1 or 2 days per month.							4	4.3
	I telework very infrequently, on an unscheduled or short-term basis.							33	37.1
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							8	15.9
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							1	1.0
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							2	2.5
	I do not telework because I choose not to telework.							22	23.8
	Total							82	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 98

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 84  
Response Rate: 85.7%

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	4	5.6
No	21	22.9
Not available to me	58	71.6
Total	83	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	26	30.8
No	50	59.6
Not available to me	6	9.6
Total	82	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	9	9.4
No	67	83.0
Not available to me	6	7.6
Total	82	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	64	76.7
Not available to me	19	23.3
Total	83	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	67	79.8
Not available to me	16	20.2
Total	83	100.0

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	55.3	7 9.1	31 46.2	25 37.3	3 4.1	2 3.3	68 100.0	15
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	7.0	1 2.4	2 4.7	15 36.4	10 24.1	13 32.4	41 100.0	42
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	62.7	13 28.1	19 34.6	17 32.8	2 4.5	0 0.0	51 100.0	31
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	39.9	6 15.3	10 24.6	21 60.1	0 0.0	0 0.0	37 100.0	46
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	12.0	0 0.0	3 12.0	19 84.4	1 3.6	0 0.0	23 100.0	60
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	13.3	0 0.0	3 13.3	18 86.7	0 0.0	0 0.0	21 100.0	62

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 98

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 84  
Response Rate: 85.7%



**EXPORT-IMPORT BANK OF THE UNITED STATES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	54.8	24 13.9	67 40.9	28 18.5	37 22.5	7 4.2	163 100.0	NA
2. I have enough information to do my job well.	N %	66.5	23 15.1	85 51.4	28 17.5	22 13.8	4 2.3	162 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	58.4	26 14.6	69 43.8	29 18.6	25 15.7	12 7.3	161 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	73.4	49 27.8	71 45.6	22 14.7	16 9.2	5 2.6	163 100.0	NA
*5. I like the kind of work I do.	N %	82.8	57 33.5	76 49.3	20 11.6	8 4.5	2 1.1	163 100.0	NA
6. I know what is expected of me on the job.	N %	82.1	43 26.0	89 56.1	15 8.9	11 6.6	4 2.4	162 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	97.2	101 61.1	56 36.1	2 0.9	0 0.0	3 1.9	162 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	89.8	64 37.9	80 51.8	14 8.4	1 0.9	2 1.0	161 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	31.0	10 6.1	42 24.9	23 15.1	55 34.3	33 19.6	163 100.0	0
*10. My workload is reasonable.	N %	54.5	16 9.7	73 44.8	29 17.9	31 19.2	14 8.4	163 100.0	0
*11. My talents are used well in the workplace.	N %	59.5	23 13.9	73 45.6	28 18.1	21 11.9	18 10.6	163 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	83.8	53 32.2	82 51.6	12 8.3	8 4.4	6 3.6	161 100.0	1
*13. The work I do is important.	N %	88.6	64 39.1	79 49.4	14 8.2	5 2.7	1 0.5	163 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	50.5	18 12.4	60 38.0	18 11.2	32 18.8	33 19.5	161 100.0	2
*15. My performance appraisal is a fair reflection of my performance.	N %	77.1	43 27.6	78 49.6	22 14.4	8 4.7	6 3.8	157 100.0	6
16. I am held accountable for achieving results.	N %	81.6	40 25.3	90 56.3	14 9.2	8 5.1	7 4.1	159 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 345

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**EXPORT-IMPORT BANK OF THE UNITED STATES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		18	63	40	14	14	149	13
	%	53.2	12.3	41.0	26.8	10.2	9.9	100.0	
*18. My training needs are assessed.	N		8	35	40	42	29	154	6
	%	28.8	5.8	23.0	26.5	27.1	17.6	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		28	79	29	14	6	156	7
	%	69.0	18.7	50.3	18.8	8.5	3.7	100.0	
*20. The people I work with cooperate to get the job done.	N		36	90	18	14	2	160	NA
	%	78.4	22.8	55.6	12.7	7.4	1.5	100.0	
*21. My work unit is able to recruit people with the right skills.	N		16	70	30	31	11	158	5
	%	54.0	10.5	43.5	19.1	20.3	6.5	100.0	
*22. Promotions in my work unit are based on merit.	N		10	44	45	22	25	146	17
	%	37.0	7.5	29.4	30.3	15.1	17.6	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		9	41	44	35	18	147	16
	%	35.7	6.3	29.4	29.5	22.6	12.2	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		6	41	47	37	18	149	14
	%	31.7	4.0	27.6	32.2	23.8	12.4	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		7	54	36	25	23	145	16
	%	41.5	4.5	36.9	25.8	16.7	15.9	100.0	
26. Employees in my work unit share job knowledge with each other.	N		23	97	19	14	6	159	4
	%	74.5	13.9	60.6	13.3	8.3	3.9	100.0	
27. The skill level in my work unit has improved in the past year.	N		23	71	39	20	5	158	5
	%	60.3	14.0	46.3	24.6	11.9	3.3	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		74	67	19	3	0	163	NA
	%	86.7	46.2	40.5	11.3	2.0	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		25	92	25	11	6	159	3
	%	73.9	15.5	58.4	15.9	6.2	4.0	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	38.0	7 4.3	53 33.7	37 24.6	41 24.7	20 12.7	158 100.0	4
31. Employees are recognized for providing high quality products and services.	N %	40.5	10 6.7	52 33.7	38 22.9	34 22.0	23 14.6	157 100.0	5
*32. Creativity and innovation are rewarded.	N %	32.7	6 3.7	46 29.1	46 29.4	39 25.2	20 12.7	157 100.0	4
*33. Pay raises depend on how well employees perform their jobs.	N %	16.7	4 2.8	20 13.9	45 30.7	46 30.3	33 22.3	148 100.0	14
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	48.4	11 8.8	59 39.5	46 32.5	16 11.5	11 7.6	143 100.0	18
*35. Employees are protected from health and safety hazards on the job.	N %	43.2	13 8.7	56 34.5	26 15.1	28 19.4	36 22.2	159 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	53.8	17 11.1	69 42.8	32 19.2	28 18.9	13 8.1	159 100.0	2
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	46.3	13 10.4	52 35.9	39 27.1	17 12.0	20 14.6	141 100.0	20
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	58.9	20 14.9	66 44.0	38 27.0	9 6.6	9 7.5	142 100.0	19
39. My agency is successful at accomplishing its mission.	N %	77.4	39 24.9	85 52.5	26 18.3	5 3.2	2 1.1	157 100.0	4
40. I recommend my organization as a good place to work.	N %	52.6	22 13.1	62 39.5	44 27.5	26 16.1	7 3.8	161 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	34.7	17 12.4	34 22.4	45 32.2	29 18.5	21 14.5	146 100.0	16
*42. My supervisor supports my need to balance work and other life issues.	N %	77.6	39 25.3	84 52.3	12 7.3	13 8.1	11 7.0	159 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	64.9	36 23.2	68 41.8	20 13.6	24 14.5	11 7.0	159 100.0	2
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	64.5	26 16.8	75 47.7	23 16.0	20 12.0	12 7.5	156 100.0	4

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	70.5	30 20.2	76 50.3	28 18.3	4 3.0	13 8.2	151 100.0	10
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	58.6	23 14.4	68 44.2	38 23.6	16 10.4	12 7.4	157 100.0	3
*47. Supervisors/team leaders in my work unit support employee development.	N %	64.3	22 14.6	77 49.7	29 19.4	10 6.0	16 10.2	154 100.0	4
48. My supervisor/team leader listens to what I have to say.	N %	75.5	45 27.9	77 47.6	21 13.4	10 6.1	8 5.0	161 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	81.8	56 34.1	75 47.7	13 8.0	9 5.7	7 4.5	160 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	68.8	30 19.0	81 49.8	17 10.8	23 14.4	10 6.0	161 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	67.9	47 29.3	62 38.6	20 13.0	17 9.9	14 9.2	160 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	72.7	49 31.0	66 41.7	21 12.5	13 8.0	11 6.8	160 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	36.5	13 8.6	43 27.9	26 17.8	42 25.4	31 20.3	155 100.0	2
54. My organization's leaders maintain high standards of honesty and integrity.	N %	45.5	16 11.3	52 34.1	33 22.1	24 15.5	24 16.8	149 100.0	9
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	63.0	21 16.3	70 46.7	30 20.5	14 9.2	11 7.4	146 100.0	11
*56. Managers communicate the goals and priorities of the organization.	N %	56.6	19 13.1	66 43.5	33 22.0	23 13.8	11 7.6	152 100.0	3
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	56.7	16 12.0	66 44.7	35 25.1	18 11.3	10 6.9	145 100.0	13

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	40.5	8 4.7	53 35.8	30 20.1	39 25.0	23 14.5	153 100.0	4
59. Managers support collaboration across work units to accomplish work objectives.	N %	38.1	8 4.7	51 33.4	45 29.9	28 18.3	21 13.6	153 100.0	3
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	47.8	24 16.0	48 31.8	40 25.6	24 14.3	19 12.2	155 100.0	3
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	39.2	19 12.9	40 26.3	30 19.2	34 21.1	32 20.5	155 100.0	2
62. Senior leaders demonstrate support for Work/Life programs.	N %	35.2	15 10.5	36 24.7	42 27.1	29 17.9	28 19.7	150 100.0	8
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	42.6	14 9.2	53 33.4	45 30.2	32 19.0	13 8.2	157 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	42.1	7 5.7	59 36.5	38 24.5	41 25.4	12 7.9	157 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	46.7	22 14.1	50 32.6	31 19.9	40 24.6	14 8.8	157 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	30.8	9 6.1	37 24.6	47 29.6	43 26.6	21 13.0	157 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	25.2	7 4.6	32 20.7	48 32.2	44 26.9	25 15.7	156 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	32.6	7 4.4	44 28.2	44 29.4	43 26.1	19 12.0	157 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 345

Percentages are weighted to represent the Agency's population.

**EXPORT-IMPORT BANK OF THE UNITED STATES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		26	75	28	23	6	158	NA
	%	65.1	15.4	49.7	17.7	13.8	3.4	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		18	48	45	32	14	157	NA
	%	42.1	11.4	30.6	27.7	21.0	9.2	100.0	
71. Considering everything, how satisfied are you with your organization?	N		20	60	32	32	13	157	NA
	%	50.3	12.5	37.8	22.3	19.9	7.6	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).		N	%
Yes		96	60.8
No		54	34.0
Not sure		7	5.3
Total		157	100.0

73. Please select the response below that BEST describes your current teleworking situation:		N	%
I telework 3 or more days per week.		0	0.0
I telework 1 or 2 days per week.		8	4.9
I telework, but no more than 1 or 2 days per month.		6	3.4
I telework very infrequently, on an unscheduled or short-term basis.		52	33.2
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).		20	12.6
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.		7	4.6
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.		28	18.9
I do not telework because I choose not to telework.		35	22.5
Total		156	100.0

**EXPORT-IMPORT BANK OF THE UNITED STATES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	30	20.4
No	99	62.3
Not available to me	28	17.3
Total	157	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	30	17.8
No	109	70.1
Not available to me	18	12.2
Total	157	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	12	7.9
No	135	85.3
Not available to me	10	6.8
Total	157	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	1	0.6
No	140	89.1
Not available to me	16	10.3
Total	157	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	4	2.5
No	133	84.9
Not available to me	20	12.6
Total	157	100.0

**EXPORT-IMPORT BANK OF THE UNITED STATES**  
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(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	30.8	8 6.7	30 24.1	41 34.8	22 17.4	20 16.9	121 100.0	36
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	43.2	9 9.1	34 34.2	32 33.1	13 10.8	12 12.8	100 100.0	55
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	39.3	4 4.9	29 34.4	37 49.8	3 3.8	5 7.1	78 100.0	78
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	30.3	1 1.6	20 28.7	41 65.2	1 1.5	2 2.9	65 100.0	90
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	16.3	2 3.6	7 12.7	37 74.1	3 5.9	2 3.7	51 100.0	105
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	15.7	1 2.1	7 13.6	34 73.3	4 7.1	2 3.9	48 100.0	108

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 345

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 163  
Response Rate: 47.2%



**FEDERAL ELECTION COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	59.6	20 12.8	75 46.9	25 15.5	30 19.5	8 5.4	158 100.0	NA
2. I have enough information to do my job well.	N %	69.8	20 12.6	90 57.2	23 14.7	18 11.6	6 3.9	157 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	55.3	31 19.3	57 35.9	29 18.8	29 18.3	12 7.7	158 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	61.3	24 14.7	73 46.7	28 18.8	22 14.2	9 5.7	156 100.0	NA
*5. I like the kind of work I do.	N %	78.2	42 26.8	81 51.3	23 14.0	10 6.7	2 1.2	158 100.0	NA
6. I know what is expected of me on the job.	N %	76.8	36 22.6	84 54.2	20 11.9	16 10.1	2 1.2	158 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	97.2	92 57.9	62 39.3	1 0.8	2 1.3	1 0.6	158 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	89.5	58 36.7	83 52.8	12 7.7	2 1.3	2 1.5	157 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	60.3	13 8.2	81 52.1	21 13.5	35 21.3	7 5.0	157 100.0	0
*10. My workload is reasonable.	N %	67.5	22 13.4	85 54.1	24 15.2	23 14.5	4 2.8	158 100.0	0
*11. My talents are used well in the workplace.	N %	54.2	21 12.9	64 41.4	28 18.5	31 18.9	13 8.4	157 100.0	1
*12. I know how my work relates to the agency's goals and priorities.	N %	82.0	47 29.3	81 52.7	17 10.6	6 3.8	5 3.6	156 100.0	0
*13. The work I do is important.	N %	78.9	56 35.6	67 43.3	19 12.0	12 7.1	3 1.9	157 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	70.7	27 16.6	82 54.1	32 19.6	12 7.3	4 2.5	157 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	74.1	35 22.2	80 51.9	19 12.6	14 10.1	5 3.3	153 100.0	5
16. I am held accountable for achieving results.	N %	79.2	31 19.3	93 59.8	19 12.4	11 7.0	2 1.4	156 100.0	2

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 316

Percentages are weighted to represent the Agency's population.

**FEDERAL ELECTION COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		31	51	33	15	11	141	16
	%	57.6	21.3	36.3	22.7	11.9	7.9	100.0	
*18. My training needs are assessed.	N		12	62	38	33	12	157	1
	%	46.6	7.4	39.1	24.3	21.7	7.4	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		35	78	17	14	11	155	3
	%	71.7	22.0	49.7	11.9	9.2	7.2	100.0	
*20. The people I work with cooperate to get the job done.	N		33	84	20	16	3	156	NA
	%	75.8	20.3	55.5	12.7	9.7	1.8	100.0	
*21. My work unit is able to recruit people with the right skills.	N		15	69	44	19	5	152	5
	%	53.8	9.4	44.4	29.5	13.2	3.5	100.0	
*22. Promotions in my work unit are based on merit.	N		15	45	42	27	12	141	16
	%	42.1	10.6	31.5	29.8	18.8	9.3	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		12	29	38	33	25	137	21
	%	30.0	8.2	21.8	28.2	23.4	18.4	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		10	38	47	32	17	144	14
	%	33.6	6.8	26.8	32.2	22.2	12.0	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		14	59	29	28	18	148	10
	%	48.5	9.3	39.2	20.1	18.7	12.7	100.0	
26. Employees in my work unit share job knowledge with each other.	N		35	83	19	14	6	157	1
	%	74.2	21.6	52.7	12.5	9.7	3.6	100.0	
27. The skill level in my work unit has improved in the past year.	N		20	59	40	21	8	148	7
	%	53.1	12.8	40.3	27.4	14.0	5.5	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		55	81	21	0	0	157	NA
	%	86.3	34.2	52.1	13.7	0.0	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		22	89	24	12	3	150	4
	%	73.8	14.7	59.1	16.3	7.7	2.2	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**FEDERAL ELECTION COMMISSION**  
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(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	42.1	9 5.9	53 36.2	32 21.3	35 22.9	20 13.8	149 100.0	5
31. Employees are recognized for providing high quality products and services.	N %	49.4	13 8.3	64 41.1	37 25.0	25 15.5	15 10.1	154 100.0	0
*32. Creativity and innovation are rewarded.	N %	47.9	11 7.2	63 40.7	30 21.1	28 17.7	20 13.3	152 100.0	1
*33. Pay raises depend on how well employees perform their jobs.	N %	28.2	8 5.7	33 22.6	41 28.5	39 28.3	21 15.0	142 100.0	12
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	59.3	22 14.9	62 44.4	33 22.7	15 10.5	10 7.6	142 100.0	12
*35. Employees are protected from health and safety hazards on the job.	N %	74.1	27 17.2	84 56.8	31 20.4	7 4.8	1 0.7	150 100.0	4
*36. My organization has prepared employees for potential security threats.	N %	65.5	21 13.4	79 52.1	29 19.3	20 12.5	4 2.7	153 100.0	1
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	54.2	21 14.1	58 40.1	26 18.9	25 16.7	15 10.1	145 100.0	9
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	67.8	30 22.8	56 44.9	24 19.2	11 8.8	5 4.2	126 100.0	26
39. My agency is successful at accomplishing its mission.	N %	50.2	10 6.4	64 43.8	33 21.5	26 16.5	16 11.8	149 100.0	3
40. I recommend my organization as a good place to work.	N %	51.0	15 9.6	62 41.4	44 28.2	23 14.5	9 6.3	153 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	39.2	7 5.2	48 34.0	44 31.3	26 19.1	14 10.4	139 100.0	15
*42. My supervisor supports my need to balance work and other life issues.	N %	90.1	62 39.6	76 50.5	9 6.5	1 0.7	4 2.7	152 100.0	1
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	72.8	41 26.1	71 46.7	20 13.1	11 7.3	10 6.8	153 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	70.4	41 26.4	66 44.0	22 14.7	16 10.6	6 4.3	151 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 316

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**FEDERAL ELECTION COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	73.1	31 23.1	64 50.1	26 20.5	2 1.5	6 4.9	129 100.0	24
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	66.3	34 21.6	68 44.7	26 17.0	17 11.2	8 5.5	153 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	70.1	39 24.5	69 45.6	32 21.3	7 4.7	6 3.9	153 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	79.0	52 33.8	69 45.2	13 8.2	13 8.6	6 4.2	153 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	85.1	63 41.1	67 44.0	11 7.5	9 6.0	2 1.5	152 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	84.9	55 35.1	75 49.7	9 6.2	10 6.2	4 2.7	153 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	70.2	47 29.9	61 40.3	24 17.5	13 7.9	6 4.4	151 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	76.5	57 35.8	60 40.7	24 15.6	9 5.6	3 2.3	153 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	31.6	5 3.5	43 28.1	46 30.9	29 19.5	26 18.0	149 100.0	2
54. My organization's leaders maintain high standards of honesty and integrity.	N %	48.5	15 10.1	56 38.4	40 28.5	18 12.6	14 10.4	143 100.0	7
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	58.8	21 14.7	61 44.1	33 23.7	16 11.4	8 6.2	139 100.0	10
*56. Managers communicate the goals and priorities of the organization.	N %	54.1	17 11.2	63 42.9	30 20.8	23 15.4	14 9.7	147 100.0	3
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	57.3	18 13.3	59 43.9	30 23.8	14 11.1	10 7.9	131 100.0	18

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 316

Percentages are weighted to represent the Agency's population.

**FEDERAL ELECTION COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	50.5	13 8.9	60 41.6	30 21.4	24 15.7	18 12.4	145 100.0	4
59. Managers support collaboration across work units to accomplish work objectives.	N %	55.4	18 11.9	64 43.5	30 21.6	23 14.5	13 8.5	148 100.0	2
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	52.9	22 14.2	56 38.7	33 21.8	17 11.4	19 13.9	147 100.0	2
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	39.6	14 9.2	46 30.4	32 21.5	34 23.4	24 15.5	150 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	56.2	20 13.7	58 42.5	38 27.0	13 8.9	11 7.8	140 100.0	9
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	49.4	14 9.1	60 40.2	40 27.1	25 15.8	11 7.8	150 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	46.9	10 6.9	61 39.9	32 21.7	31 20.6	16 10.9	150 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	53.3	19 12.8	61 40.5	34 23.1	26 16.4	10 7.3	150 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	36.0	10 7.0	45 29.0	37 24.7	44 29.8	14 9.5	150 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	32.2	8 5.4	40 26.8	41 27.5	36 23.4	25 16.9	150 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	51.1	18 11.5	59 39.6	35 23.7	24 16.0	13 9.2	149 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 316

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**FEDERAL ELECTION COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		19	72	30	21	7	149	NA
	%	61.5	12.2	49.3	19.5	14.2	4.8	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		14	82	29	17	6	148	NA
	%	64.4	9.5	54.8	19.9	11.7	4.1	100.0	
71. Considering everything, how satisfied are you with your organization?	N		12	55	45	26	12	150	NA
	%	44.3	7.6	36.7	30.2	17.4	8.1	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							115	77.1
	No							31	20.2
	Not sure							4	2.8
	Total							150	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							2	1.4
	I telework 1 or 2 days per week.							35	24.4
	I telework, but no more than 1 or 2 days per month.							14	8.4
	I telework very infrequently, on an unscheduled or short-term basis.							34	22.2
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							13	8.9
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							4	3.4
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							19	13.3
	I do not telework because I choose not to telework.							27	17.9
	Total							148	100.0

**FEDERAL ELECTION COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	65	43.2
No	63	42.7
Not available to me	21	14.1
Total	149	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	26	17.6
No	84	56.0
Not available to me	40	26.4
Total	150	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	12	8.4
No	125	83.9
Not available to me	12	7.8
Total	149	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	2	1.6
No	79	53.1
Not available to me	69	45.3
Total	150	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	1	0.9
No	83	56.3
Not available to me	64	42.8
Total	148	100.0

**FEDERAL ELECTION COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	61.3	27 24.2	45 37.1	20 17.6	18 15.6	7 5.5	117 100.0	32
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	74.0	36 31.0	49 43.0	18 17.3	6 5.2	4 3.5	113 100.0	36
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	29.2	4 5.5	16 23.8	32 47.6	10 13.1	7 10.0	69 100.0	81
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	44.2	5 8.6	20 35.7	27 50.2	2 4.0	1 1.6	55 100.0	94
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	13.1	0 0.0	5 13.1	19 46.6	3 8.4	14 31.9	41 100.0	109
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	13.2	0 0.0	4 13.2	19 60.2	1 4.2	8 22.4	32 100.0	117

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 316

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 158  
Response Rate: 50.0%



**FEDERAL HOUSING FINANCE AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	69.9	62 19.0	155 50.9	46 14.2	30 9.2	20 6.7	313 100.0	NA
2. I have enough information to do my job well.	N %	57.4	42 12.9	139 44.5	54 17.6	53 17.5	24 7.5	312 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	50.3	46 14.0	112 36.3	56 18.1	61 19.8	36 11.8	311 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	60.5	58 17.6	131 42.9	58 19.3	41 12.2	26 7.9	314 100.0	NA
*5. I like the kind of work I do.	N %	77.7	76 24.1	163 53.6	48 15.2	14 4.1	10 3.1	311 100.0	NA
6. I know what is expected of me on the job.	N %	60.7	49 15.8	135 44.9	56 16.9	46 14.7	24 7.7	310 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	96.4	206 65.5	96 30.9	7 2.3	0 0.0	4 1.3	313 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	89.4	135 42.4	143 47.1	25 7.4	6 2.3	3 0.9	312 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	63.0	48 15.3	148 47.7	44 13.5	39 12.8	31 10.7	310 100.0	3
*10. My workload is reasonable.	N %	60.1	30 9.7	162 50.4	55 17.6	43 14.8	22 7.6	312 100.0	1
*11. My talents are used well in the workplace.	N %	47.3	35 10.6	111 36.6	57 18.4	49 16.1	58 18.3	310 100.0	2
*12. I know how my work relates to the agency's goals and priorities.	N %	75.3	75 24.6	150 50.7	38 11.8	19 5.8	23 7.1	305 100.0	4
*13. The work I do is important.	N %	79.4	108 35.3	133 44.2	37 11.2	16 4.8	15 4.5	309 100.0	5
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	76.9	90 29.3	144 47.6	34 10.7	27 8.4	13 4.0	308 100.0	2
*15. My performance appraisal is a fair reflection of my performance.	N %	64.4	62 20.3	139 44.1	43 13.8	37 11.9	30 9.9	311 100.0	2
16. I am held accountable for achieving results.	N %	75.2	76 24.6	155 50.6	51 15.8	16 5.1	13 3.9	311 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 423

Percentages are weighted to represent the Agency's population.

**FEDERAL HOUSING FINANCE AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		63	94	53	34	43	287	27
	%	55.2	21.6	33.6	18.5	11.9	14.4	100.0	
*18. My training needs are assessed.	N		43	112	74	50	28	307	7
	%	50.8	13.4	37.4	23.3	16.6	9.3	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		56	112	56	41	43	308	2
	%	55.0	17.4	37.6	17.5	13.4	14.1	100.0	
*20. The people I work with cooperate to get the job done.	N		47	113	40	32	22	254	NA
	%	63.0	17.9	45.1	15.2	13.2	8.7	100.0	
*21. My work unit is able to recruit people with the right skills.	N		29	131	73	40	25	298	14
	%	53.4	9.5	43.9	23.6	13.5	9.5	100.0	
*22. Promotions in my work unit are based on merit.	N		35	84	71	47	60	297	17
	%	39.4	11.4	28.0	24.8	15.9	19.9	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		13	56	82	70	60	281	33
	%	25.4	4.3	21.2	30.0	24.1	20.4	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		21	78	71	73	47	290	23
	%	33.9	6.8	27.1	25.4	24.8	15.9	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		25	85	69	57	48	284	28
	%	38.5	8.5	30.0	24.9	19.6	17.0	100.0	
26. Employees in my work unit share job knowledge with each other.	N		53	157	38	35	28	311	1
	%	68.1	16.9	51.2	11.9	10.9	9.1	100.0	
27. The skill level in my work unit has improved in the past year.	N		33	116	90	27	29	295	16
	%	50.0	10.8	39.2	30.7	9.3	10.0	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		104	125	55	20	5	309	NA
	%	73.5	32.9	40.6	18.4	6.6	1.5	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		42	154	51	33	21	301	8
	%	64.4	13.9	50.5	18.0	10.5	7.2	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 423

Percentages are weighted to represent the Agency's population.

**FEDERAL HOUSING FINANCE AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	31.8	18 5.7	76 26.1	67 21.8	83 28.3	56 18.1	300 100.0	9
31. Employees are recognized for providing high quality products and services.	N %	42.0	29 9.5	99 32.5	69 22.9	57 19.7	45 15.4	299 100.0	11
*32. Creativity and innovation are rewarded.	N %	30.6	18 5.9	74 24.8	91 30.3	68 23.1	46 16.0	297 100.0	12
*33. Pay raises depend on how well employees perform their jobs.	N %	32.8	22 7.3	73 25.5	59 20.2	68 23.8	66 23.3	288 100.0	23
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	55.7	43 14.6	112 41.1	72 24.9	19 7.2	32 12.2	278 100.0	31
*35. Employees are protected from health and safety hazards on the job.	N %	82.6	84 27.3	164 55.3	39 13.0	8 2.5	5 1.9	300 100.0	10
*36. My organization has prepared employees for potential security threats.	N %	75.0	60 19.4	168 55.6	50 16.3	17 5.9	8 2.8	303 100.0	5
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	48.8	53 18.0	86 30.8	62 21.5	37 14.4	45 15.3	283 100.0	28
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	64.3	63 22.6	111 41.6	51 18.9	18 7.4	27 9.5	270 100.0	38
39. My agency is successful at accomplishing its mission.	N %	51.0	41 12.8	110 38.1	78 26.2	34 11.2	35 11.6	298 100.0	9
40. I recommend my organization as a good place to work.	N %	52.2	43 13.8	117 38.4	93 29.7	28 9.8	27 8.3	308 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	44.7	32 10.9	96 33.8	71 25.0	45 16.0	43 14.4	287 100.0	22
*42. My supervisor supports my need to balance work and other life issues.	N %	80.2	115 36.3	130 43.9	36 12.4	10 3.2	12 4.1	303 100.0	5
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	62.1	70 22.0	119 40.1	61 20.2	28 8.6	28 9.2	306 100.0	1
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	53.3	59 19.1	99 34.2	72 24.2	36 11.2	33 11.3	299 100.0	9

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 423

Percentages are weighted to represent the Agency's population.

**FEDERAL HOUSING FINANCE AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	63.0	68 23.4	111 39.7	77 28.1	10 3.3	15 5.6	281 100.0	25
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	52.9	61 19.8	99 33.1	70 23.3	41 13.8	29 10.0	300 100.0	5
*47. Supervisors/team leaders in my work unit support employee development.	N %	68.7	78 24.4	131 44.3	53 17.0	23 7.4	19 6.8	304 100.0	2
48. My supervisor/team leader listens to what I have to say.	N %	72.1	100 32.4	123 39.7	44 14.6	18 6.0	21 7.3	306 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	75.7	117 38.0	115 37.7	39 13.1	22 7.4	11 3.8	304 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	74.5	94 29.9	133 44.6	36 11.3	32 10.2	12 3.9	307 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	60.1	99 32.5	85 27.5	62 20.2	30 10.5	28 9.2	304 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	61.0	107 34.5	82 26.6	70 23.1	28 9.1	20 6.7	307 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	31.8	18 5.7	75 26.2	67 21.2	78 25.3	64 21.6	302 100.0	4
54. My organization's leaders maintain high standards of honesty and integrity.	N %	47.3	41 13.0	100 34.3	71 23.7	37 13.8	46 15.2	295 100.0	8
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	53.8	33 11.0	120 42.7	67 23.3	29 11.3	33 11.6	282 100.0	22
*56. Managers communicate the goals and priorities of the organization.	N %	53.3	31 9.6	130 43.6	52 17.8	47 15.1	43 13.8	303 100.0	3
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	53.3	27 9.0	125 44.3	68 24.5	32 11.3	31 10.9	283 100.0	19

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 423

Percentages are weighted to represent the Agency's population.

**FEDERAL HOUSING FINANCE AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	42.5	29 9.3	96 33.2	56 18.5	56 20.0	60 19.1	297 100.0	8
59. Managers support collaboration across work units to accomplish work objectives.	N %	43.6	30 9.8	100 33.7	69 23.7	41 14.5	56 18.2	296 100.0	9
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	43.3	36 11.5	91 31.8	65 22.6	40 13.9	54 20.2	286 100.0	12
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	45.8	47 14.6	90 31.2	63 20.5	48 15.7	54 18.0	302 100.0	1
62. Senior leaders demonstrate support for Work/Life programs.	N %	69.0	53 17.8	148 51.2	62 20.9	13 4.1	15 6.0	291 100.0	12
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	43.3	28 8.8	104 34.6	81 26.6	62 20.7	30 9.4	305 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	40.6	31 9.5	92 31.1	74 24.0	77 25.0	32 10.4	306 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	44.8	42 13.6	95 31.2	76 25.1	61 20.0	30 10.1	304 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	35.8	23 6.9	85 28.9	89 28.9	68 22.7	40 12.6	305 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	30.0	28 8.9	60 21.2	107 34.0	65 21.6	45 14.4	305 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	57.2	45 14.5	128 42.7	93 30.4	23 7.5	15 4.9	304 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 423

Percentages are weighted to represent the Agency's population.

**FEDERAL HOUSING FINANCE AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		41	134	67	40	23	305	NA
	%	57.4	13.1	44.3	22.2	13.4	7.1	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		75	131	47	39	13	305	NA
	%	66.7	24.6	42.1	15.2	13.3	4.7	100.0	
71. Considering everything, how satisfied are you with your organization?	N		36	115	67	59	28	305	NA
	%	50.4	11.3	39.2	21.8	18.8	9.0	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							223	74.9
	No							68	20.9
	Not sure							13	4.1
	Total							304	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							34	14.7
	I telework 1 or 2 days per week.							51	16.1
	I telework, but no more than 1 or 2 days per month.							28	8.7
	I telework very infrequently, on an unscheduled or short-term basis.							95	29.8
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							13	4.4
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							1	0.3
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							28	8.9
	I do not telework because I choose not to telework.							54	17.1
	Total							304	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 423

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 314  
Response Rate: 74.2%

**FEDERAL HOUSING FINANCE AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	232	77.4
No	60	18.9
Not available to me	13	3.8
Total	305	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	204	68.2
No	93	29.3
Not available to me	6	2.5
Total	303	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	41	13.7
No	254	83.8
Not available to me	5	2.4
Total	300	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	9	3.1
No	254	83.9
Not available to me	37	13.1
Total	300	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	3	1.2
No	252	83.3
Not available to me	43	15.5
Total	298	100.0

**FEDERAL HOUSING FINANCE AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	67.7	77 30.0	96 37.7	59 20.6	22 7.8	11 4.0	265 100.0	38
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	85.7	151 54.1	86 31.6	29 9.9	8 2.7	5 1.6	279 100.0	23
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	82.2	100 38.5	108 43.7	40 14.0	8 3.4	1 0.4	257 100.0	44
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	40.3	22 18.2	27 22.1	67 53.8	5 4.7	1 1.2	122 100.0	181
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	23.3	7 9.7	11 13.6	54 66.0	3 5.0	5 5.7	80 100.0	221
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	24.2	8 11.7	10 12.5	55 69.0	4 6.8	0 0.0	77 100.0	223

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 423

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 314  
Response Rate: 74.2%



**FEDERAL LABOR RELATIONS AUTHORITY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	69.5	27 26.9	37 42.7	10 11.1	12 14.1	5 5.3	91 100.0	NA
2. I have enough information to do my job well.	N %	81.1	31 31.5	43 49.6	9 9.6	5 6.1	3 3.2	91 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	64.3	31 32.4	29 31.8	15 16.9	9 12.7	6 6.1	90 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	81.2	36 35.6	38 45.6	9 10.7	5 5.0	3 3.2	91 100.0	NA
*5. I like the kind of work I do.	N %	86.3	38 38.9	41 47.4	6 6.2	5 6.1	1 1.4	91 100.0	NA
6. I know what is expected of me on the job.	N %	92.2	43 45.1	40 47.1	2 1.9	3 2.7	3 3.2	91 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	98.3	67 71.5	22 26.8	1 0.8	0 0.0	1 0.8	91 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	90.8	48 49.4	35 41.4	6 7.5	1 0.8	1 0.8	91 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	54.4	9 8.0	41 46.4	4 3.9	21 25.6	16 16.0	91 100.0	0
*10. My workload is reasonable.	N %	65.0	16 15.8	45 49.2	7 8.2	11 13.4	12 13.3	91 100.0	0
*11. My talents are used well in the workplace.	N %	69.9	25 25.3	38 44.6	11 11.2	11 12.7	6 6.1	91 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	94.6	45 45.7	40 48.9	2 2.4	2 1.7	1 1.3	90 100.0	0
*13. The work I do is important.	N %	94.1	51 51.6	34 42.6	5 4.9	1 0.9	0 0.0	91 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	86.1	35 37.0	42 49.1	8 8.8	3 2.8	2 2.4	90 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	85.7	29 33.1	41 52.7	6 6.4	5 5.5	2 2.4	83 100.0	7
16. I am held accountable for achieving results.	N %	93.2	37 38.0	48 55.2	5 5.9	1 0.9	0 0.0	91 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 122

Percentages are weighted to represent the Agency's population.

**FEDERAL LABOR RELATIONS AUTHORITY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		30	27	17	4	6	84	7
	%	66.6	33.2	33.4	22.0	5.1	6.3	100.0	
*18. My training needs are assessed.	N		16	26	17	20	11	90	0
	%	44.3	17.1	27.2	18.6	26.0	11.1	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		27	30	12	6	4	79	12
	%	71.1	32.6	38.5	16.6	7.6	4.7	100.0	
*20. The people I work with cooperate to get the job done.	N		36	36	5	5	1	83	NA
	%	87.9	43.2	44.6	5.8	5.4	1.0	100.0	
*21. My work unit is able to recruit people with the right skills.	N		13	32	17	11	12	85	6
	%	51.5	14.6	36.9	20.7	14.2	13.6	100.0	
*22. Promotions in my work unit are based on merit.	N		19	30	19	2	10	80	11
	%	61.1	22.3	38.8	24.1	2.0	12.8	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		14	34	14	10	5	77	14
	%	61.7	16.5	45.2	17.8	13.8	6.6	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		17	30	22	10	7	86	5
	%	53.3	17.8	35.5	26.6	12.1	8.1	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		18	40	11	8	5	82	9
	%	69.6	19.3	50.3	14.9	9.4	6.1	100.0	
26. Employees in my work unit share job knowledge with each other.	N		45	39	4	1	2	91	0
	%	93.1	46.9	46.2	3.8	1.3	1.8	100.0	
27. The skill level in my work unit has improved in the past year.	N		20	38	15	7	4	84	5
	%	68.4	22.5	46.0	19.2	8.1	4.3	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		57	23	9	2	0	91	NA
	%	88.9	64.7	24.1	9.4	1.8	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		29	49	6	4	0	88	2
	%	88.0	33.5	54.5	7.5	4.5	0.0	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 122

Percentages are weighted to represent the Agency's population.

**FEDERAL LABOR RELATIONS AUTHORITY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	65.8	19 19.5	43 46.3	15 18.0	8 10.1	6 6.1	91 100.0	0
31. Employees are recognized for providing high quality products and services.	N %	73.5	24 25.8	41 47.7	10 12.3	7 8.5	6 5.7	88 100.0	3
*32. Creativity and innovation are rewarded.	N %	50.3	17 18.0	30 32.3	18 23.9	14 18.2	7 7.5	86 100.0	5
*33. Pay raises depend on how well employees perform their jobs.	N %	38.2	9 10.7	22 27.5	26 33.0	14 20.5	7 8.3	78 100.0	13
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	51.8	17 18.6	29 33.2	26 33.2	6 8.2	6 6.8	84 100.0	7
*35. Employees are protected from health and safety hazards on the job.	N %	83.6	30 30.9	44 52.7	14 15.5	1 0.9	0 0.0	89 100.0	2
*36. My organization has prepared employees for potential security threats.	N %	57.7	18 18.5	33 39.2	25 28.2	8 10.0	4 4.1	88 100.0	3
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	61.4	27 30.2	25 31.3	20 23.2	5 5.7	9 9.7	86 100.0	5
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	81.9	37 41.1	30 40.8	8 10.3	5 5.1	2 2.7	82 100.0	9
39. My agency is successful at accomplishing its mission.	N %	86.6	37 38.6	40 48.0	8 8.1	3 2.7	2 2.6	90 100.0	0
40. I recommend my organization as a good place to work.	N %	79.1	41 43.3	31 35.8	10 11.1	6 6.6	3 3.2	91 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	81.4	36 42.2	32 39.2	7 8.8	4 4.1	5 5.7	84 100.0	6
*42. My supervisor supports my need to balance work and other life issues.	N %	91.6	55 58.6	28 33.0	3 3.3	3 2.8	2 2.2	91 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	77.0	33 34.4	37 42.6	11 12.3	7 7.9	3 2.8	91 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	75.2	32 33.6	35 41.6	12 12.7	8 9.8	2 2.3	89 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 122

Percentages are weighted to represent the Agency's population.

**FEDERAL LABOR RELATIONS AUTHORITY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	74.9	34 37.5	32 37.4	15 18.9	3 3.6	2 2.5	86 100.0	5
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	72.3	30 31.2	35 41.1	14 15.3	9 10.4	2 1.9	90 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	78.4	33 35.0	37 43.4	13 15.5	4 4.2	2 2.0	89 100.0	2
48. My supervisor/team leader listens to what I have to say.	N %	88.8	44 45.7	36 43.1	7 8.1	2 2.2	1 0.9	90 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	84.1	48 50.4	29 33.7	10 10.8	4 5.1	0 0.0	91 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	82.4	39 40.4	37 42.0	8 9.9	5 5.8	2 1.9	91 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	73.8	37 40.2	29 33.6	11 12.7	9 11.2	2 2.3	88 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	79.4	49 53.5	23 25.9	13 13.1	5 6.2	1 1.4	91 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	71.8	29 30.7	37 41.1	12 14.3	7 8.6	5 5.2	90 100.0	1
54. My organization's leaders maintain high standards of honesty and integrity.	N %	84.1	36 39.5	36 44.6	7 9.2	3 3.2	3 3.5	85 100.0	6
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	75.7	32 34.7	35 40.9	16 18.7	4 4.2	1 1.4	88 100.0	2
*56. Managers communicate the goals and priorities of the organization.	N %	87.5	34 34.4	45 53.1	6 6.9	5 4.6	1 1.1	91 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	87.8	33 35.2	41 52.5	9 10.1	2 2.1	0 0.0	85 100.0	5

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 122

Percentages are weighted to represent the Agency's population.

**FEDERAL LABOR RELATIONS AUTHORITY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	76.6	29 31.1	38 45.5	17 19.1	1 1.4	3 2.8	88 100.0	2
59. Managers support collaboration across work units to accomplish work objectives.	N %	71.6	26 28.0	37 43.6	15 19.0	5 5.7	4 3.7	87 100.0	3
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	74.2	42 48.1	22 26.1	16 17.7	1 1.8	6 6.3	87 100.0	2
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	82.8	46 49.7	29 33.1	7 8.4	3 3.7	5 5.1	90 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	82.4	42 47.5	31 34.9	10 11.4	2 2.9	3 3.3	88 100.0	2
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	62.8	25 27.0	32 35.8	15 18.5	14 16.8	2 1.9	88 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	77.9	33 34.2	38 43.7	10 12.1	8 9.1	1 0.9	90 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	67.5	28 29.4	34 38.0	14 17.0	9 9.9	5 5.6	90 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	67.2	29 30.9	32 36.4	20 23.4	6 6.2	3 3.2	90 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	44.4	18 18.8	22 25.6	27 29.6	15 16.8	8 9.1	90 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	59.4	22 23.1	32 36.4	18 19.9	15 17.8	3 2.8	90 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 122

Percentages are weighted to represent the Agency's population.

**FEDERAL LABOR RELATIONS AUTHORITY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		40	33	7	7	3	90	NA
	%	80.5	43.5	37.0	8.0	8.3	3.2	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		32	30	13	11	4	90	NA
	%	69.4	35.0	34.5	14.0	12.1	4.5	100.0	
71. Considering everything, how satisfied are you with your organization?	N		31	36	13	6	3	89	NA
	%	74.4	33.2	41.1	15.9	6.5	3.3	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							80	88.7
	No							7	8.1
	Not sure							3	3.3
	Total							90	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							3	4.2
	I telework 1 or 2 days per week.							13	14.3
	I telework, but no more than 1 or 2 days per month.							6	7.0
	I telework very infrequently, on an unscheduled or short-term basis.							31	31.8
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							4	5.1
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							3	3.3
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							7	7.9
	I do not telework because I choose not to telework.							22	26.4
	Total							89	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 122

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 91  
Response Rate: 74.6%

**FEDERAL LABOR RELATIONS AUTHORITY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	49	54.5
No	36	41.7
Not available to me	4	3.8
Total	89	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	34	34.9
No	41	48.9
Not available to me	13	16.2
Total	88	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	11	11.6
No	77	86.7
Not available to me	2	1.6
Total	90	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	1	0.9
No	59	67.4
Not available to me	29	31.7
Total	89	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	1	0.9
No	59	67.1
Not available to me	30	32.0
Total	90	100.0

**FEDERAL LABOR RELATIONS AUTHORITY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	75.6	33 40.0	29 35.6	13 16.6	4 5.1	2 2.7	81 100.0	8
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	85.6	38 47.0	30 38.7	9 12.0	1 1.1	1 1.3	79 100.0	11
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	59.5	14 22.8	22 36.7	17 31.4	4 7.3	1 1.8	58 100.0	32
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	50.1	9 17.9	16 32.2	22 49.9	0 0.0	0 0.0	47 100.0	42
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	18.9	4 12.8	2 6.1	19 65.0	4 10.9	2 5.2	31 100.0	58
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	18.3	4 12.4	2 5.9	20 66.1	4 10.6	2 5.0	32 100.0	57

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 122

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 91  
Response Rate: 74.6%



**FEDERAL MARITIME COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	64.7	16 17.6	40 47.1	11 11.3	15 17.1	6 6.9	88 100.0	NA
2. I have enough information to do my job well.	N %	70.0	21 22.9	41 47.1	10 10.3	13 16.0	3 3.7	88 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	60.8	24 26.2	30 34.6	14 16.9	12 13.3	8 9.0	88 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	66.2	19 24.0	38 42.2	14 16.4	10 10.9	6 6.5	87 100.0	NA
*5. I like the kind of work I do.	N %	80.3	24 29.0	45 51.3	12 12.6	6 6.1	1 1.0	88 100.0	NA
6. I know what is expected of me on the job.	N %	77.1	23 27.2	45 49.9	8 8.2	9 11.4	3 3.3	88 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	96.8	57 65.6	28 31.2	1 1.0	2 2.2	0 0.0	88 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	91.8	44 51.8	36 40.0	6 6.3	2 2.0	0 0.0	88 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	54.3	11 13.5	38 40.8	11 13.8	20 23.4	8 8.6	88 100.0	0
*10. My workload is reasonable.	N %	60.1	12 14.3	42 45.8	15 17.9	14 15.2	5 6.7	88 100.0	0
*11. My talents are used well in the workplace.	N %	58.7	18 22.7	32 36.0	12 13.7	11 12.4	13 15.2	86 100.0	2
*12. I know how my work relates to the agency's goals and priorities.	N %	78.3	24 29.2	44 49.1	9 10.2	6 8.0	3 3.5	86 100.0	1
*13. The work I do is important.	N %	81.4	31 37.1	39 44.3	11 11.6	5 4.9	2 2.1	88 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	73.3	27 31.4	38 41.9	15 17.0	6 6.0	2 3.7	88 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	74.2	24 28.0	41 46.3	8 10.5	9 10.3	5 5.1	87 100.0	1
16. I am held accountable for achieving results.	N %	84.2	25 30.3	48 53.9	11 11.7	4 4.0	0 0.0	88 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 116

Percentages are weighted to represent the Agency's population.

**FEDERAL MARITIME COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	 56.5	25 31.7	20 24.8	16 19.2	13 15.5	7 8.7	81 100.0	6
*18. My training needs are assessed.	N %	 55.3	10 12.5	37 42.8	16 20.6	10 12.1	11 12.0	84 100.0	4
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	 75.5	21 23.1	43 52.4	11 12.4	4 4.6	7 7.5	86 100.0	2
*20. The people I work with cooperate to get the job done.	N %	 71.1	20 25.7	34 45.4	14 17.0	6 6.9	4 5.0	78 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	 44.2	7 8.7	31 35.5	28 34.4	10 11.0	8 10.5	84 100.0	3
*22. Promotions in my work unit are based on merit.	N %	 41.1	7 7.7	29 33.4	23 26.5	12 13.3	15 19.2	86 100.0	2
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	 32.4	3 3.1	22 29.3	30 34.1	15 18.3	13 15.2	83 100.0	5
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	 40.0	4 4.1	31 35.9	25 27.5	12 14.3	15 18.2	87 100.0	1
25. Awards in my work unit depend on how well employees perform their jobs.	N %	 39.8	8 8.4	27 31.4	25 31.1	11 14.3	13 14.8	84 100.0	2
26. Employees in my work unit share job knowledge with each other.	N %	 71.4	11 11.1	50 60.3	10 11.1	9 9.8	7 7.7	87 100.0	1
27. The skill level in my work unit has improved in the past year.	N %	 52.4	10 11.5	35 40.9	27 33.6	7 7.4	6 6.7	85 100.0	1
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	 82.9	36 43.9	35 39.0	13 13.8	2 2.2	1 1.1	87 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	 77.2	13 17.3	51 59.9	13 14.2	6 6.3	2 2.3	85 100.0	2

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 116

Percentages are weighted to represent the Agency's population.

**FEDERAL MARITIME COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	44.4	9 10.8	28 33.7	22 25.2	15 18.2	11 12.2	85 100.0	2
31. Employees are recognized for providing high quality products and services.	N %	52.7	12 14.8	30 37.9	17 19.5	13 15.0	11 12.7	83 100.0	3
*32. Creativity and innovation are rewarded.	N %	42.1	12 14.3	22 27.8	22 24.5	17 21.0	11 12.5	84 100.0	3
*33. Pay raises depend on how well employees perform their jobs.	N %	33.2	5 5.5	23 27.7	22 25.5	19 22.5	15 18.8	84 100.0	3
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	56.7	13 16.0	33 40.7	23 26.3	8 10.0	6 7.0	83 100.0	4
*35. Employees are protected from health and safety hazards on the job.	N %	84.9	25 29.7	46 55.3	9 10.0	2 2.2	1 2.9	83 100.0	4
*36. My organization has prepared employees for potential security threats.	N %	65.0	15 18.8	39 46.2	17 18.9	9 9.6	4 6.5	84 100.0	2
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	38.3	11 14.6	19 23.7	19 27.1	12 14.3	16 20.3	77 100.0	9
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	53.9	14 18.8	28 35.1	22 28.5	6 7.5	8 10.1	78 100.0	8
39. My agency is successful at accomplishing its mission.	N %	71.7	19 22.9	39 48.9	13 14.4	10 11.5	2 2.3	83 100.0	3
40. I recommend my organization as a good place to work.	N %	53.8	22 25.1	25 28.7	25 30.5	6 7.0	8 8.7	86 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	57.1	13 15.7	32 41.4	13 14.5	16 20.1	7 8.3	81 100.0	6
*42. My supervisor supports my need to balance work and other life issues.	N %	84.1	39 44.2	35 39.9	7 7.3	4 4.7	2 3.9	87 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	64.7	23 26.7	33 38.0	17 19.8	8 8.9	6 6.6	87 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	69.5	22 24.8	36 44.7	13 14.5	5 6.2	7 9.8	83 100.0	3

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 116

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**FEDERAL MARITIME COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	73.4	24 27.6	37 45.8	14 17.5	2 2.2	6 7.0	83 100.0	4
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	69.5	21 24.5	39 44.9	16 17.3	4 4.8	6 8.4	86 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	69.8	29 33.0	31 36.8	14 17.4	6 6.0	6 6.8	86 100.0	1
48. My supervisor/team leader listens to what I have to say.	N %	83.8	34 40.2	38 43.6	7 7.9	6 6.1	2 2.2	87 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	89.2	39 45.2	38 44.0	6 6.3	1 1.2	3 3.4	87 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	84.4	32 37.8	41 46.6	5 5.8	5 5.4	4 4.4	87 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	69.7	33 38.8	28 30.9	15 17.9	5 5.8	6 6.6	87 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	79.4	40 47.3	29 32.1	11 13.9	3 3.3	3 3.4	86 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	39.6	7 7.5	27 32.1	16 18.9	20 21.8	16 19.7	86 100.0	1
54. My organization's leaders maintain high standards of honesty and integrity.	N %	49.8	12 13.1	30 36.6	15 18.0	13 15.1	15 17.2	85 100.0	2
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	62.4	16 18.9	35 43.5	14 15.4	10 12.5	8 9.6	83 100.0	3
*56. Managers communicate the goals and priorities of the organization.	N %	52.7	12 12.8	33 39.9	20 23.2	8 8.6	14 15.5	87 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	54.4	14 16.0	32 38.4	22 28.2	8 9.1	7 8.3	83 100.0	4

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 116

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**FEDERAL MARITIME COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	51.6	10 11.0	34 40.6	11 13.8	16 19.6	13 15.0	84 100.0	3
59. Managers support collaboration across work units to accomplish work objectives.	N %	47.5	13 14.6	27 32.9	16 19.5	15 18.8	12 14.1	83 100.0	3
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	55.7	23 26.3	24 29.4	18 23.0	2 2.1	16 19.2	83 100.0	1
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	50.6	16 18.2	26 32.4	15 17.4	14 15.7	14 16.3	85 100.0	1
62. Senior leaders demonstrate support for Work/Life programs.	N %	63.1	19 21.9	35 41.2	20 23.2	4 4.5	6 9.2	84 100.0	3
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	54.3	15 17.1	33 37.2	19 22.4	15 17.6	5 5.7	87 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	50.7	11 12.6	33 38.1	16 17.8	21 25.0	6 6.4	87 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	60.1	15 16.3	39 43.8	13 15.6	13 14.4	7 9.8	87 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	45.0	10 11.0	29 33.9	17 19.1	18 19.9	13 16.0	87 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	36.2	11 12.0	20 24.1	30 33.6	5 6.1	20 24.1	86 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	57.7	17 18.5	33 39.2	17 20.1	8 9.3	12 12.9	87 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 116

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**FEDERAL MARITIME COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		17	40	13	8	9	87	NA
	%	66.2	19.1	47.1	15.2	8.9	9.7	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		14	46	11	11	4	86	NA
	%	70.2	17.2	53.0	11.8	12.0	6.0	100.0	
71. Considering everything, how satisfied are you with your organization?	N		18	31	20	8	10	87	NA
	%	54.9	19.9	35.0	24.8	9.0	11.3	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							63	73.4
	No							21	24.4
	Not sure							2	2.2
	Total							86	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							1	1.5
	I telework 1 or 2 days per week.							2	2.2
	I telework, but no more than 1 or 2 days per month.							10	11.5
	I telework very infrequently, on an unscheduled or short-term basis.							33	37.1
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							9	11.0
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							3	3.0
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							16	18.1
	I do not telework because I choose not to telework.							13	15.5
	Total							87	100.0

**FEDERAL MARITIME COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	53	60.2
No	32	38.8
Not available to me	1	1.0
Total	86	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	48	54.3
No	37	43.7
Not available to me	2	2.0
Total	87	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	12	13.4
No	72	82.9
Not available to me	3	3.7
Total	87	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	1	1.2
No	65	75.1
Not available to me	20	23.7
Total	86	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	10	11.6
No	61	71.7
Not available to me	14	16.7
Total	85	100.0

**FEDERAL MARITIME COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	52.4	14 19.7	25 32.7	20 26.2	8 10.5	8 10.9	75 100.0	12
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	82.1	34 43.9	32 38.1	9 14.5	2 2.3	1 1.1	78 100.0	9
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	71.4	18 24.9	34 46.5	12 20.7	4 6.5	1 1.5	69 100.0	18
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	50.8	8 17.9	16 32.9	20 47.1	1 2.1	0 0.0	45 100.0	42
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	23.0	3 10.8	4 12.2	17 64.2	1 3.4	3 9.3	28 100.0	58
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	36.5	3 9.7	10 26.8	18 58.0	1 3.0	1 2.6	33 100.0	54

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 116

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 88  
Response Rate: 75.9%



**FEDERAL MEDIATION AND CONCILIATION SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	74.9	59 34.2	71 40.7	18 10.9	22 11.7	5 2.5	175 100.0	NA
2. I have enough information to do my job well.	N %	81.2	64 37.8	78 43.4	17 9.8	13 7.0	4 2.0	176 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	60.2	56 32.0	50 28.2	34 20.6	22 12.3	13 6.8	175 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	90.2	109 63.0	49 27.2	8 5.0	7 3.5	3 1.3	176 100.0	NA
*5. I like the kind of work I do.	N %	94.2	122 70.6	43 23.6	9 5.1	1 0.7	0 0.0	175 100.0	NA
6. I know what is expected of me on the job.	N %	82.6	79 45.6	67 37.0	12 7.3	11 6.3	7 3.7	176 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	97.3	141 80.6	29 16.8	3 1.9	1 0.4	1 0.4	175 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	94.0	121 69.2	43 24.8	9 4.9	2 1.1	0 0.0	175 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	68.0	47 26.8	74 41.2	19 11.7	22 12.2	14 8.1	176 100.0	0
*10. My workload is reasonable.	N %	80.5	49 27.4	91 53.1	19 10.5	8 4.1	9 4.9	176 100.0	0
*11. My talents are used well in the workplace.	N %	72.0	62 36.6	64 35.4	19 11.5	20 11.6	9 4.9	174 100.0	1
*12. I know how my work relates to the agency's goals and priorities.	N %	86.5	88 52.0	63 34.5	10 5.6	9 5.2	5 2.7	175 100.0	1
*13. The work I do is important.	N %	93.2	121 69.2	42 24.1	9 5.1	2 1.0	1 0.7	175 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	85.4	92 52.0	58 33.5	18 10.5	6 2.8	2 1.3	176 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	68.3	64 36.4	53 31.9	21 12.5	14 8.7	18 10.5	170 100.0	5
16. I am held accountable for achieving results.	N %	83.2	80 46.4	67 36.8	14 9.0	9 5.5	4 2.4	174 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 228

Percentages are weighted to represent the Agency's population.

**FEDERAL MEDIATION AND CONCILIATION SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		61	41	32	13	19	166	10
	%	62.1	38.6	23.5	19.4	8.1	10.4	100.0	
*18. My training needs are assessed.	N		42	60	33	19	16	170	4
	%	61.2	25.3	35.9	18.7	11.1	9.0	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		67	58	16	19	12	172	4
	%	73.2	38.7	34.5	9.3	10.3	7.2	100.0	
*20. The people I work with cooperate to get the job done.	N		63	81	15	5	4	168	NA
	%	86.3	39.0	47.2	8.2	3.1	2.4	100.0	
*21. My work unit is able to recruit people with the right skills.	N		38	63	44	13	8	166	9
	%	60.6	23.4	37.3	26.8	7.8	4.8	100.0	
*22. Promotions in my work unit are based on merit.	N		24	39	54	23	16	156	20
	%	40.9	15.4	25.5	34.8	14.8	9.5	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		12	46	51	26	18	153	23
	%	38.5	8.6	29.9	33.3	16.8	11.4	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		20	50	50	21	21	162	14
	%	43.5	13.2	30.3	31.0	12.5	13.0	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		32	52	41	20	19	164	12
	%	51.6	19.8	31.7	24.2	13.4	10.8	100.0	
26. Employees in my work unit share job knowledge with each other.	N		72	69	17	10	7	175	0
	%	81.3	42.1	39.2	9.3	5.3	4.1	100.0	
27. The skill level in my work unit has improved in the past year.	N		36	57	48	15	6	162	12
	%	58.7	22.5	36.2	28.8	9.0	3.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		113	45	15	1	2	176	NA
	%	89.6	64.2	25.5	8.6	0.6	1.1	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		63	79	20	7	4	173	1
	%	82.7	38.3	44.4	10.9	4.4	2.1	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 228

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**FEDERAL MEDIATION AND CONCILIATION SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	78.9	61 37.4	71 41.5	12 6.3	15 8.2	12 6.6	171 100.0	1
31. Employees are recognized for providing high quality products and services.	N %	65.1	55 32.6	56 32.5	30 16.7	18 11.3	12 7.0	171 100.0	3
*32. Creativity and innovation are rewarded.	N %	55.9	40 23.8	54 32.1	36 20.4	26 16.4	13 7.3	169 100.0	4
*33. Pay raises depend on how well employees perform their jobs.	N %	30.9	20 13.8	28 17.1	49 30.5	31 19.8	28 18.8	156 100.0	18
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	60.3	41 25.5	56 34.9	33 20.5	19 11.7	13 7.5	162 100.0	12
*35. Employees are protected from health and safety hazards on the job.	N %	76.2	61 36.9	69 39.3	31 18.9	6 3.3	3 1.5	170 100.0	4
*36. My organization has prepared employees for potential security threats.	N %	51.0	38 23.4	45 27.6	45 27.6	20 12.4	17 9.1	165 100.0	6
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	61.2	56 34.4	46 26.8	34 21.6	13 8.3	16 8.9	165 100.0	9
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	75.4	61 39.1	57 36.3	25 15.7	7 4.5	9 4.4	159 100.0	14
39. My agency is successful at accomplishing its mission.	N %	90.0	98 57.7	57 32.3	12 7.1	2 1.2	3 1.7	172 100.0	1
40. I recommend my organization as a good place to work.	N %	84.9	97 57.6	48 27.3	16 8.8	5 2.8	7 3.5	173 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	51.5	46 28.4	37 23.0	46 29.8	15 9.0	17 9.7	161 100.0	10
*42. My supervisor supports my need to balance work and other life issues.	N %	81.6	86 51.4	54 30.2	12 6.6	7 4.1	13 7.6	172 100.0	2
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	73.8	73 43.1	55 30.7	19 10.8	17 9.8	10 5.6	174 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	72.1	73 42.9	52 29.2	18 10.7	14 8.2	16 9.0	173 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 228

Percentages are weighted to represent the Agency's population.

**FEDERAL MEDIATION AND CONCILIATION SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	75.7	70 45.1	52 30.6	20 13.4	9 5.5	9 5.5	160 100.0	13
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	67.9	66 38.8	51 29.1	28 16.3	12 7.3	15 8.5	172 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	72.6	78 46.9	45 25.7	25 14.5	11 6.7	11 6.2	170 100.0	2
48. My supervisor/team leader listens to what I have to say.	N %	78.0	82 47.6	52 30.4	18 9.6	10 6.3	11 6.1	173 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	82.0	91 53.0	51 29.0	17 9.5	5 3.1	10 5.5	174 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	81.1	78 45.1	62 36.0	13 7.4	13 7.7	7 3.7	173 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	72.1	79 47.2	43 24.9	18 10.4	10 6.1	20 11.4	170 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	73.6	87 51.4	39 22.2	22 12.3	12 7.3	12 6.7	172 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	55.4	37 21.2	57 34.2	34 20.7	24 13.7	18 10.2	170 100.0	4
54. My organization's leaders maintain high standards of honesty and integrity.	N %	67.5	56 33.9	56 33.6	27 15.8	15 9.5	13 7.2	167 100.0	7
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	69.9	50 30.7	65 39.2	25 16.0	10 5.5	15 8.6	165 100.0	9
*56. Managers communicate the goals and priorities of the organization.	N %	67.4	51 28.9	65 38.5	24 14.4	19 11.2	13 7.0	172 100.0	1
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	68.2	49 30.0	63 38.2	32 19.7	10 6.3	10 5.8	164 100.0	8

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**FEDERAL MEDIATION AND CONCILIATION SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	53.6	38 22.5	52 31.1	35 20.8	20 12.1	23 13.4	168 100.0	6
59. Managers support collaboration across work units to accomplish work objectives.	N %	58.8	44 26.5	52 32.4	30 16.4	23 14.4	18 10.4	167 100.0	7
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	61.3	46 28.1	56 33.2	32 20.3	13 8.2	17 10.2	164 100.0	10
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	63.5	54 32.6	56 30.9	33 20.2	14 8.2	14 8.1	171 100.0	2
62. Senior leaders demonstrate support for Work/Life programs.	N %	56.7	46 31.4	42 25.3	37 24.6	15 9.2	15 9.5	155 100.0	17
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	59.0	40 24.1	62 35.0	29 16.2	31 18.1	12 6.7	174 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	54.1	32 18.4	63 35.7	40 24.2	26 14.1	13 7.5	174 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	64.6	54 31.7	59 32.9	26 15.8	26 15.3	8 4.4	173 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	49.7	38 22.3	50 27.4	44 26.5	27 15.7	14 8.0	173 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	49.0	32 19.5	52 29.5	53 30.5	24 13.7	13 6.9	174 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	65.5	50 28.8	60 36.7	35 19.8	20 11.0	6 3.6	171 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 228

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**FEDERAL MEDIATION AND CONCILIATION SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		81	67	17	6	2	173	NA
	%	86.4	48.3	38.1	9.3	3.3	1.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		56	74	21	18	4	173	NA
	%	75.3	32.3	43.0	12.0	10.7	2.0	100.0	
71. Considering everything, how satisfied are you with your organization?	N		66	67	19	14	7	173	NA
	%	77.7	39.8	37.8	10.3	8.2	3.9	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							42	24.3
	No							104	60.9
	Not sure							26	14.8
	Total							172	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							8	5.9
	I telework 1 or 2 days per week.							10	5.9
	I telework, but no more than 1 or 2 days per month.							10	6.4
	I telework very infrequently, on an unscheduled or short-term basis.							35	20.2
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							21	13.0
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							3	1.5
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							67	40.5
	I do not telework because I choose not to telework.							11	6.5
	Total							165	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 228

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 176  
Response Rate: 77.2%

**FEDERAL MEDIATION AND CONCILIATION SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	16	8.1
No	96	56.2
Not available to me	61	35.7
Total	173	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	30	15.4
No	105	61.7
Not available to me	39	22.9
Total	174	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	13	7.0
No	150	87.6
Not available to me	9	5.3
Total	172	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	128	75.8
Not available to me	44	24.2
Total	172	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	128	75.2
Not available to me	45	24.8
Total	173	100.0

**FEDERAL MEDIATION AND CONCILIATION SERVICE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	33.6	15 15.1	20 18.5	33 31.8	16 14.0	22 20.7	106 100.0	67
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	26.8	12 13.8	12 13.0	41 53.1	8 10.5	8 9.7	81 100.0	88
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	27.3	9 9.1	16 18.3	40 50.4	13 16.1	5 6.1	83 100.0	88
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	32.2	6 7.4	17 24.8	44 62.4	2 3.0	2 2.4	71 100.0	101
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	9.4	2 3.4	3 6.0	43 86.6	1 2.0	1 2.0	50 100.0	120
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	8.6	2 3.1	3 5.5	43 80.0	3 6.2	3 5.2	54 100.0	119

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 228

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 176  
Response Rate: 77.2%



**FEDERAL RETIREMENT THRIFT INVESTMENT BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	76.7	26 36.4	29 40.3	4 6.9	8 10.8	4 5.6	71 100.0	NA
2. I have enough information to do my job well.	N %	83.3	24 31.8	35 51.5	4 5.0	6 8.1	2 3.5	71 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	75.4	24 32.1	29 43.3	5 6.5	9 11.8	4 6.2	71 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	82.5	28 36.8	30 45.7	7 9.2	5 6.6	1 1.8	71 100.0	NA
*5. I like the kind of work I do.	N %	86.7	29 38.8	32 47.9	7 8.9	2 2.7	1 1.8	71 100.0	NA
6. I know what is expected of me on the job.	N %	82.0	28 38.7	30 43.3	4 5.2	6 8.6	3 4.3	71 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	95.1	49 67.2	19 27.9	3 4.9	0 0.0	0 0.0	71 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	91.5	38 52.4	27 39.1	6 8.5	0 0.0	0 0.0	71 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	69.2	14 17.6	36 51.6	5 6.5	13 19.0	3 5.3	71 100.0	0
*10. My workload is reasonable.	N %	59.1	13 15.9	29 43.2	9 11.5	13 18.9	7 10.5	71 100.0	0
*11. My talents are used well in the workplace.	N %	64.6	18 22.4	29 42.1	7 11.5	11 14.8	6 9.1	71 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	89.5	37 52.0	26 37.6	3 3.7	4 5.4	1 1.4	71 100.0	0
*13. The work I do is important.	N %	90.9	45 63.8	18 27.2	4 5.1	3 3.9	0 0.0	70 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	66.5	10 13.2	39 53.2	11 17.2	8 10.2	3 6.2	71 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	82.8	30 40.3	28 42.5	4 5.0	6 7.7	3 4.5	71 100.0	0
16. I am held accountable for achieving results.	N %	84.5	33 44.7	27 39.8	5 6.5	5 7.2	1 1.8	71 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 82

Percentages are weighted to represent the Agency's population.

**FEDERAL RETIREMENT THRIFT INVESTMENT BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	58.8	25 36.7	13 22.0	15 23.6	6 8.2	6 9.5	65 100.0	6
*18. My training needs are assessed.	N %	74.0	15 19.6	37 54.4	12 15.2	4 5.2	3 5.6	71 100.0	0
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	83.4	27 35.4	32 48.0	4 5.0	4 7.2	3 4.3	70 100.0	1
*20. The people I work with cooperate to get the job done.	N %	71.9	16 21.6	35 50.3	8 13.1	8 10.1	3 5.0	70 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	56.4	16 20.6	24 35.8	15 24.4	9 14.4	3 4.8	67 100.0	3
*22. Promotions in my work unit are based on merit.	N %	60.0	16 23.9	23 36.1	9 15.1	9 13.3	7 11.6	64 100.0	7
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	54.3	11 14.4	24 39.9	11 16.0	8 12.6	12 17.1	66 100.0	5
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	52.5	14 20.4	20 32.1	17 26.3	7 10.3	7 10.9	65 100.0	6
25. Awards in my work unit depend on how well employees perform their jobs.	N %	75.7	21 29.2	29 46.5	8 11.7	4 6.4	4 6.2	66 100.0	5
26. Employees in my work unit share job knowledge with each other.	N %	76.3	17 22.0	36 54.3	6 7.5	7 8.9	5 7.4	71 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	64.7	23 31.4	22 33.4	16 23.7	4 5.2	4 6.4	69 100.0	2
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	84.9	44 61.2	16 23.7	8 10.7	3 4.5	0 0.0	71 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	74.1	18 23.8	35 50.3	7 10.6	8 12.1	2 3.1	70 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**FEDERAL RETIREMENT THRIFT INVESTMENT BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	52.3	12 15.8	24 36.5	14 20.9	13 20.2	4 6.6	67 100.0	4
31. Employees are recognized for providing high quality products and services.	N %	72.1	18 23.6	31 48.5	10 15.5	9 12.5	0 0.0	68 100.0	3
*32. Creativity and innovation are rewarded.	N %	46.7	13 18.4	20 28.3	18 29.8	14 18.9	3 4.6	68 100.0	3
*33. Pay raises depend on how well employees perform their jobs.	N %	39.8	12 19.0	14 20.8	16 25.8	12 19.8	9 14.5	63 100.0	8
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	54.9	16 22.0	19 32.9	13 20.1	9 13.2	7 11.8	64 100.0	7
*35. Employees are protected from health and safety hazards on the job.	N %	68.4	16 19.8	33 48.6	14 22.2	5 6.3	2 3.1	70 100.0	1
*36. My organization has prepared employees for potential security threats.	N %	61.1	11 13.7	31 47.4	10 14.2	14 18.4	5 6.3	71 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	59.3	21 28.9	18 30.4	13 20.6	5 7.5	8 12.6	65 100.0	6
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	67.8	23 33.2	20 34.6	9 13.6	5 7.1	7 11.5	64 100.0	7
39. My agency is successful at accomplishing its mission.	N %	87.4	37 53.8	25 33.6	8 11.3	0 0.0	1 1.4	71 100.0	0
40. I recommend my organization as a good place to work.	N %	75.0	24 33.9	29 41.1	7 9.6	8 11.5	3 3.9	71 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	64.2	20 26.9	25 37.2	11 16.3	8 10.6	6 8.9	70 100.0	1
*42. My supervisor supports my need to balance work and other life issues.	N %	84.1	29 39.6	31 44.5	5 6.2	5 8.0	1 1.8	71 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	71.8	30 41.1	20 30.7	11 14.0	5 6.2	5 8.0	71 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	74.7	25 34.7	27 40.0	8 10.7	7 10.0	3 4.5	70 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**FEDERAL RETIREMENT THRIFT INVESTMENT BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	72.6	20 28.3	27 44.3	11 19.7	2 2.9	3 4.9	63 100.0	8
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	73.5	21 29.4	30 44.2	7 9.5	9 12.4	3 4.5	70 100.0	1
*47. Supervisors/team leaders in my work unit support employee development.	N %	80.5	31 41.3	26 39.2	7 9.6	4 5.6	3 4.3	71 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	77.7	31 40.7	24 37.0	6 8.4	7 9.1	3 4.9	71 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	84.3	33 45.1	26 39.2	4 5.7	5 6.9	2 3.2	70 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	89.8	34 45.8	29 44.0	6 7.5	1 1.4	1 1.4	71 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	72.8	33 45.9	18 26.9	6 8.0	10 13.2	4 6.0	71 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	72.8	33 45.4	18 27.4	11 14.6	6 8.3	3 4.3	71 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	58.0	10 12.3	30 45.7	12 17.6	12 17.2	5 7.1	69 100.0	1
54. My organization's leaders maintain high standards of honesty and integrity.	N %	73.4	20 27.4	29 46.0	8 10.7	6 8.9	5 7.0	68 100.0	3
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	70.2	18 23.3	28 46.8	12 17.0	7 10.2	2 2.6	67 100.0	4
*56. Managers communicate the goals and priorities of the organization.	N %	74.9	18 23.1	34 51.8	11 14.3	5 6.6	3 4.3	71 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	68.8	14 18.4	32 50.4	17 22.9	3 3.9	3 4.4	69 100.0	2

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**FEDERAL RETIREMENT THRIFT INVESTMENT BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	48.6	10 12.4	24 36.2	16 24.7	12 15.5	8 11.2	70 100.0	1
59. Managers support collaboration across work units to accomplish work objectives.	N %	56.0	11 16.0	26 40.0	15 23.4	7 9.1	8 11.5	67 100.0	3
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	64.8	23 32.5	22 32.3	12 18.8	7 10.4	4 6.0	68 100.0	2
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	72.5	20 26.2	31 46.3	10 14.3	5 6.6	5 6.6	71 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	63.1	17 24.4	27 38.7	17 25.8	6 8.3	2 2.8	69 100.0	2
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	71.1	16 21.1	34 50.0	9 11.2	9 12.8	3 4.9	71 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	65.2	16 19.9	30 45.4	17 22.6	6 9.2	2 2.9	71 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	72.1	22 29.7	30 42.5	13 18.2	4 6.5	2 3.1	71 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	66.7	16 20.0	31 46.7	14 20.3	6 7.7	4 5.2	71 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	40.3	12 15.6	16 24.8	23 29.2	9 13.9	11 16.6	71 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	71.7	22 29.3	30 42.4	14 20.0	3 5.2	2 3.1	71 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 82

Percentages are weighted to represent the Agency's population.

**FEDERAL RETIREMENT THRIFT INVESTMENT BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		24	31	8	5	3	71	NA
	%	76.8	33.8	43.0	11.8	7.1	4.3	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		17	28	16	7	3	71	NA
	%	62.0	24.4	37.6	22.0	12.1	3.9	100.0	
71. Considering everything, how satisfied are you with your organization?	N		19	34	6	8	3	70	NA
	%	76.2	26.6	49.5	8.4	11.5	3.9	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							55	79.6
	No							16	20.4
	Not sure							0	0.0
	Total							71	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							10	15.2
	I telework, but no more than 1 or 2 days per month.							9	14.3
	I telework very infrequently, on an unscheduled or short-term basis.							12	18.2
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							8	10.0
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							3	3.8
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							12	16.6
	I do not telework because I choose not to telework.							15	21.9
	Total							69	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 82

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 71  
Response Rate: 86.6%

**FEDERAL RETIREMENT THRIFT INVESTMENT BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	42	60.1
No	28	39.9
Not available to me	0	0.0
Total	70	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	45	64.7
No	23	34.1
Not available to me	1	1.2
Total	69	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	8	12.5
No	60	86.3
Not available to me	1	1.2
Total	69	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	2	2.6
No	51	73.7
Not available to me	16	23.7
Total	69	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	2	2.6
No	50	72.4
Not available to me	17	25.0
Total	69	100.0

**FEDERAL RETIREMENT THRIFT INVESTMENT BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	60.4	15 30.8	17 29.6	8 12.3	11 17.8	5 9.5	56 100.0	15
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	83.4	33 52.2	21 31.2	5 8.4	2 2.9	3 5.3	64 100.0	7
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	79.1	20 37.3	22 41.7	9 14.1	3 5.1	1 1.7	55 100.0	15
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	45.5	5 18.7	5 26.8	12 50.5	1 4.0	0 0.0	23 100.0	48
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	11.9	1 6.0	1 5.9	9 65.9	1 5.9	3 16.3	15 100.0	55
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	11.8	1 6.0	1 5.8	11 76.5	2 11.6	0 0.0	15 100.0	55

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 82

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 71  
Response Rate: 86.6%



**INSTITUTE OF MUSEUM AND LIBRARY SERVICES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	69.3	8 16.2	25 53.1	7 14.1	7 13.0	2 3.6	49 100.0	NA
2. I have enough information to do my job well.	N %	73.3	8 15.8	27 57.5	3 5.5	10 19.3	1 1.8	49 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	73.4	16 33.5	19 39.9	4 7.7	8 15.2	2 3.7	49 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	76.6	19 38.8	17 37.9	6 11.5	5 10.0	1 1.9	48 100.0	NA
*5. I like the kind of work I do.	N %	83.3	20 40.4	20 42.9	4 7.3	3 5.4	2 3.9	49 100.0	NA
6. I know what is expected of me on the job.	N %	78.2	16 36.3	22 41.8	8 15.1	3 6.8	0 0.0	49 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	98.1	35 72.1	13 26.0	0 0.0	1 1.9	0 0.0	49 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	93.4	28 59.5	17 33.9	2 4.7	1 1.9	0 0.0	48 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	51.6	4 7.5	20 44.1	5 9.4	15 29.7	5 9.3	49 100.0	0
*10. My workload is reasonable.	N %	55.0	9 17.5	18 37.5	6 11.1	12 26.6	4 7.2	49 100.0	0
*11. My talents are used well in the workplace.	N %	61.1	8 14.9	21 46.2	3 5.8	12 24.3	5 8.8	49 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	92.4	24 51.0	21 41.4	3 5.8	1 1.8	0 0.0	49 100.0	0
*13. The work I do is important.	N %	92.4	27 55.6	18 36.8	1 2.1	2 3.7	1 1.9	49 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	90.4	25 50.2	19 40.3	5 9.6	0 0.0	0 0.0	49 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	79.2	18 37.8	19 41.4	3 5.9	3 6.4	4 8.5	47 100.0	2
16. I am held accountable for achieving results.	N %	87.2	19 36.4	23 50.8	2 4.0	4 7.0	1 1.9	49 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**INSTITUTE OF MUSEUM AND LIBRARY SERVICES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		14	15	5	7	4	45	3
	%	65.2	34.4	30.8	11.6	14.4	8.8	100.0	
*18. My training needs are assessed.	N		7	14	11	8	7	47	1
	%	45.5	13.8	31.7	24.3	15.8	14.5	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		15	18	3	7	4	47	2
	%	71.0	33.0	38.0	6.4	13.8	8.9	100.0	
*20. The people I work with cooperate to get the job done.	N		12	21	4	8	0	45	NA
	%	73.8	29.2	44.6	8.8	17.4	0.0	100.0	
*21. My work unit is able to recruit people with the right skills.	N		13	20	9	5	1	48	1
	%	67.6	28.0	39.6	20.0	10.7	1.7	100.0	
*22. Promotions in my work unit are based on merit.	N		11	9	14	8	4	46	3
	%	40.9	22.0	18.9	34.1	16.7	8.2	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		7	8	13	9	8	45	4
	%	35.2	15.3	19.9	30.0	19.1	15.8	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		8	12	10	9	7	46	3
	%	44.1	16.6	27.6	23.9	18.8	13.3	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		12	15	10	6	2	45	4
	%	62.4	30.0	32.4	20.1	13.6	3.9	100.0	
26. Employees in my work unit share job knowledge with each other.	N		17	19	9	0	3	48	1
	%	76.9	39.4	37.5	17.3	0.0	5.8	100.0	
27. The skill level in my work unit has improved in the past year.	N		16	13	15	2	0	46	3
	%	65.5	37.0	28.5	29.7	4.8	0.0	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		26	13	8	1	0	48	NA
	%	82.6	56.2	26.4	15.5	1.9	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		9	28	7	3	1	48	1
	%	77.7	21.1	56.6	14.2	6.3	1.8	100.0	

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**INSTITUTE OF MUSEUM AND LIBRARY SERVICES**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	30.8	5 9.6	11 21.1	9 17.9	14 33.9	9 17.4	48 100.0	1
31. Employees are recognized for providing high quality products and services.	N %	49.4	5 9.5	19 40.0	10 21.3	14 27.2	1 2.1	49 100.0	0
*32. Creativity and innovation are rewarded.	N %	34.1	5 8.6	12 25.5	13 28.3	9 18.8	10 18.8	49 100.0	0
*33. Pay raises depend on how well employees perform their jobs.	N %	31.5	4 8.4	10 23.1	11 26.0	12 26.7	7 15.8	44 100.0	5
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	53.2	12 28.0	13 25.2	11 20.9	6 13.5	6 12.4	48 100.0	1
*35. Employees are protected from health and safety hazards on the job.	N %	89.5	12 27.4	31 62.1	4 7.9	1 2.6	0 0.0	48 100.0	1
*36. My organization has prepared employees for potential security threats.	N %	63.4	11 23.3	21 40.1	6 11.4	8 18.7	3 6.4	49 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	57.9	10 22.3	17 35.5	9 17.5	6 13.0	6 11.7	48 100.0	0
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	74.8	15 33.5	20 41.4	3 6.0	4 9.0	5 10.2	47 100.0	2
39. My agency is successful at accomplishing its mission.	N %	87.5	16 36.5	26 51.0	4 8.0	2 4.5	0 0.0	48 100.0	0
40. I recommend my organization as a good place to work.	N %	62.3	11 24.8	19 37.5	9 17.5	7 14.0	3 6.1	49 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	49.1	9 18.9	14 30.2	13 26.0	9 16.6	4 8.2	49 100.0	0
*42. My supervisor supports my need to balance work and other life issues.	N %	83.0	20 40.7	22 42.3	4 10.4	3 6.6	0 0.0	49 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	65.0	15 29.4	15 35.6	7 14.4	9 17.3	2 3.3	48 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	73.9	19 43.1	15 30.7	5 10.0	4 7.9	4 8.2	47 100.0	2

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

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**INSTITUTE OF MUSEUM AND LIBRARY SERVICES**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	79.1	19 42.1	17 37.0	6 12.1	1 2.3	3 6.5	46 100.0	2
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	70.7	16 33.8	17 36.9	8 15.4	4 7.8	3 6.2	48 100.0	1
*47. Supervisors/team leaders in my work unit support employee development.	N %	76.5	16 33.6	20 42.8	2 4.0	7 13.3	3 6.2	48 100.0	1
48. My supervisor/team leader listens to what I have to say.	N %	80.4	24 51.0	15 29.4	4 7.7	4 7.5	2 4.4	49 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	82.3	24 51.3	16 31.0	3 5.5	4 7.9	2 4.3	49 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	80.7	18 39.5	21 41.2	6 11.9	3 5.7	1 1.8	49 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	72.7	19 40.9	16 31.8	5 10.0	5 9.4	4 7.9	49 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	70.9	20 43.0	14 27.8	9 17.2	3 5.8	3 6.1	49 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	42.5	6 11.3	13 31.2	11 21.1	12 24.4	6 12.0	48 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	55.2	9 21.7	16 33.5	6 12.0	11 22.6	5 10.3	47 100.0	1
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	61.4	10 24.3	18 37.1	6 12.2	9 19.9	3 6.5	46 100.0	1
*56. Managers communicate the goals and priorities of the organization.	N %	45.6	10 19.9	13 25.8	9 19.7	13 28.4	3 6.3	48 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	46.5	7 16.7	15 29.8	9 21.1	12 25.9	3 6.5	46 100.0	2

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**INSTITUTE OF MUSEUM AND LIBRARY SERVICES**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	33.6	7 16.0	9 17.7	8 18.2	18 37.6	5 10.5	47 100.0	1
59. Managers support collaboration across work units to accomplish work objectives.	N %	35.5	7 15.5	10 20.0	12 23.3	15 33.0	4 8.3	48 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	68.8	16 37.3	14 31.5	7 14.9	4 9.5	3 6.8	44 100.0	4
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	56.0	10 23.2	16 32.8	6 12.2	11 21.8	5 10.0	48 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	47.8	6 12.1	15 35.7	13 26.7	8 16.8	4 8.7	46 100.0	2
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	62.5	6 11.3	23 51.3	9 18.1	9 17.5	1 1.9	48 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	54.3	7 14.5	19 39.8	10 22.0	11 21.7	1 1.9	48 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	53.3	7 13.3	18 40.0	11 23.2	11 21.7	1 1.9	48 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	38.9	3 6.4	14 32.5	11 23.8	16 30.9	3 6.4	47 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	23.1	5 9.6	6 13.6	14 31.2	13 25.8	10 19.9	48 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	50.3	6 12.5	19 37.8	8 20.7	10 19.7	5 9.4	48 100.0	NA

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		12	21	7	7	1	48	NA
	%	70.4	25.0	45.4	14.4	13.0	2.2	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		16	19	7	5	1	48	NA
	%	73.4	33.0	40.4	14.5	9.8	2.2	100.0	
71. Considering everything, how satisfied are you with your organization?	N		7	20	9	8	4	48	NA
	%	57.7	15.6	42.1	18.7	15.2	8.4	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							45	94.8
	No							2	5.2
	Not sure							0	0.0
	Total							47	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							4	9.2
	I telework, but no more than 1 or 2 days per month.							8	17.1
	I telework very infrequently, on an unscheduled or short-term basis.							26	52.2
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							1	2.8
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							5	10.2
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							1	2.8
	I do not telework because I choose not to telework.							3	5.6
	Total							48	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 55

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 49  
Response Rate: 89.1%

**INSTITUTE OF MUSEUM AND LIBRARY SERVICES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
<b>Yes</b>	23	49.3
<b>No</b>	21	45.3
<b>Not available to me</b>	3	5.4
<b>Total</b>	47	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
<b>Yes</b>	5	10.5
<b>No</b>	32	74.7
<b>Not available to me</b>	7	14.7
<b>Total</b>	44	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
<b>Yes</b>	6	13.1
<b>No</b>	34	76.4
<b>Not available to me</b>	5	10.5
<b>Total</b>	45	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
<b>Yes</b>	0	0.0
<b>No</b>	30	67.3
<b>Not available to me</b>	15	32.7
<b>Total</b>	45	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
<b>Yes</b>	0	0.0
<b>No</b>	28	64.7
<b>Not available to me</b>	16	35.3
<b>Total</b>	44	100.0

**INSTITUTE OF MUSEUM AND LIBRARY SERVICES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	47.0	6 11.8	16 35.2	12 25.2	9 21.3	3 6.5	46 100.0	2
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	65.9	16 35.7	14 30.3	8 19.2	2 5.9	4 8.9	44 100.0	3
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	22.6	2 5.9	5 16.7	13 42.5	7 22.1	4 12.8	31 100.0	17
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	28.0	1 3.9	6 24.1	10 43.7	2 9.7	4 18.6	23 100.0	25
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	0.0	0 0.0	0 0.0	7 48.5	3 23.7	4 27.8	14 100.0	34
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	0.0	0 0.0	0 0.0	8 56.6	3 22.3	3 21.0	14 100.0	34

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 55

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 49  
Response Rate: 89.1%



**INTER-AMERICAN FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	48.0	3 14.1	8 33.9	3 15.4	5 23.3	3 13.2	22 100.0	NA
2. I have enough information to do my job well.	N %	48.1	4 18.1	7 30.0	5 25.5	4 17.1	2 9.2	22 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	35.3	6 27.3	2 8.0	4 19.5	7 32.0	3 13.2	22 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	70.0	9 39.5	7 30.5	1 6.1	4 19.3	1 4.7	22 100.0	NA
*5. I like the kind of work I do.	N %	82.8	11 48.8	7 34.0	2 8.0	2 9.2	0 0.0	22 100.0	NA
6. I know what is expected of me on the job.	N %	74.3	8 35.5	8 38.8	1 4.0	3 12.5	2 9.2	22 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	100.0	15 70.7	6 29.3	0 0.0	0 0.0	0 0.0	21 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	87.4	12 56.3	7 31.1	3 12.6	0 0.0	0 0.0	22 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	41.5	4 19.6	5 21.8	4 21.2	6 28.5	2 8.9	21 100.0	0
*10. My workload is reasonable.	N %	46.9	3 14.8	7 32.1	7 31.2	3 12.7	2 9.2	22 100.0	0
*11. My talents are used well in the workplace.	N %	40.2	4 18.1	5 22.1	4 19.4	3 13.1	6 27.3	22 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	80.0	7 33.6	11 46.5	0 0.0	2 10.8	2 9.2	22 100.0	0
*13. The work I do is important.	N %	89.4	11 51.0	9 38.4	0 0.0	1 4.5	1 6.1	22 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	95.5	9 42.3	12 53.2	1 4.5	0 0.0	0 0.0	22 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	69.1	9 42.3	6 26.8	2 8.7	2 9.0	3 13.2	22 100.0	0
16. I am held accountable for achieving results.	N %	84.6	7 31.5	12 53.0	1 6.1	1 4.7	1 4.7	22 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 30

Percentages are weighted to represent the Agency's population.

**INTER-AMERICAN FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	50.6	4 16.7	7 33.8	4 19.5	2 8.1	5 21.9	22 100.0	0
*18. My training needs are assessed.	N %	39.2	2 10.5	6 28.6	1 4.7	8 38.2	4 17.9	21 100.0	1
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	75.5	8 33.5	9 42.1	3 15.3	1 4.7	1 4.5	22 100.0	0
*20. The people I work with cooperate to get the job done.	N %	48.1	4 16.7	7 31.4	4 19.8	5 22.8	2 9.4	22 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	49.6	4 16.7	7 32.9	6 26.9	2 8.1	3 15.4	22 100.0	0
*22. Promotions in my work unit are based on merit.	N %	30.1	3 12.0	4 18.2	5 24.6	4 17.2	6 28.0	22 100.0	0
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	36.7	3 12.0	5 24.7	5 22.5	4 17.4	5 23.3	22 100.0	0
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	36.8	3 12.7	5 24.2	5 22.6	4 16.5	5 24.0	22 100.0	0
25. Awards in my work unit depend on how well employees perform their jobs.	N %	44.7	5 24.9	4 19.9	3 14.6	4 18.8	4 21.8	20 100.0	1
26. Employees in my work unit share job knowledge with each other.	N %	57.6	6 24.7	7 32.9	2 10.6	6 27.1	1 4.7	22 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	35.4	4 16.7	4 18.7	9 40.6	2 8.7	3 15.3	22 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	69.9	7 30.8	9 39.1	5 25.6	0 0.0	1 4.5	22 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	50.3	4 18.1	7 32.2	6 26.2	4 18.8	1 4.7	22 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 30

Percentages are weighted to represent the Agency's population.

**INTER-AMERICAN FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	32.9	4 18.1	3 14.7	4 18.4	8 34.9	3 13.9	22 100.0	0
31. Employees are recognized for providing high quality products and services.	N %	28.7	4 18.1	2 10.6	3 14.0	8 33.2	5 24.0	22 100.0	0
*32. Creativity and innovation are rewarded.	N %	37.5	2 8.0	6 29.6	2 9.2	7 29.2	5 24.0	22 100.0	0
*33. Pay raises depend on how well employees perform their jobs.	N %	16.9	1 4.2	3 12.6	6 31.5	5 22.2	6 29.4	21 100.0	1
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	44.5	5 20.7	5 23.8	9 41.4	1 4.0	2 10.1	22 100.0	0
*35. Employees are protected from health and safety hazards on the job.	N %	81.2	7 33.1	10 48.1	1 4.7	2 9.8	1 4.2	21 100.0	1
*36. My organization has prepared employees for potential security threats.	N %	63.4	6 26.8	8 36.6	3 14.6	5 22.0	0 0.0	22 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	49.9	4 16.7	7 33.2	3 16.9	1 4.0	7 29.2	22 100.0	0
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	62.9	4 17.5	9 45.4	1 4.2	4 19.1	3 13.8	21 100.0	1
39. My agency is successful at accomplishing its mission.	N %	52.8	3 12.6	8 40.2	5 22.8	4 20.2	1 4.2	21 100.0	0
40. I recommend my organization as a good place to work.	N %	46.8	3 12.0	7 34.8	6 25.9	4 18.8	2 8.5	22 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	41.9	5 23.4	3 18.5	4 18.6	4 18.3	4 21.2	20 100.0	2
*42. My supervisor supports my need to balance work and other life issues.	N %	71.5	7 29.5	9 42.1	4 19.4	1 4.5	1 4.5	22 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	53.2	4 16.7	8 36.5	5 26.2	2 8.0	3 12.6	22 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	46.1	5 22.8	5 23.3	5 22.5	2 8.7	5 22.6	22 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 30

Percentages are weighted to represent the Agency's population.

**INTER-AMERICAN FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	58.5	3 13.3	9 45.2	5 22.1	1 4.1	3 15.3	21 100.0	0
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	51.3	4 16.7	7 34.5	4 17.3	4 16.8	3 14.7	22 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	48.2	6 28.6	4 19.6	7 31.7	2 10.5	2 9.6	21 100.0	1
48. My supervisor/team leader listens to what I have to say.	N %	61.4	6 26.9	8 34.5	3 16.9	3 12.6	2 9.2	22 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	70.8	8 36.1	8 34.8	2 10.1	3 14.6	1 4.5	22 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	57.4	5 22.8	8 34.6	6 28.7	1 4.7	2 9.2	22 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	54.1	6 27.5	6 26.6	4 18.6	2 10.1	4 17.2	22 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	60.2	5 23.3	8 36.9	4 16.5	1 4.0	4 19.3	22 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	38.1	2 8.0	6 30.1	2 8.5	6 25.4	6 28.0	22 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	55.3	4 18.6	8 36.7	1 4.7	5 20.7	4 19.3	22 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	50.8	5 22.8	6 28.0	4 17.2	4 17.4	3 14.7	22 100.0	0
*56. Managers communicate the goals and priorities of the organization.	N %	37.3	4 18.1	4 19.2	6 26.1	2 9.4	6 27.3	22 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	46.0	4 18.8	6 27.2	4 17.3	2 9.4	6 27.3	22 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 30

Percentages are weighted to represent the Agency's population.

**INTER-AMERICAN FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	31.4	2 8.0	5 23.4	3 15.3	7 30.1	5 23.2	22 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	27.3	6 27.3	0 0.0	6 28.0	5 21.4	5 23.2	22 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	46.8	2 8.0	8 38.8	6 25.2	2 8.7	4 19.3	22 100.0	0
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	42.1	3 12.7	6 29.5	4 17.9	3 12.7	6 27.3	22 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	54.8	5 21.2	7 33.6	7 32.0	0 0.0	3 13.3	22 100.0	0
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	35.4	5 22.8	3 12.6	7 33.3	4 18.1	3 13.2	22 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	54.9	6 26.9	6 28.0	3 13.2	5 22.8	2 9.2	22 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	45.9	5 21.2	5 24.7	4 17.3	4 19.5	4 17.2	22 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	35.5	4 19.6	3 15.9	5 22.8	5 23.7	4 18.0	21 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	33.6	3 12.0	4 21.5	3 12.6	6 27.9	6 26.0	22 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	32.9	3 14.1	4 18.9	7 29.2	4 20.0	4 17.9	22 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 30

Percentages are weighted to represent the Agency's population.

**INTER-AMERICAN FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		5	7	3	5	2	22	NA
	%	54.9	20.1	34.8	12.5	23.4	9.2	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		6	8	4	3	1	22	NA
	%	61.5	24.7	36.7	19.1	14.7	4.7	100.0	
71. Considering everything, how satisfied are you with your organization?	N		3	7	5	4	3	22	NA
	%	46.8	12.0	34.8	21.2	18.8	13.2	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							17	74.0
	No							5	26.0
	Not sure							0	0.0
	Total							22	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							0	0.0
	I telework, but no more than 1 or 2 days per month.							2	9.4
	I telework very infrequently, on an unscheduled or short-term basis.							13	54.0
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							1	6.1
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							1	4.7
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							2	10.6
	I do not telework because I choose not to telework.							3	15.3
	Total							22	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 30

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 22  
Response Rate: 73.3%

**INTER-AMERICAN FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	4	16.7
No	11	49.9
Not available to me	7	33.4
Total	22	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	1	4.5
No	10	45.4
Not available to me	11	50.0
Total	22	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	6	26.8
No	15	68.5
Not available to me	1	4.7
Total	22	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	11	50.7
Not available to me	11	49.3
Total	22	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	10	46.6
Not available to me	12	53.4
Total	22	100.0

**INTER-AMERICAN FOUNDATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	24.6	2 9.5	3 15.0	6 30.4	4 22.8	4 22.2	19 100.0	3
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	32.4	1 6.1	4 26.3	6 42.3	1 6.8	2 18.5	14 100.0	8
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	13.1	0 0.0	1 13.1	3 42.7	0 0.0	3 44.2	7 100.0	15
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	41.8	2 14.8	3 27.0	6 50.0	0 0.0	1 8.3	12 100.0	10
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	0.0	0 0.0	0 0.0	3 44.3	1 11.5	3 44.2	7 100.0	15
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	0.0	0 0.0	0 0.0	4 67.7	0 0.0	2 32.3	6 100.0	16

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 30

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 22  
Response Rate: 73.3%



**INTERNATIONAL BOUNDARY WATER COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	51.8	21 12.2	66 39.6	36 20.6	32 17.2	20 10.4	175 100.0	NA
2. I have enough information to do my job well.	N %	66.3	22 13.4	90 52.9	24 13.5	32 17.0	7 3.2	175 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	50.9	31 17.7	54 33.1	39 22.9	30 16.4	19 9.8	173 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	66.0	43 25.1	69 40.9	33 18.5	16 8.6	13 6.8	174 100.0	NA
*5. I like the kind of work I do.	N %	87.9	82 48.2	70 39.7	17 9.3	4 1.9	2 0.9	175 100.0	NA
6. I know what is expected of me on the job.	N %	79.5	55 34.2	79 45.3	20 11.0	12 6.3	7 3.2	173 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	96.0	115 66.7	53 29.3	4 2.2	0 0.0	3 1.8	175 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	93.2	96 56.3	64 36.9	12 6.3	1 0.5	0 0.0	173 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	24.4	8 5.0	34 19.3	26 15.8	61 36.4	41 23.4	170 100.0	4
*10. My workload is reasonable.	N %	56.0	14 8.3	81 47.7	28 16.4	25 13.4	25 14.2	173 100.0	2
*11. My talents are used well in the workplace.	N %	65.0	30 19.2	78 45.8	28 16.8	15 7.7	21 10.5	172 100.0	3
*12. I know how my work relates to the agency's goals and priorities.	N %	86.8	54 31.7	93 55.1	16 8.6	2 0.9	6 3.7	171 100.0	3
*13. The work I do is important.	N %	91.4	94 55.8	62 35.6	15 7.6	1 0.5	1 0.5	173 100.0	2
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	66.9	35 20.2	80 46.7	25 13.8	20 10.7	13 8.6	173 100.0	2
*15. My performance appraisal is a fair reflection of my performance.	N %	52.9	26 15.1	63 37.8	29 16.0	17 9.9	37 21.2	172 100.0	2
16. I am held accountable for achieving results.	N %	81.7	51 30.5	86 51.2	22 12.3	7 4.6	3 1.3	169 100.0	4

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 209

Percentages are weighted to represent the Agency's population.

**INTERNATIONAL BOUNDARY WATER COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		31	51	37	22	27	168	5
	%	49.7	18.4	31.3	21.8	12.4	16.2	100.0	
*18. My training needs are assessed.	N		13	44	33	40	36	166	5
	%	36.0	7.9	28.1	19.0	25.0	20.0	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		27	75	28	15	27	172	1
	%	60.2	16.7	43.5	16.7	7.7	15.4	100.0	
*20. The people I work with cooperate to get the job done.	N		34	69	33	22	8	166	NA
	%	63.3	20.7	42.6	19.9	11.4	5.4	100.0	
*21. My work unit is able to recruit people with the right skills.	N		9	53	45	31	33	171	4
	%	36.3	5.5	30.7	27.1	18.1	18.5	100.0	
*22. Promotions in my work unit are based on merit.	N		9	40	43	32	40	164	11
	%	31.1	6.8	24.3	24.9	20.1	23.9	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		11	47	49	28	32	167	6
	%	36.2	8.2	28.0	27.0	17.9	19.0	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		10	51	38	36	36	171	4
	%	38.2	7.0	31.3	21.5	19.2	21.1	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		10	52	45	24	41	172	3
	%	37.9	7.6	30.3	25.0	12.6	24.5	100.0	
26. Employees in my work unit share job knowledge with each other.	N		32	81	29	20	11	173	1
	%	65.8	19.8	46.0	17.4	10.5	6.3	100.0	
27. The skill level in my work unit has improved in the past year.	N		30	61	42	20	17	170	3
	%	55.4	18.8	36.6	23.3	10.9	10.3	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		54	62	41	8	7	172	NA
	%	68.4	33.3	35.1	23.4	4.1	4.1	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		14	98	31	21	10	174	1
	%	65.9	8.2	57.7	16.9	11.5	5.8	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 209

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**INTERNATIONAL BOUNDARY WATER COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		9	64	47	28	25	173	1
	%	45.4	6.2	39.2	26.6	14.8	13.2	100.0	
31. Employees are recognized for providing high quality products and services.	N		9	52	40	38	31	170	4
	%	38.4	5.6	32.8	22.2	21.2	18.2	100.0	
*32. Creativity and innovation are rewarded.	N		8	37	48	34	42	169	6
	%	28.5	5.8	22.7	28.2	18.5	24.9	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		5	29	45	37	49	165	10
	%	21.7	3.1	18.6	26.5	21.7	30.0	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		12	64	58	19	16	169	6
	%	46.0	5.9	40.0	34.4	11.0	8.7	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		20	94	29	17	12	172	3
	%	65.6	11.1	54.6	17.2	8.8	8.3	100.0	
*36. My organization has prepared employees for potential security threats.	N		18	60	50	30	15	173	1
	%	45.8	10.6	35.2	28.0	17.0	9.3	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		17	52	41	20	37	167	7
	%	41.9	9.8	32.1	23.5	12.3	22.3	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		20	64	33	22	26	165	9
	%	51.2	11.7	39.5	18.8	13.7	16.3	100.0	
39. My agency is successful at accomplishing its mission.	N		26	80	40	18	7	171	2
	%	62.8	15.6	47.2	23.1	10.1	4.0	100.0	
40. I recommend my organization as a good place to work.	N		30	56	37	27	23	173	NA
	%	52.3	18.3	33.9	21.6	13.2	12.9	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		28	44	31	31	33	167	8
	%	43.6	17.2	26.5	20.3	17.4	18.7	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		36	80	30	12	13	171	1
	%	68.3	21.8	46.5	17.5	6.2	8.0	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		32	67	21	30	21	171	1
	%	59.7	18.8	40.8	12.3	15.6	12.4	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		22	71	31	23	24	171	1
	%	56.2	13.2	43.0	17.6	12.8	13.4	100.0	

\*AES prescribed items

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Sample or Census: Census

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**INTERNATIONAL BOUNDARY WATER COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	53.6	25 15.4	62 38.1	47 27.9	12 7.5	17 11.1	163 100.0	11
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	50.2	23 13.1	62 37.2	38 21.1	25 14.9	24 13.7	172 100.0	2
*47. Supervisors/team leaders in my work unit support employee development.	N %	46.5	21 13.0	53 33.4	40 21.4	34 19.8	21 12.4	169 100.0	1
48. My supervisor/team leader listens to what I have to say.	N %	65.9	38 23.5	75 42.4	26 14.3	19 11.3	15 8.5	173 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	71.2	46 26.5	77 44.7	22 12.4	16 9.8	13 6.6	174 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	76.0	28 15.1	102 61.0	23 12.2	10 5.7	10 6.0	173 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	51.7	32 19.1	55 32.6	43 23.6	20 10.6	24 14.2	174 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	52.6	40 23.6	48 29.0	38 20.4	26 14.8	21 12.2	173 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	32.6	11 7.4	40 25.2	45 26.3	35 18.4	41 22.7	172 100.0	1
54. My organization's leaders maintain high standards of honesty and integrity.	N %	37.5	14 8.6	47 28.9	49 28.4	26 13.3	36 20.8	172 100.0	1
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	49.4	12 7.1	68 42.3	49 27.5	20 12.5	17 10.6	166 100.0	6
*56. Managers communicate the goals and priorities of the organization.	N %	39.8	11 7.2	54 32.6	40 23.7	36 20.3	27 16.1	168 100.0	4
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	42.0	8 5.4	59 36.6	47 28.0	34 20.3	16 9.7	164 100.0	8

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 209

Percentages are weighted to represent the Agency's population.

**INTERNATIONAL BOUNDARY WATER COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	38.3	10 5.9	52 32.4	45 26.6	33 18.8	28 16.2	168 100.0	5
59. Managers support collaboration across work units to accomplish work objectives.	N %	43.6	13 7.7	55 36.0	44 24.6	33 18.8	24 13.0	169 100.0	3
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	37.8	14 7.5	45 30.3	48 27.9	30 16.2	31 18.1	168 100.0	4
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	44.8	25 14.3	47 30.5	41 23.5	23 12.8	35 18.9	171 100.0	1
62. Senior leaders demonstrate support for Work/Life programs.	N %	52.0	17 10.4	63 41.6	39 23.8	19 11.5	23 12.7	161 100.0	10
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	52.8	17 10.0	68 42.8	33 18.2	37 19.9	17 9.2	172 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	40.4	11 6.1	55 34.2	40 22.6	40 22.9	26 14.2	172 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	40.2	15 9.0	52 31.2	27 15.7	44 24.8	34 19.2	172 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	34.7	6 3.9	51 30.8	47 28.2	40 20.9	29 16.1	173 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	34.9	10 5.5	47 29.4	38 21.0	36 20.1	42 23.9	173 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	32.2	9 4.3	44 27.9	35 19.1	48 27.6	37 21.1	173 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 209

Percentages are weighted to represent the Agency's population.

**INTERNATIONAL BOUNDARY WATER COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		34	67	34	25	12	172	NA
	%	61.1	21.1	40.0	20.1	12.7	6.1	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		30	66	33	30	14	173	NA
	%	57.0	17.3	39.7	19.1	16.7	7.2	100.0	
71. Considering everything, how satisfied are you with your organization?	N		17	67	25	39	24	172	NA
	%	50.9	10.6	40.3	14.3	22.5	12.3	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							35	18.6
	No							113	64.8
	Not sure							25	16.6
	Total							173	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							2	1.1
	I telework 1 or 2 days per week.							5	2.5
	I telework, but no more than 1 or 2 days per month.							3	1.5
	I telework very infrequently, on an unscheduled or short-term basis.							9	6.3
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							52	32.7
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							14	10.3
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							53	30.8
	I do not telework because I choose not to telework.							25	14.9
	Total							163	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 209

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 175  
Response Rate: 83.7%

**INTERNATIONAL BOUNDARY WATER COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	54	30.0
No	72	42.2
Not available to me	47	27.8
Total	173	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	36	20.2
No	109	63.4
Not available to me	27	16.4
Total	172	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	28	15.4
No	132	76.9
Not available to me	12	7.8
Total	172	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	4	2.6
No	112	65.4
Not available to me	57	32.0
Total	173	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	3	1.8
No	120	70.1
Not available to me	50	28.1
Total	173	100.0

**INTERNATIONAL BOUNDARY WATER COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	19.4	5 6.7	12 12.7	40 45.5	14 15.8	17 19.3	88 100.0	86
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	46.1	13 11.7	42 34.4	36 29.8	13 10.2	16 14.0	120 100.0	52
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	34.8	5 3.9	31 30.9	43 42.3	16 14.6	7 8.4	102 100.0	69
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	38.9	8 6.8	31 32.1	51 51.0	4 3.5	6 6.6	100 100.0	73
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	17.5	2 3.4	8 14.1	39 63.3	4 6.4	8 12.8	61 100.0	111
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	16.9	2 3.3	8 13.6	43 69.9	3 3.7	6 9.5	62 100.0	111

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 209

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 175  
Response Rate: 83.7%



**MARINE MAMMAL COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	81.4	4 40.9	4 40.5	1 9.1	1 9.5	0 0.0	10 100.0	NA
2. I have enough information to do my job well.	N %	100.0	3 31.2	7 68.8	0 0.0	0 0.0	0 0.0	10 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	79.7	4 42.0	4 37.7	2 20.3	0 0.0	0 0.0	10 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	71.6	4 40.9	3 30.7	2 19.0	1 9.5	0 0.0	10 100.0	NA
*5. I like the kind of work I do.	N %	81.0	5 51.6	3 29.4	2 19.0	0 0.0	0 0.0	10 100.0	NA
6. I know what is expected of me on the job.	N %	100.0	3 31.2	7 68.8	0 0.0	0 0.0	0 0.0	10 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	100.0	6 61.1	4 38.9	0 0.0	0 0.0	0 0.0	10 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	80.1	4 40.7	4 39.4	2 19.9	0 0.0	0 0.0	10 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	58.2	1 9.6	5 48.5	2 21.6	2 20.3	0 0.0	10 100.0	0
*10. My workload is reasonable.	N %	90.5	1 9.6	8 80.9	0 0.0	0 0.0	1 9.5	10 100.0	0
*11. My talents are used well in the workplace.	N %	61.1	2 20.4	4 40.7	2 19.9	2 19.0	0 0.0	10 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	79.7	3 31.2	5 48.5	2 20.3	0 0.0	0 0.0	10 100.0	0
*13. The work I do is important.	N %	90.9	4 42.0	5 48.9	1 9.1	0 0.0	0 0.0	10 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	90.5	6 61.1	3 29.4	1 9.5	0 0.0	0 0.0	10 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	90.5	5 51.6	4 38.9	1 9.5	0 0.0	0 0.0	10 100.0	0
16. I am held accountable for achieving results.	N %	90.5	6 61.1	3 29.4	0 0.0	1 9.5	0 0.0	10 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 13

Percentages are weighted to represent the Agency's population.

**MARINE MAMMAL COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	79.7	4 40.8	4 38.9	1 10.8	1 9.5	0 0.0	10 100.0	0
*18. My training needs are assessed.	N %	68.9	2 20.4	5 48.5	1 10.8	2 20.3	0 0.0	10 100.0	0
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	81.4	3 30.0	5 51.4	1 9.1	1 9.5	0 0.0	10 100.0	0
*20. The people I work with cooperate to get the job done.	N %	90.5	5 51.6	4 38.9	1 9.5	0 0.0	0 0.0	10 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	70.2	2 20.4	5 49.8	3 29.8	0 0.0	0 0.0	10 100.0	0
*22. Promotions in my work unit are based on merit.	N %	73.5	3 42.8	2 30.7	2 26.5	0 0.0	0 0.0	7 100.0	3
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	50.6	1 16.2	2 34.4	2 33.5	1 16.0	0 0.0	6 100.0	3
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	57.0	1 10.6	4 46.4	3 32.5	1 10.5	0 0.0	9 100.0	1
25. Awards in my work unit depend on how well employees perform their jobs.	N %	68.7	2 34.3	2 34.4	2 31.3	0 0.0	0 0.0	6 100.0	3
26. Employees in my work unit share job knowledge with each other.	N %	89.9	4 45.1	4 44.8	1 10.1	0 0.0	0 0.0	9 100.0	1
27. The skill level in my work unit has improved in the past year.	N %	81.4	4 42.0	4 39.4	2 18.6	0 0.0	0 0.0	10 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	100.0	5 51.7	5 48.3	0 0.0	0 0.0	0 0.0	10 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	90.5	3 31.2	6 59.3	1 9.5	0 0.0	0 0.0	10 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 13

Percentages are weighted to represent the Agency's population.

**MARINE MAMMAL COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	68.1	1 10.8	5 57.3	2 21.3	1 10.6	0 0.0	9 100.0	1
31. Employees are recognized for providing high quality products and services.	N %	100.0	3 44.2	4 55.8	0 0.0	0 0.0	0 0.0	7 100.0	3
*32. Creativity and innovation are rewarded.	N %	88.2	3 39.0	4 49.2	0 0.0	1 11.8	0 0.0	8 100.0	2
*33. Pay raises depend on how well employees perform their jobs.	N %	76.7	1 26.5	2 50.2	1 23.3	0 0.0	0 0.0	4 100.0	5
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	78.7	2 21.6	5 57.1	1 10.6	0 0.0	1 10.6	9 100.0	1
*35. Employees are protected from health and safety hazards on the job.	N %	90.5	3 31.2	6 59.3	0 0.0	1 9.5	0 0.0	10 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	80.9	3 31.2	5 49.7	1 9.7	1 9.5	0 0.0	10 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	100.0	3 33.0	6 67.0	0 0.0	0 0.0	0 0.0	9 100.0	1
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	100.0	5 55.6	4 44.4	0 0.0	0 0.0	0 0.0	9 100.0	1
39. My agency is successful at accomplishing its mission.	N %	100.0	4 42.0	6 58.0	0 0.0	0 0.0	0 0.0	10 100.0	0
40. I recommend my organization as a good place to work.	N %	79.0	4 44.6	3 34.4	2 21.0	0 0.0	0 0.0	9 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	81.0	3 29.5	5 51.5	1 9.5	1 9.5	0 0.0	10 100.0	0
*42. My supervisor supports my need to balance work and other life issues.	N %	90.5	6 60.6	3 29.9	0 0.0	1 9.5	0 0.0	10 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	81.4	5 51.7	3 29.7	1 9.1	0 0.0	1 9.5	10 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	81.4	6 62.5	2 19.0	2 18.6	0 0.0	0 0.0	10 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 13

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**MARINE MAMMAL COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	88.4	2 25.1	5 63.3	1 11.6	0 0.0	0 0.0	8 100.0	2
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	81.0	4 42.0	4 39.0	2 19.0	0 0.0	0 0.0	10 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	90.5	5 51.7	4 38.8	1 9.5	0 0.0	0 0.0	10 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	90.5	5 52.8	4 37.7	1 9.5	0 0.0	0 0.0	10 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	100.0	7 71.6	3 28.4	0 0.0	0 0.0	0 0.0	10 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	100.0	7 71.9	3 28.1	0 0.0	0 0.0	0 0.0	10 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	90.5	5 52.8	4 37.7	1 9.5	0 0.0	0 0.0	10 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	90.5	6 61.9	3 28.6	1 9.5	0 0.0	0 0.0	10 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	78.7	3 35.0	4 43.7	1 10.6	1 10.6	0 0.0	9 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	100.0	5 55.8	4 44.2	0 0.0	0 0.0	0 0.0	9 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	88.1	3 37.0	4 51.1	1 11.9	0 0.0	0 0.0	8 100.0	1
*56. Managers communicate the goals and priorities of the organization.	N %	78.5	3 33.1	4 45.5	1 10.8	1 10.6	0 0.0	9 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	67.9	2 21.0	4 46.9	2 21.5	1 10.6	0 0.0	9 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**MARINE MAMMAL COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	57.3	3 33.1	2 24.2	2 21.5	2 21.3	0 0.0	9 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	67.9	4 45.2	2 22.7	2 21.5	1 10.6	0 0.0	9 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	100.0	6 68.4	3 31.6	0 0.0	0 0.0	0 0.0	9 100.0	1
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	90.5	6 61.9	3 28.6	1 9.5	0 0.0	0 0.0	10 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	78.7	3 33.1	4 45.6	1 10.6	1 10.6	0 0.0	9 100.0	1
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	62.5	3 31.2	3 31.2	2 18.6	2 19.0	0 0.0	10 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	61.9	3 31.2	3 30.7	2 19.0	2 19.1	0 0.0	10 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	90.5	4 42.0	5 48.5	1 9.5	0 0.0	0 0.0	10 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	60.6	4 42.0	2 18.6	4 39.4	0 0.0	0 0.0	10 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	42.0	2 20.4	2 21.6	5 48.5	1 9.5	0 0.0	10 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	90.5	3 31.2	6 59.3	1 9.5	0 0.0	0 0.0	10 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 13

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**MARINE MAMMAL COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		3	5	2	0	0	10	NA
	%	81.0	31.2	49.8	19.0	0.0	0.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		4	2	2	2	0	10	NA
	%	62.5	42.0	20.5	18.6	19.0	0.0	100.0	
71. Considering everything, how satisfied are you with your organization?	N		5	4	1	0	0	10	NA
	%	90.5	51.1	39.4	9.5	0.0	0.0	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).		
	N	%
Yes	10	100.0
No	0	0.0
Not sure	0	0.0
Total	10	100.0

73. Please select the response below that BEST describes your current teleworking situation:	N	%
I telework 3 or more days per week.	0	0.0
I telework 1 or 2 days per week.	1	9.5
I telework, but no more than 1 or 2 days per month.	4	40.7
I telework very infrequently, on an unscheduled or short-term basis.	2	19.1
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	1	9.1
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	10.8
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	0	0.0
I do not telework because I choose not to telework.	1	10.8
Total	10	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 13

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 10  
Response Rate: 76.9%

**MARINE MAMMAL COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	3	28.8
No	6	62.1
Not available to me	1	9.1
Total	10	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	5	51.5
No	4	39.0
Not available to me	1	9.5
Total	10	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	2	20.4
No	8	79.6
Not available to me	0	0.0
Total	10	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	9	90.4
Not available to me	1	9.6
Total	10	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	9	90.4
Not available to me	1	9.6
Total	10	100.0

**MARINE MAMMAL COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	77.7	3 33.1	4 44.6	2 22.3	0 0.0	0 0.0	9 100.0	1
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	69.4	2 27.3	3 42.1	2 30.6	0 0.0	0 0.0	7 100.0	3
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	71.8	0 0.0	5 71.8	0 0.0	2 28.2	0 0.0	7 100.0	3
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	49.0	1 15.8	2 33.2	3 51.0	0 0.0	0 0.0	6 100.0	4
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	0.0	0 0.0	0 0.0	4 100.0	0 0.0	0 0.0	4 100.0	6
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	0.0	0 0.0	0 0.0	4 100.0	0 0.0	0 0.0	4 100.0	6

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 13

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 10  
Response Rate: 76.9%



**MERIT SYSTEMS PROTECTION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	70.9	36 24.4	66 46.5	19 14.4	12 8.2	9 6.6	142 100.0	NA
2. I have enough information to do my job well.	N %	75.9	34 23.4	75 52.5	15 10.9	15 10.7	4 2.5	143 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	61.4	30 20.5	61 40.9	17 13.7	21 15.9	13 9.0	142 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	80.4	62 43.8	54 36.6	9 6.1	10 7.8	8 5.7	143 100.0	NA
*5. I like the kind of work I do.	N %	89.4	71 51.6	54 37.8	3 1.7	11 8.2	1 0.7	140 100.0	NA
6. I know what is expected of me on the job.	N %	81.4	60 42.4	57 39.0	14 10.3	6 4.2	6 4.1	143 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	97.6	106 74.2	34 23.4	2 1.7	0 0.0	1 0.7	143 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	93.7	78 54.6	56 39.1	7 5.0	1 0.7	1 0.7	143 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	46.2	16 10.3	49 35.9	31 22.5	30 20.5	16 10.9	142 100.0	1
*10. My workload is reasonable.	N %	52.1	20 15.1	55 37.0	25 19.4	27 19.3	14 9.3	141 100.0	1
*11. My talents are used well in the workplace.	N %	71.6	35 26.0	64 45.6	13 9.0	13 9.7	14 9.8	139 100.0	1
*12. I know how my work relates to the agency's goals and priorities.	N %	90.1	74 51.9	54 38.2	9 6.2	2 1.9	2 1.8	141 100.0	1
*13. The work I do is important.	N %	95.8	82 59.7	52 36.1	5 3.5	1 0.7	0 0.0	140 100.0	1
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	88.2	64 42.6	59 45.5	12 9.4	3 1.8	1 0.6	139 100.0	1
*15. My performance appraisal is a fair reflection of my performance.	N %	81.4	61 43.9	50 37.5	10 6.6	8 5.5	9 6.5	138 100.0	5
16. I am held accountable for achieving results.	N %	89.6	73 51.7	55 37.8	10 7.6	3 2.1	1 0.7	142 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 203

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**MERIT SYSTEMS PROTECTION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		42	42	28	8	12	132	10
	%	62.3	32.7	29.6	22.0	6.9	8.9	100.0	
*18. My training needs are assessed.	N		15	44	34	32	11	136	5
	%	41.6	11.9	29.7	25.0	25.1	8.2	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		52	54	16	6	8	136	5
	%	78.5	40.0	38.6	11.2	4.9	5.3	100.0	
*20. The people I work with cooperate to get the job done.	N		49	65	15	10	2	141	NA
	%	80.7	35.7	45.0	10.9	7.2	1.2	100.0	
*21. My work unit is able to recruit people with the right skills.	N		34	42	35	15	9	135	8
	%	56.9	25.9	31.0	25.6	11.3	6.1	100.0	
*22. Promotions in my work unit are based on merit.	N		32	37	30	12	14	125	17
	%	54.8	24.5	30.3	24.8	9.8	10.5	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		17	54	27	20	4	122	21
	%	55.4	13.3	42.1	23.3	17.6	3.7	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		22	37	34	23	16	132	11
	%	43.2	15.6	27.6	25.1	19.4	12.4	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		34	42	27	12	11	126	16
	%	58.8	26.9	31.9	22.4	10.1	8.7	100.0	
26. Employees in my work unit share job knowledge with each other.	N		57	54	12	9	8	140	2
	%	78.8	42.8	36.0	9.4	6.1	5.7	100.0	
27. The skill level in my work unit has improved in the past year.	N		30	45	42	7	8	132	9
	%	56.6	22.4	34.2	32.1	5.2	6.1	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		85	45	11	1	1	143	NA
	%	91.0	58.8	32.2	7.7	0.7	0.7	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		49	69	10	7	3	138	4
	%	85.6	36.5	49.1	6.9	5.6	2.0	100.0	

\*AES prescribed items

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Sample or Census: Census

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**MERIT SYSTEMS PROTECTION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	66.0	23 16.8	69 49.2	17 13.2	20 15.5	8 5.3	137 100.0	5
31. Employees are recognized for providing high quality products and services.	N %	65.3	30 20.8	61 44.5	25 19.2	14 10.4	7 5.0	137 100.0	5
*32. Creativity and innovation are rewarded.	N %	40.7	22 16.3	35 24.5	38 30.2	23 19.9	12 9.1	130 100.0	6
*33. Pay raises depend on how well employees perform their jobs.	N %	38.7	15 12.8	35 25.9	38 31.6	27 22.8	9 7.0	124 100.0	16
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	71.3	37 27.5	58 43.8	24 18.6	7 5.5	6 4.5	132 100.0	10
*35. Employees are protected from health and safety hazards on the job.	N %	79.8	52 37.7	61 42.2	19 14.0	6 5.5	1 0.7	139 100.0	3
*36. My organization has prepared employees for potential security threats.	N %	73.5	32 24.3	73 49.1	23 17.1	5 3.9	7 5.5	140 100.0	1
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	63.6	38 28.9	49 34.7	27 20.9	10 7.9	11 7.6	135 100.0	7
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	73.8	45 35.2	51 38.7	24 19.2	3 2.4	6 4.6	129 100.0	11
39. My agency is successful at accomplishing its mission.	N %	86.6	57 41.1	62 45.5	12 9.0	2 1.3	4 3.1	137 100.0	3
40. I recommend my organization as a good place to work.	N %	76.1	54 38.9	54 37.2	15 11.7	9 6.6	8 5.6	140 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	53.6	28 22.8	42 30.8	39 31.8	9 7.8	9 6.9	127 100.0	14
*42. My supervisor supports my need to balance work and other life issues.	N %	84.6	69 50.1	50 34.6	11 7.8	7 5.0	4 2.6	141 100.0	1
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	66.3	50 35.9	42 30.4	21 15.1	18 13.1	8 5.6	139 100.0	3
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	70.9	48 33.9	51 37.0	16 10.9	14 9.8	12 8.4	141 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 203

Percentages are weighted to represent the Agency's population.

**MERIT SYSTEMS PROTECTION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	77.5	55 43.2	44 34.3	21 17.2	4 3.2	3 2.2	127 100.0	13
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	70.1	45 32.1	52 38.0	17 11.6	14 10.3	11 7.9	139 100.0	2
*47. Supervisors/team leaders in my work unit support employee development.	N %	65.4	45 32.0	46 33.4	30 22.7	9 6.4	8 5.5	138 100.0	2
48. My supervisor/team leader listens to what I have to say.	N %	79.8	67 47.1	46 32.8	15 11.3	5 3.6	8 5.3	141 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	83.8	76 53.7	42 30.1	11 7.8	8 5.8	4 2.6	141 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	86.4	62 45.0	57 41.4	7 4.6	10 6.9	3 2.0	139 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	71.1	66 46.8	34 24.3	21 15.1	9 6.5	11 7.3	141 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	73.4	64 45.4	40 28.1	23 16.9	7 5.0	7 4.7	141 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	55.4	29 20.1	53 35.3	28 23.0	16 11.8	13 9.8	139 100.0	1
54. My organization's leaders maintain high standards of honesty and integrity.	N %	62.9	41 29.9	46 33.0	27 22.6	9 6.7	10 7.7	133 100.0	7
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	65.1	38 28.3	50 36.8	31 25.0	9 6.9	4 2.9	132 100.0	7
*56. Managers communicate the goals and priorities of the organization.	N %	67.2	36 25.5	60 41.8	30 23.2	8 5.2	6 4.3	140 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	72.5	37 27.8	58 44.7	24 19.4	6 4.5	5 3.6	130 100.0	8

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

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**MERIT SYSTEMS PROTECTION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	59.5	26 17.9	61 41.6	28 23.1	13 10.2	10 7.2	138 100.0	2
59. Managers support collaboration across work units to accomplish work objectives.	N %	59.9	27 19.1	58 40.8	29 23.3	12 10.1	9 6.7	135 100.0	4
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	60.7	40 28.7	45 32.1	36 26.8	8 6.3	8 6.2	137 100.0	2
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	65.6	45 31.3	52 34.3	28 21.9	8 6.4	7 6.1	140 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	75.3	46 34.4	56 40.9	21 18.9	4 3.0	4 2.8	131 100.0	9
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	53.9	26 17.9	51 36.0	33 25.4	18 12.8	11 8.0	139 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	58.9	21 12.9	63 46.0	34 25.2	11 8.7	11 7.3	140 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	64.2	38 26.8	53 37.4	24 18.3	16 12.3	7 5.2	138 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	55.2	27 18.2	54 37.0	36 27.0	16 13.3	6 4.5	139 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	33.8	20 15.1	28 18.6	51 38.6	24 17.0	15 10.6	138 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	49.1	16 11.4	56 37.7	35 27.2	21 15.9	11 7.8	139 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**MERIT SYSTEMS PROTECTION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		42	64	14	11	7	138	NA
	%	75.7	30.3	45.3	11.4	8.4	4.6	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		31	61	25	14	8	139	NA
	%	65.3	21.2	44.2	17.3	11.3	6.1	100.0	
71. Considering everything, how satisfied are you with your organization?	N		39	68	15	9	8	139	NA
	%	74.4	27.1	47.3	11.9	7.4	6.3	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							89	64.5
	No							47	33.4
	Not sure							3	2.1
	Total							139	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							7	4.5
	I telework 1 or 2 days per week.							42	30.7
	I telework, but no more than 1 or 2 days per month.							10	7.6
	I telework very infrequently, on an unscheduled or short-term basis.							18	11.6
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							17	12.5
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							3	1.8
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							21	15.4
	I do not telework because I choose not to telework.							20	15.9
	Total							138	100.0

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74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	71	51.8
No	54	38.4
Not available to me	14	9.8
Total	139	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	46	31.9
No	77	56.5
Not available to me	16	11.6
Total	139	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	11	7.2
No	124	90.3
Not available to me	3	2.5
Total	138	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	1	0.6
No	104	74.3
Not available to me	34	25.1
Total	139	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	1	0.6
No	100	71.4
Not available to me	37	27.9
Total	138	100.0

**MERIT SYSTEMS PROTECTION BOARD**  
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(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	71.1	36 31.5	41 39.6	18 16.2	8 6.1	7 6.5	110 100.0	30
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	86.6	47 49.2	39 37.4	9 8.6	2 1.7	3 3.1	100 100.0	40
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	54.7	11 13.8	35 40.9	27 38.0	3 3.2	3 4.1	79 100.0	61
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	52.3	6 11.6	25 40.7	23 45.9	1 1.8	0 0.0	55 100.0	83
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	12.8	0 0.0	4 12.8	22 73.6	1 4.4	3 9.2	30 100.0	110
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	13.4	0 0.0	4 13.4	22 77.4	0 0.0	3 9.2	29 100.0	111

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 203

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 143  
Response Rate: 70.4%



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(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	72.5	10 32.4	13 40.1	3 8.5	5 16.3	1 2.7	32 100.0	NA
2. I have enough information to do my job well.	N %	78.9	7 23.0	18 55.9	3 8.4	4 12.7	0 0.0	32 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	71.7	14 45.2	9 26.5	3 8.9	4 12.2	2 7.2	32 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	73.1	9 28.8	14 44.3	6 18.8	1 2.7	2 5.4	32 100.0	NA
*5. I like the kind of work I do.	N %	79.9	15 48.5	10 31.4	2 6.3	4 11.2	1 2.7	32 100.0	NA
6. I know what is expected of me on the job.	N %	76.6	12 39.7	13 37.0	4 13.4	3 10.0	0 0.0	32 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	97.3	23 73.1	8 24.2	1 2.7	0 0.0	0 0.0	32 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	97.3	16 52.1	15 45.2	1 2.7	0 0.0	0 0.0	32 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	62.7	3 11.3	17 51.3	5 15.7	6 17.5	1 4.1	32 100.0	0
*10. My workload is reasonable.	N %	68.8	5 16.8	17 52.0	5 16.1	4 12.1	1 3.0	32 100.0	0
*11. My talents are used well in the workplace.	N %	56.6	5 16.4	12 40.3	8 24.5	1 3.3	5 15.5	31 100.0	1
*12. I know how my work relates to the agency's goals and priorities.	N %	75.7	12 41.8	11 33.9	3 9.7	3 8.5	2 6.1	31 100.0	1
*13. The work I do is important.	N %	82.1	13 43.2	13 38.9	3 9.8	1 2.7	2 5.4	32 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	94.2	22 68.6	8 25.6	1 2.7	1 3.1	0 0.0	32 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	79.6	11 34.7	14 44.9	3 10.2	2 7.0	1 3.2	31 100.0	1
16. I am held accountable for achieving results.	N %	91.9	14 45.8	15 46.1	2 5.4	1 2.7	0 0.0	32 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 39

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(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	83.2	9 39.5	11 43.7	1 5.4	2 7.2	1 4.2	24 100.0	7
*18. My training needs are assessed.	N %	50.6	5 14.8	11 35.8	9 28.2	4 12.6	3 8.5	32 100.0	0
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	90.5	13 42.9	14 47.6	1 3.3	2 6.2	0 0.0	30 100.0	2
*20. The people I work with cooperate to get the job done.	N %	74.2	8 27.6	13 46.6	4 13.3	2 7.8	1 4.7	28 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	63.3	7 24.7	11 38.6	7 24.6	4 12.1	0 0.0	29 100.0	2
*22. Promotions in my work unit are based on merit.	N %	63.7	4 13.2	14 50.6	4 14.3	3 10.7	3 11.3	28 100.0	4
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	61.6	3 13.6	11 48.0	1 4.1	5 19.6	4 14.8	24 100.0	7
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	54.3	2 6.7	13 47.6	5 16.8	6 20.6	2 8.3	28 100.0	4
25. Awards in my work unit depend on how well employees perform their jobs.	N %	65.6	5 16.4	14 49.2	6 18.8	1 4.5	3 11.1	29 100.0	3
26. Employees in my work unit share job knowledge with each other.	N %	70.4	11 35.5	11 35.0	6 18.4	2 7.0	1 4.2	31 100.0	1
27. The skill level in my work unit has improved in the past year.	N %	66.1	7 23.2	12 42.8	8 25.4	2 5.7	1 2.9	30 100.0	2
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	87.4	19 63.9	8 23.5	3 9.8	1 2.8	0 0.0	31 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	91.6	10 31.5	19 60.1	2 5.4	1 3.0	0 0.0	32 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

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**NATIONAL CAPITAL PLANNING COMMISSION**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	59.7	6 21.5	12 38.3	10 31.8	2 5.6	1 2.8	31 100.0	1
31. Employees are recognized for providing high quality products and services.	N %	72.7	9 28.7	14 44.0	5 16.0	4 11.3	0 0.0	32 100.0	0
*32. Creativity and innovation are rewarded.	N %	65.5	10 29.7	11 35.8	7 21.8	1 2.7	3 10.0	32 100.0	0
*33. Pay raises depend on how well employees perform their jobs.	N %	55.4	2 8.0	13 47.3	7 24.8	3 11.8	2 8.1	27 100.0	5
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	67.7	7 25.5	11 42.2	7 27.3	0 0.0	1 5.0	26 100.0	6
*35. Employees are protected from health and safety hazards on the job.	N %	100.0	17 54.3	15 45.7	0 0.0	0 0.0	0 0.0	32 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	82.0	11 35.9	14 46.1	4 12.0	1 3.2	1 2.8	31 100.0	1
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	73.9	10 34.9	11 38.9	2 5.9	4 12.7	2 7.5	29 100.0	3
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	95.9	13 53.4	11 42.5	1 4.1	0 0.0	0 0.0	25 100.0	7
39. My agency is successful at accomplishing its mission.	N %	81.3	11 36.7	14 44.7	5 15.8	0 0.0	1 2.8	31 100.0	0
40. I recommend my organization as a good place to work.	N %	83.7	14 44.3	13 39.4	4 13.6	1 2.7	0 0.0	32 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	68.5	7 25.8	12 42.8	5 16.1	2 7.7	2 7.7	28 100.0	4
*42. My supervisor supports my need to balance work and other life issues.	N %	91.0	15 47.7	14 43.3	2 5.8	1 3.1	0 0.0	32 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	72.1	9 29.2	14 42.9	5 17.1	1 2.7	3 8.1	32 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	71.1	9 31.3	12 39.8	6 20.2	2 5.8	1 2.9	30 100.0	2

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\*\* Sum of responses excluding DNK/NBJ

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**NATIONAL CAPITAL PLANNING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	74.5	9 32.1	13 42.5	7 25.5	0 0.0	0 0.0	29 100.0	3
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	74.4	7 23.6	15 50.9	6 19.3	1 3.4	1 2.9	30 100.0	1
*47. Supervisors/team leaders in my work unit support employee development.	N %	73.8	9 30.6	14 43.3	4 11.3	3 9.5	2 5.4	32 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	81.5	12 38.7	14 42.9	3 9.0	3 9.5	0 0.0	32 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	81.1	13 42.2	13 38.9	5 15.7	1 3.1	0 0.0	32 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	86.0	14 46.7	13 39.4	2 5.4	2 5.4	1 3.1	32 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	78.4	12 37.7	13 40.7	4 13.1	3 8.5	0 0.0	32 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	81.5	13 40.3	13 41.2	5 15.8	1 2.7	0 0.0	32 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	60.4	6 18.9	13 41.5	7 20.5	5 16.3	1 2.7	32 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	76.2	9 28.2	15 47.9	3 8.4	5 15.4	0 0.0	32 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	64.7	6 20.0	14 44.7	7 20.8	2 7.5	2 7.0	31 100.0	1
*56. Managers communicate the goals and priorities of the organization.	N %	75.9	6 19.4	18 56.4	4 11.5	2 7.2	2 5.4	32 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	77.2	7 22.1	17 55.1	6 17.3	1 2.7	1 2.7	32 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	66.7	7 24.0	14 42.7	3 8.4	6 18.0	2 6.8	32 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	67.1	8 25.2	13 41.8	3 8.5	5 14.9	3 9.5	32 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	65.4	7 22.1	14 43.3	9 29.1	2 5.4	0 0.0	32 100.0	0
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	68.9	8 25.1	14 43.7	5 15.8	1 2.7	4 12.7	32 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	80.3	11 38.8	13 41.5	4 12.4	2 7.2	0 0.0	30 100.0	2
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	57.3	8 27.0	10 30.4	9 25.9	4 14.0	1 2.7	32 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	68.9	9 29.7	13 39.3	3 8.9	6 19.4	1 2.7	32 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	62.7	10 32.4	10 30.3	6 18.7	5 15.4	1 3.1	32 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	71.7	8 26.5	15 45.1	4 12.0	5 16.4	0 0.0	32 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	42.9	4 14.4	9 28.5	11 34.8	4 13.0	3 9.3	31 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	53.3	5 15.3	12 38.0	5 15.7	6 19.7	4 11.3	32 100.0	NA

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		11	11	8	1	1	32	NA
	%	69.0	35.5	33.5	25.6	2.7	2.7	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		14	10	2	5	1	32	NA
	%	74.9	44.6	30.3	6.3	16.2	2.7	100.0	
71. Considering everything, how satisfied are you with your organization?	N		11	13	5	2	1	32	NA
	%	74.7	33.7	41.0	15.7	6.8	2.7	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							30	94.2
	No							2	5.8
	Not sure							0	0.0
	Total							32	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							2	5.8
	I telework, but no more than 1 or 2 days per month.							5	15.7
	I telework very infrequently, on an unscheduled or short-term basis.							19	61.1
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							1	2.7
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							2	5.7
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							1	3.1
	I do not telework because I choose not to telework.							2	5.8
	Total							32	100.0

\*AES prescribed items  
Sample or Census: Census  
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Surveys Completed: 32  
Response Rate: 82.1%

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74. Do you participate in the following Work/Life programs?

Alternative Work Schedules (AWS)	N	%
<b>Yes</b>	15	44.3
<b>No</b>	15	49.9
<b>Not available to me</b>	2	5.8
<b>Total</b>	32	100.0

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
<b>Yes</b>	11	37.0
<b>No</b>	20	63.0
<b>Not available to me</b>	0	0.0
<b>Total</b>	31	100.0

76. Do you participate in the following Work/Life programs?

Employee Assistance Program (EAP)	N	%
<b>Yes</b>	4	13.1
<b>No</b>	27	83.8
<b>Not available to me</b>	1	3.1
<b>Total</b>	32	100.0

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
<b>Yes</b>	0	0.0
<b>No</b>	25	80.0
<b>Not available to me</b>	6	20.0
<b>Total</b>	31	100.0

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
<b>Yes</b>	0	0.0
<b>No</b>	26	84.2
<b>Not available to me</b>	5	15.8
<b>Total</b>	31	100.0

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	78.2	10 34.2	13 44.0	4 13.8	1 4.5	1 3.5	29 100.0	3
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	91.5	13 54.0	9 37.5	1 4.3	0 0.0	1 4.3	24 100.0	8
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	80.5	7 34.4	9 46.2	4 19.5	0 0.0	0 0.0	20 100.0	12
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	60.5	3 18.6	7 41.9	6 34.4	0 0.0	1 5.0	17 100.0	15
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	35.2	0 0.0	2 35.2	3 49.8	0 0.0	1 15.0	6 100.0	26
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	17.6	0 0.0	1 17.6	5 82.4	0 0.0	0 0.0	6 100.0	26

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Surveys Completed: 32  
Response Rate: 82.1%



**NATIONAL ENDOWMENT FOR THE ARTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	54.9	12 12.1	42 42.8	22 23.0	16 17.2	5 4.9	97 100.0	NA
2. I have enough information to do my job well.	N %	69.2	19 20.0	48 49.1	19 19.6	8 8.3	2 3.0	96 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	65.2	27 27.2	37 37.9	17 17.5	12 13.3	4 4.0	97 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	77.3	25 26.3	50 51.0	12 12.4	5 6.3	4 4.0	96 100.0	NA
*5. I like the kind of work I do.	N %	84.4	37 37.8	45 46.6	8 8.1	2 1.8	5 5.6	97 100.0	NA
6. I know what is expected of me on the job.	N %	81.2	38 39.8	41 41.3	10 10.0	5 4.5	3 4.3	97 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	96.2	62 63.9	32 32.4	2 2.4	0 0.0	1 1.4	97 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	88.7	45 48.1	40 40.5	8 7.8	2 2.1	1 1.4	96 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	57.8	11 10.8	45 47.0	20 20.0	17 17.9	4 4.4	97 100.0	0
*10. My workload is reasonable.	N %	65.8	13 13.6	50 52.2	15 15.1	17 17.0	2 2.0	97 100.0	0
*11. My talents are used well in the workplace.	N %	56.4	16 16.2	40 40.1	18 19.0	9 8.7	14 15.9	97 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	85.0	36 37.4	47 47.5	8 9.5	4 3.8	2 1.8	97 100.0	0
*13. The work I do is important.	N %	88.3	47 49.3	39 39.0	7 7.6	3 3.2	1 0.9	97 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	39.8	7 8.1	31 31.7	15 15.1	27 26.7	17 18.4	97 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	77.5	39 39.1	37 38.4	11 11.1	5 5.8	5 5.6	97 100.0	0
16. I am held accountable for achieving results.	N %	85.9	39 41.2	43 44.7	10 9.8	3 2.9	1 1.4	96 100.0	0

\*AES prescribed items

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**NATIONAL ENDOWMENT FOR THE ARTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		25	30	24	8	2	89	8
	%	60.0	26.9	33.1	27.5	9.9	2.6	100.0	
*18. My training needs are assessed.	N		14	28	29	18	7	96	1
	%	44.0	14.2	29.8	30.3	19.1	6.6	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		30	38	15	8	6	97	0
	%	70.3	31.2	39.1	14.7	7.9	7.1	100.0	
*20. The people I work with cooperate to get the job done.	N		29	49	8	4	1	91	NA
	%	85.4	32.3	53.1	9.2	4.4	1.0	100.0	
*21. My work unit is able to recruit people with the right skills.	N		14	38	26	10	4	92	5
	%	56.8	15.3	41.5	28.7	9.7	4.7	100.0	
*22. Promotions in my work unit are based on merit.	N		10	26	25	14	11	86	11
	%	39.9	10.8	29.1	29.2	17.0	13.9	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		5	25	25	13	13	81	15
	%	37.7	6.2	31.5	29.4	16.0	16.9	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		8	21	29	14	16	88	9
	%	32.3	8.6	23.7	32.5	16.7	18.6	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		12	33	29	9	9	92	5
	%	47.6	12.5	35.1	32.5	9.9	9.9	100.0	
26. Employees in my work unit share job knowledge with each other.	N		26	43	17	10	1	97	0
	%	71.2	25.2	46.0	17.7	10.0	1.1	100.0	
27. The skill level in my work unit has improved in the past year.	N		16	35	30	5	4	90	7
	%	56.2	17.1	39.1	34.2	5.1	4.5	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		55	36	5	1	0	97	NA
	%	94.2	56.9	37.3	4.9	0.9	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		16	61	14	2	2	95	0
	%	80.7	16.0	64.7	14.5	2.5	2.4	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	47.1	11 12.2	32 34.9	27 28.8	13 14.6	8 9.5	91 100.0	3
31. Employees are recognized for providing high quality products and services.	N %	53.0	11 11.2	41 41.8	22 22.3	11 13.5	10 11.2	95 100.0	0
*32. Creativity and innovation are rewarded.	N %	47.6	11 11.6	34 36.0	25 26.8	8 9.1	13 16.5	91 100.0	4
*33. Pay raises depend on how well employees perform their jobs.	N %	22.6	6 6.0	15 16.6	34 37.4	19 20.8	16 19.3	90 100.0	5
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	43.1	10 12.3	26 30.8	30 34.0	8 8.9	10 14.0	84 100.0	10
*35. Employees are protected from health and safety hazards on the job.	N %	48.1	7 7.0	37 41.1	25 26.8	15 15.9	8 9.2	92 100.0	3
*36. My organization has prepared employees for potential security threats.	N %	62.0	5 5.0	53 57.0	21 22.5	7 7.2	7 8.2	93 100.0	1
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	45.7	11 12.5	30 33.2	32 36.7	6 6.3	10 11.3	89 100.0	6
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	66.3	15 17.8	41 48.5	15 18.7	7 8.1	5 6.9	83 100.0	12
39. My agency is successful at accomplishing its mission.	N %	84.3	36 37.5	44 46.8	11 12.5	2 1.8	1 1.4	94 100.0	0
40. I recommend my organization as a good place to work.	N %	66.2	27 27.6	38 38.6	24 27.5	4 4.1	2 2.2	95 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	36.3	10 11.6	21 24.7	26 31.6	13 14.9	14 17.2	84 100.0	11
*42. My supervisor supports my need to balance work and other life issues.	N %	84.7	50 52.7	29 32.0	9 10.4	3 2.9	2 1.9	93 100.0	1
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	65.7	36 36.9	27 28.8	14 15.0	11 13.9	5 5.4	93 100.0	2
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	73.7	33 34.3	36 39.4	13 13.0	7 8.3	5 5.0	94 100.0	1

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	78.3	36 40.3	33 38.0	13 15.1	5 5.6	1 1.0	88 100.0	7
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	72.2	29 30.4	39 41.8	12 13.6	8 9.3	5 4.9	93 100.0	2
*47. Supervisors/team leaders in my work unit support employee development.	N %	68.4	34 36.0	30 32.5	16 19.1	7 7.0	5 5.4	92 100.0	2
48. My supervisor/team leader listens to what I have to say.	N %	84.6	46 48.4	34 36.3	11 10.6	4 4.8	0 0.0	95 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	87.4	51 53.4	32 34.0	6 5.9	4 4.8	2 1.9	95 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	91.0	42 44.2	44 46.9	5 6.1	3 2.8	0 0.0	94 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	72.7	43 44.1	26 28.6	17 17.3	6 7.3	3 2.8	95 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	80.8	48 49.9	28 30.9	11 10.9	5 6.3	2 2.0	94 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	32.8	7 7.5	24 25.3	19 19.0	26 28.8	16 19.4	92 100.0	2
54. My organization's leaders maintain high standards of honesty and integrity.	N %	46.5	9 9.2	34 37.4	24 27.8	11 12.7	11 12.9	89 100.0	5
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	70.1	9 10.3	51 59.8	14 15.8	7 9.2	4 4.9	85 100.0	9
*56. Managers communicate the goals and priorities of the organization.	N %	56.4	10 9.7	43 46.7	20 20.3	12 14.7	8 8.6	93 100.0	1
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	59.7	9 9.5	44 50.2	19 22.8	6 8.2	8 9.2	86 100.0	8

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	39.5	10 10.3	26 29.1	24 26.5	17 20.6	12 13.3	89 100.0	5
59. Managers support collaboration across work units to accomplish work objectives.	N %	49.7	10 10.1	36 39.6	25 27.9	10 13.9	8 8.4	89 100.0	5
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	53.2	21 23.6	25 29.6	22 24.2	10 11.9	9 10.8	87 100.0	7
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	31.2	13 13.6	17 17.6	31 33.2	12 15.2	19 20.5	92 100.0	2
62. Senior leaders demonstrate support for Work/Life programs.	N %	40.8	8 9.4	25 31.4	24 30.6	9 12.6	12 16.0	78 100.0	16
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	45.9	13 12.8	32 33.1	24 26.5	19 20.0	6 7.6	94 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	35.2	9 8.7	25 26.5	23 24.3	22 23.0	15 17.6	94 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	55.2	17 16.9	36 38.4	21 21.5	14 16.7	6 6.5	94 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	33.8	5 4.6	28 29.2	26 26.5	23 25.9	12 13.8	94 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	23.6	8 8.1	15 15.5	35 37.4	16 15.7	20 23.3	94 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	47.8	9 9.1	36 38.7	32 33.8	12 13.5	5 4.8	94 100.0	NA

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**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		21	47	11	11	3	93	NA
	%	73.2	22.2	50.9	10.6	13.3	3.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		23	48	9	11	3	94	NA
	%	74.4	24.4	50.1	9.9	12.5	3.2	100.0	
71. Considering everything, how satisfied are you with your organization?	N		20	42	18	13	1	94	NA
	%	64.0	20.6	43.4	20.4	14.7	1.0	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
Yes								54	56.8
No								29	31.3
Not sure								11	11.9
Total								94	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
I telework 3 or more days per week.								1	1.0
I telework 1 or 2 days per week.								8	8.5
I telework, but no more than 1 or 2 days per month.								10	9.8
I telework very infrequently, on an unscheduled or short-term basis.								31	32.9
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).								8	8.6
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.								3	3.6
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.								13	13.2
I do not telework because I choose not to telework.								20	22.4
Total								94	100.0

**NATIONAL ENDOWMENT FOR THE ARTS**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	50	54.3
No	41	41.9
Not available to me	3	3.7
Total	94	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	8	8.8
No	73	78.9
Not available to me	12	12.3
Total	93	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	4	4.3
No	87	94.2
Not available to me	1	1.5
Total	92	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	73	78.2
Not available to me	20	21.8
Total	93	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	75	79.0
Not available to me	18	21.0
Total	93	100.0

**NATIONAL ENDOWMENT FOR THE ARTS**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	58.3	14 18.5	29 39.8	17 21.9	10 16.2	3 3.6	73 100.0	21
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	74.0	22 28.4	34 45.6	14 20.9	3 3.9	1 1.2	74 100.0	19
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	26.5	1 1.8	11 24.7	22 51.2	8 18.3	2 4.0	44 100.0	50
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	23.4	0 0.0	9 23.4	24 63.8	5 12.8	0 0.0	38 100.0	55
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	3.7	0 0.0	1 3.7	20 76.2	2 7.1	4 13.0	27 100.0	67
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	4.1	0 0.0	1 4.1	22 91.8	1 4.1	0 0.0	24 100.0	70

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 130

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 97  
Response Rate: 74.6%



**NATIONAL ENDOWMENT FOR THE HUMANITIES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	76.0	25 22.3	63 53.7	16 14.1	9 7.2	3 2.7	116 100.0	NA
2. I have enough information to do my job well.	N %	80.5	32 27.9	60 52.6	19 15.1	3 2.6	2 1.7	116 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	74.0	37 32.7	49 41.3	16 13.5	11 10.0	3 2.5	116 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	79.1	43 36.1	48 42.9	21 17.5	3 2.5	1 0.9	116 100.0	NA
*5. I like the kind of work I do.	N %	81.7	49 40.9	45 40.9	18 15.0	3 2.4	1 0.9	116 100.0	NA
6. I know what is expected of me on the job.	N %	87.7	38 32.5	62 55.1	11 9.0	4 3.3	0 0.0	115 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	98.2	78 69.4	34 28.8	2 1.8	0 0.0	0 0.0	114 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	88.3	49 41.6	53 46.7	12 10.0	1 0.9	1 0.9	116 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	61.0	17 14.6	52 46.4	25 21.1	18 14.4	4 3.4	116 100.0	0
*10. My workload is reasonable.	N %	68.1	18 15.5	59 52.6	22 18.4	15 12.0	2 1.5	116 100.0	0
*11. My talents are used well in the workplace.	N %	66.2	25 22.3	51 43.9	21 18.1	15 12.1	4 3.6	116 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	88.1	46 40.9	55 47.2	8 6.8	3 2.7	3 2.4	115 100.0	1
*13. The work I do is important.	N %	91.6	53 47.8	51 43.7	5 4.3	2 1.6	3 2.6	114 100.0	1
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	32.5	6 5.3	30 27.3	27 23.1	29 25.7	21 18.7	113 100.0	1
*15. My performance appraisal is a fair reflection of my performance.	N %	81.5	36 31.7	58 49.8	14 11.5	5 4.5	3 2.5	116 100.0	0
16. I am held accountable for achieving results.	N %	85.6	40 35.1	59 50.4	17 14.4	0 0.0	0 0.0	116 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 146

Percentages are weighted to represent the Agency's population.

**NATIONAL ENDOWMENT FOR THE HUMANITIES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		30	41	33	6	3	113	3
	%	62.9	26.8	36.1	29.4	5.0	2.6	100.0	
*18. My training needs are assessed.	N		16	32	36	24	4	112	3
	%	43.2	14.9	28.3	31.6	21.2	3.9	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		27	59	12	9	4	111	3
	%	77.2	24.5	52.7	10.5	8.7	3.6	100.0	
*20. The people I work with cooperate to get the job done.	N		48	40	6	2	0	96	NA
	%	91.5	49.7	41.9	6.4	2.0	0.0	100.0	
*21. My work unit is able to recruit people with the right skills.	N		23	42	30	10	3	108	7
	%	61.4	21.6	39.8	27.4	8.7	2.5	100.0	
*22. Promotions in my work unit are based on merit.	N		15	46	25	10	6	102	13
	%	61.2	15.0	46.2	23.9	9.3	5.7	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		12	29	38	14	7	100	15
	%	42.3	12.5	29.8	37.7	13.3	6.7	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		12	48	28	12	4	104	11
	%	57.5	11.3	46.1	26.5	12.3	3.7	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		17	55	25	6	1	104	10
	%	69.1	16.1	53.0	24.3	5.6	1.0	100.0	
26. Employees in my work unit share job knowledge with each other.	N		42	55	12	2	4	115	0
	%	84.6	36.8	47.8	10.2	1.6	3.6	100.0	
27. The skill level in my work unit has improved in the past year.	N		23	50	32	4	2	111	4
	%	66.5	21.6	44.9	28.1	3.6	1.7	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		80	31	4	1	0	116	NA
	%	95.6	70.1	25.6	3.5	0.9	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		28	64	19	0	2	113	2
	%	81.2	24.8	56.4	17.1	0.0	1.7	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 146

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**NATIONAL ENDOWMENT FOR THE HUMANITIES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	61.1	15 13.5	52 47.6	28 24.7	11 9.1	6 5.2	112 100.0	3
31. Employees are recognized for providing high quality products and services.	N %	71.9	33 30.5	45 41.4	20 18.3	7 6.2	4 3.6	109 100.0	6
*32. Creativity and innovation are rewarded.	N %	61.0	19 18.7	46 42.3	25 21.9	12 11.8	6 5.3	108 100.0	7
*33. Pay raises depend on how well employees perform their jobs.	N %	38.8	7 8.0	28 30.8	40 40.4	12 11.8	9 9.0	96 100.0	18
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	52.8	13 12.0	41 40.8	31 29.5	14 13.9	4 3.9	103 100.0	12
*35. Employees are protected from health and safety hazards on the job.	N %	54.5	14 13.2	47 41.3	35 31.2	9 8.5	6 5.7	111 100.0	3
*36. My organization has prepared employees for potential security threats.	N %	52.3	14 12.6	42 39.6	36 31.9	14 13.3	3 2.6	109 100.0	6
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	64.8	21 20.1	48 44.7	22 20.5	12 11.3	4 3.5	107 100.0	7
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	76.9	24 24.5	52 52.5	16 15.8	5 5.3	2 2.0	99 100.0	16
39. My agency is successful at accomplishing its mission.	N %	89.5	48 43.4	52 46.1	9 7.9	2 1.7	1 0.9	112 100.0	2
40. I recommend my organization as a good place to work.	N %	78.7	44 38.0	45 40.7	21 18.1	3 2.3	1 0.9	114 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	50.8	20 19.3	33 31.5	33 32.6	16 14.7	2 1.9	104 100.0	11
*42. My supervisor supports my need to balance work and other life issues.	N %	87.6	51 45.5	48 42.1	12 9.9	2 1.6	1 0.9	114 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	77.2	34 29.8	52 47.3	14 12.0	5 4.6	7 6.3	112 100.0	2
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	73.6	28 25.4	54 48.2	17 14.2	9 8.6	4 3.6	112 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 146

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**NATIONAL ENDOWMENT FOR THE HUMANITIES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	69.0	31 28.4	44 40.6	28 25.4	4 3.6	2 1.9	109 100.0	5
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	64.7	29 25.9	44 38.7	29 23.8	9 8.8	3 2.8	114 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	78.1	36 33.5	49 44.6	17 14.7	6 5.2	2 1.9	110 100.0	2
48. My supervisor/team leader listens to what I have to say.	N %	81.2	47 41.1	45 40.1	16 13.9	4 4.0	1 0.9	113 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	85.0	57 49.7	38 35.3	9 7.8	6 5.4	2 1.7	112 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	77.2	40 34.9	48 42.3	12 10.5	10 9.5	3 2.8	113 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	78.0	45 39.4	42 38.6	15 13.0	4 3.7	6 5.3	112 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	84.6	57 49.4	40 35.2	10 9.4	5 4.3	2 1.7	114 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	59.8	16 13.9	48 45.9	22 19.4	15 13.6	8 7.1	109 100.0	2
54. My organization's leaders maintain high standards of honesty and integrity.	N %	72.7	37 36.0	39 36.7	21 19.6	6 5.7	2 2.0	105 100.0	5
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	69.3	31 28.3	42 41.0	28 26.9	2 2.0	2 1.9	105 100.0	6
*56. Managers communicate the goals and priorities of the organization.	N %	57.8	19 16.3	43 41.5	30 27.6	9 8.2	7 6.4	108 100.0	2
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	59.5	17 15.7	43 43.8	30 29.0	6 5.8	6 5.7	102 100.0	5

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 146

Percentages are weighted to represent the Agency's population.

**NATIONAL ENDOWMENT FOR THE HUMANITIES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	50.4	14 12.6	39 37.8	26 24.6	16 14.9	10 10.1	105 100.0	6
59. Managers support collaboration across work units to accomplish work objectives.	N %	56.3	15 13.5	45 42.9	26 24.2	13 13.0	7 6.4	106 100.0	3
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	76.0	36 34.3	42 41.7	19 18.7	2 1.7	4 3.6	103 100.0	9
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	69.4	28 24.1	48 45.4	19 17.4	10 8.9	5 4.2	110 100.0	2
62. Senior leaders demonstrate support for Work/Life programs.	N %	63.7	19 21.2	41 42.5	32 32.4	2 1.9	2 2.0	96 100.0	16
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	70.1	24 22.3	54 47.7	20 18.1	12 10.9	1 0.9	111 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	56.9	17 15.6	45 41.3	20 18.5	22 20.1	5 4.5	109 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	68.4	28 24.8	48 43.6	21 19.2	9 7.8	5 4.6	111 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	54.0	16 14.3	43 39.7	33 29.1	14 12.5	5 4.4	111 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	41.8	11 10.3	34 31.4	36 32.7	17 14.6	12 10.9	110 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	60.3	14 14.1	53 46.3	34 30.6	7 7.1	2 1.9	110 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 146

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**NATIONAL ENDOWMENT FOR THE HUMANITIES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		36	53	17	3	2	111	NA
	%	80.3	32.5	47.9	15.2	2.6	1.9	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		31	47	14	14	4	110	NA
	%	70.8	29.0	41.8	13.6	12.0	3.7	100.0	
71. Considering everything, how satisfied are you with your organization?	N		32	51	22	3	2	110	NA
	%	75.6	29.2	46.4	19.8	2.7	1.9	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							74	67.7
	No							31	27.4
	Not sure							5	4.9
	Total							110	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							2	1.9
	I telework 1 or 2 days per week.							27	26.3
	I telework, but no more than 1 or 2 days per month.							3	2.5
	I telework very infrequently, on an unscheduled or short-term basis.							28	24.1
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							10	9.1
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							3	2.8
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							14	12.8
	I do not telework because I choose not to telework.							22	20.5
	Total							109	100.0

**NATIONAL ENDOWMENT FOR THE HUMANITIES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	43	39.6
No	57	52.3
Not available to me	10	8.1
Total	110	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	21	18.8
No	84	76.5
Not available to me	5	4.7
Total	110	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	10	8.9
No	93	84.7
Not available to me	7	6.3
Total	110	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	92	85.0
Not available to me	17	15.0
Total	109	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	5	4.5
No	90	82.5
Not available to me	15	13.0
Total	110	100.0

**NATIONAL ENDOWMENT FOR THE HUMANITIES**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	68.7	28 32.5	32 36.2	20 22.3	7 7.8	1 1.2	88 100.0	23
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	78.4	39 46.6	26 31.8	15 19.4	2 2.2	0 0.0	82 100.0	28
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	53.1	12 18.1	24 35.0	27 40.9	4 6.0	0 0.0	67 100.0	43
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	47.8	10 20.0	14 27.8	25 48.5	1 1.7	1 2.0	51 100.0	59
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	6.9	0 0.0	2 6.9	26 81.0	2 4.8	2 7.3	32 100.0	78
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	22.6	2 4.9	6 17.7	27 75.0	1 2.3	0 0.0	36 100.0	74

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 146

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 116  
Response Rate: 79.5%



**NATIONAL GALLERY OF ART**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	58.8	64 16.4	168 42.4	78 20.8	53 14.7	19 5.6	382 100.0	NA
2. I have enough information to do my job well.	N %	69.1	76 19.6	196 49.6	64 17.7	44 12.0	4 1.2	384 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	53.3	76 19.4	136 33.9	90 24.3	63 17.2	19 5.2	384 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	67.2	103 25.7	162 41.5	72 20.0	30 8.6	15 4.2	382 100.0	NA
*5. I like the kind of work I do.	N %	81.4	156 40.4	159 41.0	45 12.2	16 4.2	8 2.3	384 100.0	NA
6. I know what is expected of me on the job.	N %	84.2	132 34.8	191 49.4	39 10.5	19 4.8	2 0.5	383 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	94.4	241 61.4	122 32.9	14 4.0	4 1.1	2 0.6	383 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	87.0	179 45.7	156 41.4	39 10.4	6 1.7	3 0.9	383 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	53.0	44 11.7	163 41.3	84 22.8	70 18.3	23 5.9	384 100.0	0
*10. My workload is reasonable.	N %	67.5	44 11.5	211 56.0	65 16.9	46 11.6	16 4.0	382 100.0	0
*11. My talents are used well in the workplace.	N %	59.4	58 15.5	168 43.8	68 17.8	53 14.4	28 8.4	375 100.0	6
*12. I know how my work relates to the agency's goals and priorities.	N %	87.3	110 27.6	222 59.7	34 8.7	8 2.2	7 1.8	381 100.0	2
*13. The work I do is important.	N %	88.7	171 44.3	165 44.4	37 9.8	3 0.8	3 0.7	379 100.0	2
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	73.3	103 26.9	175 46.4	45 11.4	39 10.4	19 4.9	381 100.0	3
*15. My performance appraisal is a fair reflection of my performance.	N %	73.3	89 22.9	192 50.4	53 14.9	27 6.7	17 5.0	378 100.0	5
16. I am held accountable for achieving results.	N %	81.4	107 27.2	201 54.2	51 14.1	13 3.1	4 1.4	376 100.0	4

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 749

Percentages are weighted to represent the Agency's population.

**NATIONAL GALLERY OF ART**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		55	145	85	56	28	369	14
	%	53.5	14.0	39.5	23.7	14.7	8.0	100.0	
*18. My training needs are assessed.	N		38	121	124	68	25	376	6
	%	42.0	9.8	32.2	32.9	17.6	7.5	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		80	193	56	34	12	375	6
	%	72.1	21.1	51.0	14.9	9.2	3.8	100.0	
*20. The people I work with cooperate to get the job done.	N		83	183	62	38	9	375	NA
	%	69.9	22.1	47.8	16.8	10.5	2.8	100.0	
*21. My work unit is able to recruit people with the right skills.	N		40	151	108	53	23	375	9
	%	48.6	10.6	38.0	30.0	14.4	7.1	100.0	
*22. Promotions in my work unit are based on merit.	N		35	99	110	75	46	365	16
	%	34.0	9.3	24.7	32.1	20.5	13.4	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		28	106	103	68	58	363	18
	%	35.4	7.3	28.1	29.2	19.1	16.3	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		25	107	115	71	50	368	12
	%	34.0	6.3	27.7	32.5	19.7	13.8	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		32	136	102	57	47	374	9
	%	42.9	7.5	35.3	28.1	15.4	13.6	100.0	
26. Employees in my work unit share job knowledge with each other.	N		59	199	70	37	16	381	1
	%	66.6	14.4	52.2	19.0	10.0	4.4	100.0	
27. The skill level in my work unit has improved in the past year.	N		51	147	127	30	15	370	11
	%	51.1	13.0	38.1	36.3	8.4	4.2	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		181	134	55	11	1	382	NA
	%	81.2	45.5	35.7	15.5	3.0	0.3	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		75	220	57	15	6	373	6
	%	78.1	19.0	59.1	16.1	4.1	1.7	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 749

Percentages are weighted to represent the Agency's population.

**NATIONAL GALLERY OF ART**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		37	133	107	71	22	370	5
	%	44.9	9.1	35.7	29.3	19.3	6.5	100.0	
31. Employees are recognized for providing high quality products and services.	N		44	173	81	52	26	376	2
	%	56.8	10.9	45.8	22.0	13.6	7.6	100.0	
*32. Creativity and innovation are rewarded.	N		39	106	121	75	29	370	6
	%	38.7	9.2	29.6	32.6	20.0	8.7	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		24	80	101	99	62	366	12
	%	27.1	6.1	21.0	27.7	27.4	17.8	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		36	142	109	38	25	350	27
	%	50.3	9.4	41.0	31.2	11.1	7.4	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		70	202	59	25	14	370	9
	%	72.2	17.2	55.0	16.2	7.1	4.6	100.0	
*36. My organization has prepared employees for potential security threats.	N		47	182	88	33	17	367	9
	%	61.5	12.0	49.5	24.0	9.4	5.2	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		52	122	98	49	40	361	18
	%	47.3	13.8	33.4	27.2	14.0	11.6	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		73	156	76	19	14	338	38
	%	66.1	20.3	45.8	24.1	5.8	4.0	100.0	
39. My agency is successful at accomplishing its mission.	N		114	199	44	7	4	368	6
	%	84.1	28.8	55.3	12.4	2.1	1.4	100.0	
40. I recommend my organization as a good place to work.	N		101	165	68	31	9	374	NA
	%	70.4	24.9	45.6	18.2	8.8	2.6	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		49	103	109	55	30	346	31
	%	44.2	14.1	30.1	30.8	16.5	8.6	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		120	150	68	25	11	374	3
	%	70.5	30.3	40.2	19.0	7.2	3.3	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		86	148	89	40	13	376	1
	%	60.2	20.9	39.3	24.7	11.3	3.8	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		76	149	96	33	20	374	3
	%	59.0	19.4	39.6	26.3	8.7	6.0	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 749

Percentages are weighted to represent the Agency's population.

**NATIONAL GALLERY OF ART**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	55.7	67 18.3	133 37.4	119 34.1	21 6.2	14 4.0	354 100.0	22
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	58.5	72 18.8	150 39.7	90 23.6	44 12.7	19 5.2	375 100.0	2
*47. Supervisors/team leaders in my work unit support employee development.	N %	63.6	81 20.4	161 43.3	83 22.9	31 8.9	17 4.6	373 100.0	3
48. My supervisor/team leader listens to what I have to say.	N %	74.2	103 26.1	181 48.1	54 14.9	29 8.4	9 2.5	376 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	76.0	124 31.7	166 44.3	59 15.9	18 5.2	10 2.9	377 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	74.2	89 22.4	190 51.8	51 14.1	38 9.6	8 2.1	376 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	60.7	101 25.4	134 35.3	79 21.7	47 13.5	14 4.1	375 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	66.5	124 32.2	133 34.2	79 21.1	30 9.2	12 3.3	378 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	41.0	41 11.1	113 29.9	111 30.8	71 19.2	31 9.0	367 100.0	8
54. My organization's leaders maintain high standards of honesty and integrity.	N %	52.9	64 17.3	127 35.6	95 27.1	49 13.8	20 6.2	355 100.0	19
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	56.5	55 15.2	151 41.4	103 30.1	27 7.5	19 5.9	355 100.0	19
*56. Managers communicate the goals and priorities of the organization.	N %	58.9	45 12.0	171 47.0	92 24.4	41 11.8	19 4.9	368 100.0	7
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	53.4	45 13.1	136 40.4	109 31.3	32 9.3	21 6.0	343 100.0	30

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 749

Percentages are weighted to represent the Agency's population.

**NATIONAL GALLERY OF ART**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	52.1	47 12.9	136 39.1	98 27.2	42 11.9	31 8.9	354 100.0	18
59. Managers support collaboration across work units to accomplish work objectives.	N %	54.0	50 13.2	146 40.9	100 28.1	39 11.1	23 6.8	358 100.0	14
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	54.3	74 19.4	127 34.9	108 30.1	33 9.6	21 6.0	363 100.0	10
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	55.0	67 17.9	137 37.2	96 26.6	42 11.1	26 7.3	368 100.0	3
62. Senior leaders demonstrate support for Work/Life programs.	N %	48.9	51 14.8	112 34.1	113 33.8	33 10.0	22 7.2	331 100.0	42
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	50.3	39 10.6	154 39.7	103 28.6	66 17.8	12 3.3	374 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	46.9	32 8.5	144 38.4	98 26.4	81 21.3	20 5.4	375 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	47.2	48 12.5	133 34.7	106 28.1	71 19.9	16 4.8	374 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	41.6	35 9.7	121 31.9	124 34.9	74 19.3	15 4.2	369 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	33.5	32 8.5	96 25.1	135 36.1	76 21.5	34 8.9	373 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	54.3	48 12.4	155 41.9	107 27.6	42 11.7	21 6.4	373 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 749

Percentages are weighted to represent the Agency's population.

**NATIONAL GALLERY OF ART**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		90	179	65	27	11	372	NA
	%	70.8	23.6	47.3	18.4	7.8	3.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		52	144	82	67	27	372	NA
	%	50.0	12.5	37.6	22.6	19.3	8.1	100.0	
71. Considering everything, how satisfied are you with your organization?	N		75	155	97	30	13	370	NA
	%	60.7	19.6	41.1	27.7	7.9	3.6	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							71	17.6
	No							270	74.2
	Not sure							30	8.2
	Total							371	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							3	1.1
	I telework 1 or 2 days per week.							8	2.3
	I telework, but no more than 1 or 2 days per month.							10	2.3
	I telework very infrequently, on an unscheduled or short-term basis.							34	8.3
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							168	48.1
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							29	8.6
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							71	20.0
	I do not telework because I choose not to telework.							36	9.4
	Total							359	100.0

**NATIONAL GALLERY OF ART**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	73	20.1
No	216	56.9
Not available to me	81	23.0
Total	370	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	86	22.2
No	250	67.8
Not available to me	34	10.0
Total	370	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	82	21.8
No	275	75.7
Not available to me	9	2.5
Total	366	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	9	2.6
No	322	86.9
Not available to me	38	10.6
Total	369	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	12	3.4
No	307	82.8
Not available to me	49	13.8
Total	368	100.0

**NATIONAL GALLERY OF ART**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	24.5	11 5.2	36 19.2	89 50.7	26 14.7	19 10.2	181 100.0	186
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	44.8	30 13.8	67 31.0	79 38.2	25 11.5	12 5.6	213 100.0	151
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	41.2	15 6.0	77 35.2	98 44.7	19 8.9	11 5.2	220 100.0	151
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	50.3	18 7.2	95 43.0	101 44.9	8 4.1	2 0.8	224 100.0	147
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	16.5	3 2.6	16 13.9	91 72.0	9 7.0	6 4.5	125 100.0	244
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	12.8	1 0.9	13 12.0	94 78.0	6 6.3	4 2.9	118 100.0	249

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 749

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 384  
Response Rate: 51.3%



**NATIONAL INDIAN GAMING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	61.4	4 4.9	40 56.4	17 24.0	7 8.4	5 6.2	73 100.0	NA
2. I have enough information to do my job well.	N %	52.6	4 4.8	34 47.8	6 8.0	20 28.5	9 10.9	73 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	42.8	5 6.2	25 36.6	15 19.3	17 24.4	11 13.5	73 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	58.8	9 12.7	34 46.1	11 16.4	10 13.4	9 11.3	73 100.0	NA
*5. I like the kind of work I do.	N %	90.7	25 33.4	41 57.2	6 8.2	0 0.0	1 1.1	73 100.0	NA
6. I know what is expected of me on the job.	N %	56.9	9 11.7	32 45.2	11 16.7	12 16.2	9 10.2	73 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	95.6	46 61.2	23 34.3	2 2.1	1 1.2	1 1.1	73 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	89.4	30 40.1	35 49.2	6 8.3	1 1.2	1 1.1	73 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	49.3	3 3.8	32 45.5	16 22.2	11 14.7	10 13.7	72 100.0	1
*10. My workload is reasonable.	N %	77.5	5 6.7	50 70.9	10 13.3	4 4.8	3 4.3	72 100.0	1
*11. My talents are used well in the workplace.	N %	44.4	3 3.8	28 40.6	13 19.0	19 24.6	9 12.1	72 100.0	1
*12. I know how my work relates to the agency's goals and priorities.	N %	62.2	7 9.6	38 52.6	9 12.3	9 14.1	9 11.4	72 100.0	1
*13. The work I do is important.	N %	81.0	23 30.7	36 50.3	6 9.0	4 6.0	3 3.9	72 100.0	1
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	73.3	14 21.5	37 51.8	12 16.1	5 6.8	3 3.8	71 100.0	2
*15. My performance appraisal is a fair reflection of my performance.	N %	75.4	10 13.2	40 62.2	12 17.6	2 2.9	3 4.1	67 100.0	6
16. I am held accountable for achieving results.	N %	80.2	11 14.9	46 65.3	12 15.6	2 2.7	1 1.4	72 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 96

Percentages are weighted to represent the Agency's population.

**NATIONAL INDIAN GAMING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	48.1	5 7.0	26 41.1	18 28.1	7 11.2	9 12.6	65 100.0	7
*18. My training needs are assessed.	N %	34.3	5 6.4	20 27.9	23 35.1	14 18.7	8 12.0	70 100.0	3
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	69.4	8 11.9	38 57.5	11 18.3	5 7.8	3 4.5	65 100.0	8
*20. The people I work with cooperate to get the job done.	N %	66.8	13 18.9	31 47.8	12 18.7	7 10.7	3 3.8	66 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	33.1	3 4.6	20 28.4	21 31.9	15 20.9	10 14.1	69 100.0	4
*22. Promotions in my work unit are based on merit.	N %	12.7	0 0.0	7 12.7	28 46.8	11 16.5	13 23.9	59 100.0	14
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	25.7	0 0.0	15 25.7	24 39.4	12 21.3	8 13.6	59 100.0	14
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	23.6	0 0.0	15 23.6	30 48.5	10 14.4	9 13.5	64 100.0	9
25. Awards in my work unit depend on how well employees perform their jobs.	N %	20.4	1 2.0	10 18.4	23 43.5	13 24.2	7 12.0	54 100.0	18
26. Employees in my work unit share job knowledge with each other.	N %	69.1	17 23.0	33 46.2	13 17.1	6 7.7	3 6.1	72 100.0	1
27. The skill level in my work unit has improved in the past year.	N %	40.5	5 7.6	24 32.9	31 44.5	6 8.2	4 6.8	70 100.0	3
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	79.6	23 32.6	36 47.0	10 14.9	2 2.9	2 2.5	73 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	64.3	10 13.1	36 51.1	11 17.1	7 9.0	7 9.7	71 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 96

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**NATIONAL INDIAN GAMING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	18.9	1 1.5	13 17.4	21 31.3	17 26.1	18 23.7	70 100.0	2
31. Employees are recognized for providing high quality products and services.	N %	20.0	1 1.3	14 18.8	30 46.1	12 17.6	13 16.3	70 100.0	2
*32. Creativity and innovation are rewarded.	N %	11.5	0 0.0	8 11.5	28 45.5	16 22.5	14 20.4	66 100.0	5
*33. Pay raises depend on how well employees perform their jobs.	N %	12.4	0 0.0	7 12.4	25 44.1	12 19.7	14 23.8	58 100.0	14
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	51.6	4 6.7	29 44.9	16 24.8	9 13.3	7 10.3	65 100.0	7
*35. Employees are protected from health and safety hazards on the job.	N %	79.0	5 7.3	51 71.7	13 19.8	1 1.2	0 0.0	70 100.0	2
*36. My organization has prepared employees for potential security threats.	N %	57.1	3 4.6	33 52.5	16 23.9	9 14.4	3 4.6	64 100.0	7
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	28.1	4 6.1	14 21.9	20 33.0	9 15.7	17 23.2	64 100.0	8
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	40.4	4 6.1	20 34.3	24 38.6	4 6.8	10 14.2	62 100.0	10
39. My agency is successful at accomplishing its mission.	N %	48.1	0 0.0	32 48.1	19 29.3	5 8.9	10 13.8	66 100.0	6
40. I recommend my organization as a good place to work.	N %	42.0	5 7.3	24 34.7	20 27.2	13 19.6	9 11.2	71 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	32.8	3 4.7	18 28.0	18 28.7	15 27.4	8 11.2	62 100.0	10
*42. My supervisor supports my need to balance work and other life issues.	N %	85.7	31 45.0	30 40.7	7 9.3	1 1.6	3 3.4	72 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	72.4	18 26.3	33 46.1	11 13.4	4 6.5	6 7.7	72 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	66.3	17 24.8	29 41.5	14 21.2	3 4.3	6 8.1	69 100.0	3

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 96

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**NATIONAL INDIAN GAMING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	65.7	12 18.8	32 46.8	13 20.8	4 6.7	5 6.9	66 100.0	6
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	59.3	15 19.8	28 39.5	17 25.4	5 5.9	7 9.5	72 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	71.1	15 20.9	36 50.2	14 20.7	3 4.3	3 3.9	71 100.0	1
48. My supervisor/team leader listens to what I have to say.	N %	78.8	27 38.1	30 40.7	10 15.5	2 2.3	3 3.4	72 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	80.1	30 43.2	27 36.9	7 9.0	4 6.1	4 4.8	72 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	66.5	19 27.2	28 39.3	9 13.7	13 16.4	3 3.4	72 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	68.9	25 35.3	24 33.6	11 14.8	6 8.4	6 7.9	72 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	71.9	26 34.2	26 37.6	10 14.3	5 7.6	5 6.2	72 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	21.1	0 0.0	16 21.1	18 26.1	18 27.9	20 24.9	72 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	39.7	5 9.3	22 30.3	21 36.3	7 10.6	10 13.4	65 100.0	7
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	57.5	3 4.2	33 53.4	13 16.7	8 13.1	9 12.7	66 100.0	6
*56. Managers communicate the goals and priorities of the organization.	N %	57.4	7 10.7	32 46.7	11 14.4	9 11.4	13 16.8	72 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	44.1	3 4.3	25 39.9	18 28.4	9 13.9	10 13.6	65 100.0	7

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**NATIONAL INDIAN GAMING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	27.9	3 3.9	17 24.0	19 29.3	11 17.0	19 25.8	69 100.0	3
59. Managers support collaboration across work units to accomplish work objectives.	N %	30.4	4 6.4	18 24.0	22 34.4	10 13.6	16 21.6	70 100.0	2
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	35.6	8 10.9	17 24.7	20 29.3	13 18.0	13 17.1	71 100.0	1
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	35.7	4 5.3	22 30.4	16 25.8	14 19.8	15 18.6	71 100.0	1
62. Senior leaders demonstrate support for Work/Life programs.	N %	44.6	4 5.4	23 39.2	21 32.9	6 8.1	11 14.5	65 100.0	7
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	35.8	2 2.7	23 33.1	16 23.1	21 28.9	10 12.2	72 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	31.0	2 2.7	19 28.4	16 22.0	20 28.6	15 18.3	72 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	19.6	2 2.7	12 16.9	30 44.1	21 27.9	7 8.4	72 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	19.8	1 1.4	13 18.4	26 36.9	15 21.2	17 22.0	72 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	12.6	0 0.0	9 12.6	24 34.4	17 23.7	22 29.3	72 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	41.6	4 4.8	26 36.8	27 36.9	11 16.3	4 5.2	72 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 96

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**NATIONAL INDIAN GAMING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		7	30	16	13	6	72	NA
	%	52.4	10.2	42.2	23.9	16.4	7.3	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		12	29	16	12	3	72	NA
	%	59.7	16.6	43.0	22.1	14.5	3.7	100.0	
71. Considering everything, how satisfied are you with your organization?	N		5	24	17	15	11	72	NA
	%	41.8	7.2	34.7	24.8	19.7	13.7	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).		
	N	%
Yes	40	56.6
No	24	31.7
Not sure	8	11.7
Total	72	100.0

73. Please select the response below that BEST describes your current teleworking situation:	N	%
I telework 3 or more days per week.	8	12.4
I telework 1 or 2 days per week.	8	12.1
I telework, but no more than 1 or 2 days per month.	9	11.8
I telework very infrequently, on an unscheduled or short-term basis.	20	27.7
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	4	5.3
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	4	5.1
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	15	20.4
I do not telework because I choose not to telework.	4	5.3
Total	72	100.0

**NATIONAL INDIAN GAMING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	4	5.5
No	28	40.3
Not available to me	40	54.1
Total	72	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	2	2.4
No	43	59.6
Not available to me	27	38.1
Total	72	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	6	7.1
No	60	85.0
Not available to me	6	7.9
Total	72	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	2	4.0
No	49	69.2
Not available to me	21	26.8
Total	72	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	49	71.1
Not available to me	22	28.9
Total	71	100.0

**NATIONAL INDIAN GAMING COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	44.0	9 16.7	15 27.3	18 31.5	10 17.9	4 6.7	56 100.0	16
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	18.0	3 10.8	2 7.2	8 32.5	6 19.1	9 30.5	28 100.0	41
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	13.6	0 0.0	4 13.6	17 61.6	5 18.8	2 5.9	28 100.0	44
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	25.3	0 0.0	7 25.3	18 71.6	0 0.0	1 3.1	26 100.0	44
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	7.1	0 0.0	1 7.1	13 88.2	0 0.0	1 4.7	15 100.0	57
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	7.6	0 0.0	1 7.6	12 81.7	0 0.0	2 10.7	15 100.0	57

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 96

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 73  
Response Rate: 76.0%



**NATIONAL MEDIATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	82.0	7 31.3	10 50.7	0 0.0	3 13.6	1 4.4	21 100.0	NA
2. I have enough information to do my job well.	N %	78.1	7 27.9	10 50.1	3 16.1	1 5.8	0 0.0	21 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	51.9	6 26.9	5 25.0	7 34.0	2 9.8	1 4.4	21 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	84.2	9 38.0	8 46.1	1 3.8	2 7.6	1 4.4	21 100.0	NA
*5. I like the kind of work I do.	N %	96.2	10 42.4	10 53.9	0 0.0	1 3.8	0 0.0	21 100.0	NA
6. I know what is expected of me on the job.	N %	95.6	6 26.8	14 68.8	1 4.4	0 0.0	0 0.0	21 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	92.1	14 62.7	6 29.4	0 0.0	1 7.9	0 0.0	21 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	83.9	8 34.6	10 49.3	2 12.2	1 3.9	0 0.0	21 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	55.0	4 15.8	8 39.2	2 8.1	6 29.0	1 7.9	21 100.0	0
*10. My workload is reasonable.	N %	77.1	3 11.3	14 65.8	1 5.2	3 17.7	0 0.0	21 100.0	0
*11. My talents are used well in the workplace.	N %	64.5	5 19.6	9 44.9	2 13.7	4 17.4	1 4.4	21 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	91.3	10 41.3	9 49.9	1 4.4	0 0.0	1 4.4	21 100.0	0
*13. The work I do is important.	N %	100.0	10 46.1	10 53.9	0 0.0	0 0.0	0 0.0	20 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	92.1	10 44.7	10 47.5	1 7.9	0 0.0	0 0.0	21 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	69.2	9 40.2	6 28.9	2 9.0	2 11.6	2 10.3	21 100.0	0
16. I am held accountable for achieving results.	N %	86.2	9 37.3	10 48.9	1 5.9	1 7.9	0 0.0	21 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 37

Percentages are weighted to represent the Agency's population.

**NATIONAL MEDIATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	53.8	5 21.9	6 31.9	3 13.4	2 9.9	4 22.9	20 100.0	1
*18. My training needs are assessed.	N %	47.3	5 19.6	6 27.7	4 21.6	2 9.1	4 22.0	21 100.0	0
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	72.3	8 36.4	8 35.9	2 13.7	1 3.7	2 10.3	21 100.0	0
*20. The people I work with cooperate to get the job done.	N %	69.6	5 21.1	9 48.4	3 19.4	1 4.4	1 6.7	19 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	72.1	5 20.2	11 51.9	5 27.9	0 0.0	0 0.0	21 100.0	0
*22. Promotions in my work unit are based on merit.	N %	56.9	4 18.0	7 38.9	2 8.5	5 24.0	2 10.7	20 100.0	1
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	42.5	2 10.9	5 31.6	6 33.3	3 12.7	2 11.5	18 100.0	3
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	51.8	2 9.8	9 42.0	3 17.5	5 20.4	2 10.3	21 100.0	0
25. Awards in my work unit depend on how well employees perform their jobs.	N %	45.3	3 14.5	6 30.8	4 25.8	4 17.8	2 11.1	19 100.0	2
26. Employees in my work unit share job knowledge with each other.	N %	63.0	9 36.0	5 27.0	2 11.1	3 15.6	2 10.3	21 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	63.0	6 22.7	8 40.3	6 32.6	0 0.0	1 4.4	21 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	100.0	13 59.7	8 40.3	0 0.0	0 0.0	0 0.0	21 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	78.3	7 30.8	9 47.5	2 15.3	1 6.5	0 0.0	19 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 37

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**NATIONAL MEDIATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	47.4	5 19.0	6 28.4	6 34.7	3 13.5	1 4.4	21 100.0	0
31. Employees are recognized for providing high quality products and services.	N %	65.1	6 23.6	8 41.6	3 17.0	2 7.6	2 10.3	21 100.0	0
*32. Creativity and innovation are rewarded.	N %	53.2	4 15.2	7 38.0	4 17.3	5 25.1	1 4.4	21 100.0	0
*33. Pay raises depend on how well employees perform their jobs.	N %	28.8	0 0.0	6 28.8	5 25.0	5 25.5	4 20.7	20 100.0	1
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	66.5	4 16.4	10 50.1	4 22.0	2 7.7	1 3.8	21 100.0	0
*35. Employees are protected from health and safety hazards on the job.	N %	86.5	8 37.1	10 49.4	2 13.5	0 0.0	0 0.0	20 100.0	1
*36. My organization has prepared employees for potential security threats.	N %	74.9	4 15.2	13 59.7	3 19.2	0 0.0	1 5.9	21 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	37.2	4 15.3	5 21.9	5 27.2	3 15.6	4 20.0	21 100.0	0
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	43.1	5 19.0	5 24.1	5 27.8	3 15.0	3 14.1	21 100.0	0
39. My agency is successful at accomplishing its mission.	N %	89.1	11 46.5	7 42.7	0 0.0	1 6.2	1 4.6	20 100.0	1
40. I recommend my organization as a good place to work.	N %	72.1	9 35.5	7 36.6	3 17.6	1 5.9	1 4.4	21 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	37.0	3 12.5	5 24.5	7 38.4	2 9.9	3 14.7	20 100.0	1
*42. My supervisor supports my need to balance work and other life issues.	N %	86.6	9 40.2	9 46.4	0 0.0	1 5.2	2 8.2	21 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	77.5	9 41.1	6 36.4	0 0.0	2 7.8	3 14.7	20 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	65.3	8 36.4	6 28.9	3 16.9	2 9.6	2 8.2	21 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 37

Percentages are weighted to represent the Agency's population.

**NATIONAL MEDIATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	76.6	7 32.5	7 44.1	2 14.4	1 4.4	1 4.5	18 100.0	3
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	65.3	4 15.9	10 49.4	2 13.1	3 13.4	2 8.2	21 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	70.4	7 29.3	8 41.1	1 7.9	2 7.6	3 14.1	21 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	68.8	6 27.1	8 41.7	3 13.4	3 13.5	1 4.4	21 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	88.1	8 34.7	10 53.4	0 0.0	2 7.5	1 4.4	21 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	83.9	8 35.7	10 48.2	2 11.7	0 0.0	1 4.4	21 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	67.3	6 27.7	8 39.7	3 15.5	3 12.8	1 4.4	21 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	71.2	5 21.8	10 49.5	4 20.7	1 3.7	1 4.4	21 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	48.9	4 15.2	7 33.7	4 22.0	4 20.9	2 8.2	21 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	54.2	7 30.0	4 24.1	4 24.5	3 16.5	1 4.8	19 100.0	2
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	49.0	4 15.8	7 33.2	6 29.7	2 11.6	2 9.8	21 100.0	0
*56. Managers communicate the goals and priorities of the organization.	N %	63.2	4 15.3	10 47.9	1 5.8	3 16.9	3 14.1	21 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	56.1	5 19.5	7 36.5	2 10.9	4 24.4	2 8.7	20 100.0	1

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**NATIONAL MEDIATION BOARD**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	42.4	4 15.8	5 26.6	1 4.5	7 38.3	3 14.7	20 100.0	1
59. Managers support collaboration across work units to accomplish work objectives.	N %	50.5	4 15.2	7 35.3	4 18.3	4 21.4	2 9.8	21 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	49.0	5 19.7	6 29.3	7 39.0	2 7.5	1 4.4	21 100.0	0
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	56.1	5 20.4	7 35.7	2 14.8	4 20.3	2 8.7	20 100.0	1
62. Senior leaders demonstrate support for Work/Life programs.	N %	61.1	3 12.7	10 48.4	1 4.5	3 19.7	3 14.7	20 100.0	0
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	63.0	4 17.3	9 45.6	4 21.4	3 11.3	1 4.4	21 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	50.7	4 16.0	7 34.8	3 16.6	6 28.3	1 4.4	21 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	65.3	5 19.6	9 45.7	1 7.9	4 16.5	2 10.3	21 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	55.1	2 8.3	10 46.8	3 16.0	5 24.5	1 4.4	21 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	35.9	2 7.5	6 28.4	6 33.4	5 20.4	2 10.3	21 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	52.7	5 19.5	7 33.2	5 27.7	3 13.6	1 5.9	21 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

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**NATIONAL MEDIATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		6	9	5	0	1	21	NA
	%	69.1	24.2	44.9	26.6	0.0	4.4	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		5	8	2	5	1	21	NA
	%	59.8	22.3	37.5	11.7	22.7	5.8	100.0	
71. Considering everything, how satisfied are you with your organization?	N		6	8	4	2	1	21	NA
	%	63.2	24.2	39.0	21.3	11.1	4.4	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							14	64.0
	No							6	30.8
	Not sure							1	5.2
	Total							21	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							10	45.4
	I telework, but no more than 1 or 2 days per month.							1	5.8
	I telework very infrequently, on an unscheduled or short-term basis.							0	0.0
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							1	4.5
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							0	0.0
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							7	35.2
	I do not telework because I choose not to telework.							2	9.1
	Total							21	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 37

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 21  
Response Rate: 56.8%

**NATIONAL MEDIATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	6	32.3
No	8	40.5
Not available to me	6	27.2
Total	20	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	5	24.4
No	13	61.6
Not available to me	3	14.0
Total	21	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	1	4.4
No	18	86.0
Not available to me	2	9.6
Total	21	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	17	82.2
Not available to me	4	17.8
Total	21	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	17	82.2
Not available to me	4	17.8
Total	21	100.0

**NATIONAL MEDIATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	34.1	2 9.5	5 24.6	3 15.6	3 13.7	6 36.6	19 100.0	2
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	54.9	4 28.0	3 26.9	2 12.9	3 26.2	1 6.0	13 100.0	7
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	37.4	1 7.3	3 30.1	5 41.0	2 21.6	0 0.0	11 100.0	10
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	27.2	1 10.9	1 16.3	5 72.8	0 0.0	0 0.0	7 100.0	14
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	0.0	0 0.0	0 0.0	3 78.9	1 21.1	0 0.0	4 100.0	17
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	0.0	0 0.0	0 0.0	3 100.0	0 0.0	0 0.0	3 100.0	18

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 37

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 21  
Response Rate: 56.8%



**NATIONAL TRANSPORTATION SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	67.2	57 25.4	94 41.7	24 11.1	29 13.2	15 8.5	219 100.0	NA
2. I have enough information to do my job well.	N %	71.3	48 21.2	110 50.1	31 13.3	24 11.5	7 3.8	220 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	63.1	59 25.9	81 37.2	29 12.1	35 17.0	15 7.8	219 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	80.6	97 45.1	81 35.5	21 9.7	16 7.0	4 2.7	219 100.0	NA
*5. I like the kind of work I do.	N %	89.3	112 52.3	83 37.0	15 6.5	8 3.1	2 1.0	220 100.0	NA
6. I know what is expected of me on the job.	N %	77.9	77 34.6	96 43.2	24 10.8	15 7.1	8 4.2	220 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	95.3	159 72.3	50 23.1	8 3.7	1 0.6	1 0.4	219 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	90.8	115 52.1	84 38.7	16 6.3	4 1.9	1 1.0	220 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	51.2	32 14.4	82 36.8	33 14.8	52 23.8	20 10.1	219 100.0	1
*10. My workload is reasonable.	N %	63.3	36 16.6	103 46.7	31 14.4	34 14.9	14 7.4	218 100.0	1
*11. My talents are used well in the workplace.	N %	61.8	46 20.7	89 41.1	26 11.3	31 14.5	24 12.4	216 100.0	2
*12. I know how my work relates to the agency's goals and priorities.	N %	88.7	91 41.9	104 46.8	13 6.5	7 3.2	3 1.6	218 100.0	2
*13. The work I do is important.	N %	91.9	132 61.9	68 30.0	13 5.8	3 1.1	3 1.2	219 100.0	1
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	83.8	83 40.0	96 43.8	18 8.0	13 5.5	5 2.6	215 100.0	3
*15. My performance appraisal is a fair reflection of my performance.	N %	76.1	75 34.8	94 41.3	17 8.6	16 8.4	14 6.9	216 100.0	3
16. I am held accountable for achieving results.	N %	87.9	92 42.9	98 45.0	19 8.9	4 1.9	3 1.3	216 100.0	3

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 342

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**NATIONAL TRANSPORTATION SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		66	69	40	13	19	207	13
	%	63.1	31.5	31.5	19.6	7.2	10.1	100.0	
*18. My training needs are assessed.	N		41	69	43	34	24	211	5
	%	51.2	19.6	31.6	19.8	17.1	11.9	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		68	94	26	16	14	218	2
	%	72.6	31.0	41.6	12.2	8.3	6.9	100.0	
*20. The people I work with cooperate to get the job done.	N		67	105	28	14	3	217	NA
	%	78.1	31.1	46.9	12.8	7.1	2.1	100.0	
*21. My work unit is able to recruit people with the right skills.	N		35	78	44	30	21	208	11
	%	53.0	16.3	36.7	21.0	14.6	11.4	100.0	
*22. Promotions in my work unit are based on merit.	N		42	69	41	28	26	206	13
	%	51.3	19.1	32.2	19.5	14.8	14.4	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		28	60	60	28	20	196	24
	%	42.8	13.4	29.4	31.5	14.2	11.5	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		39	58	48	35	24	204	14
	%	45.1	18.4	26.7	24.0	18.0	13.0	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		48	75	39	26	19	207	13
	%	57.5	23.2	34.2	19.5	12.9	10.1	100.0	
26. Employees in my work unit share job knowledge with each other.	N		62	105	24	18	8	217	2
	%	76.4	29.3	47.1	11.2	7.9	4.5	100.0	
27. The skill level in my work unit has improved in the past year.	N		50	73	49	22	15	209	10
	%	57.6	23.3	34.3	23.5	10.5	8.3	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		108	85	19	6	2	220	NA
	%	86.5	49.4	37.1	9.3	2.9	1.4	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		55	113	34	11	2	215	2
	%	77.0	25.2	51.8	16.2	5.3	1.4	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	55.3	41 18.8	77 36.5	49 22.2	33 15.8	12 6.8	212 100.0	5
31. Employees are recognized for providing high quality products and services.	N %	65.2	53 24.6	87 40.5	38 18.5	19 9.4	13 7.0	210 100.0	6
*32. Creativity and innovation are rewarded.	N %	50.7	40 17.9	71 32.8	49 22.1	34 17.4	18 9.9	212 100.0	3
*33. Pay raises depend on how well employees perform their jobs.	N %	39.8	28 12.8	56 27.0	63 30.9	35 17.3	22 12.1	204 100.0	12
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	63.8	48 22.4	87 41.4	42 19.9	16 8.2	14 8.0	207 100.0	9
*35. Employees are protected from health and safety hazards on the job.	N %	85.6	64 30.5	122 55.1	21 10.0	5 2.8	2 1.6	214 100.0	3
*36. My organization has prepared employees for potential security threats.	N %	73.4	43 20.8	112 52.5	39 18.7	13 6.5	2 1.4	209 100.0	5
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	56.1	53 25.7	65 30.5	44 21.4	20 9.4	25 13.1	207 100.0	10
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	71.7	56 27.8	89 43.9	31 16.4	9 4.3	13 7.6	198 100.0	16
39. My agency is successful at accomplishing its mission.	N %	91.9	103 47.5	97 44.4	11 5.4	1 0.4	3 2.3	215 100.0	2
40. I recommend my organization as a good place to work.	N %	74.3	94 43.7	69 30.6	37 16.8	9 4.5	7 4.4	216 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	55.6	40 21.0	68 34.6	47 24.5	27 13.9	9 6.0	191 100.0	26
*42. My supervisor supports my need to balance work and other life issues.	N %	81.0	99 45.3	78 35.7	17 7.6	14 6.8	8 4.6	216 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	65.1	79 37.0	64 28.1	29 13.1	27 13.4	16 8.4	215 100.0	1
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	63.6	66 31.3	73 32.3	34 15.8	23 11.3	18 9.3	214 100.0	1

\*AES prescribed items

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**NATIONAL TRANSPORTATION SAFETY BOARD**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	65.8	65 31.5	71 34.3	45 23.1	12 6.4	8 4.7	201 100.0	12
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	62.1	58 27.9	77 34.2	42 19.6	20 9.1	18 9.2	215 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	65.5	68 32.4	74 33.1	37 17.2	13 6.6	20 10.6	212 100.0	3
48. My supervisor/team leader listens to what I have to say.	N %	69.7	79 36.3	76 33.4	33 16.8	17 7.2	11 6.3	216 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	76.1	91 41.8	76 34.3	28 14.0	10 4.6	10 5.3	215 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	86.7	87 41.6	100 45.1	9 4.8	9 4.3	7 4.2	212 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	64.6	76 35.6	66 29.0	35 15.9	17 7.9	21 11.6	215 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	67.4	86 40.6	61 26.8	42 19.1	11 5.9	14 7.6	214 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	51.3	36 16.7	73 34.6	51 23.4	33 14.8	17 10.4	210 100.0	2
54. My organization's leaders maintain high standards of honesty and integrity.	N %	63.5	53 24.9	81 38.6	37 18.5	20 9.5	14 8.5	205 100.0	6
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	61.8	45 22.5	82 39.3	45 22.6	18 8.9	11 6.7	201 100.0	10
*56. Managers communicate the goals and priorities of the organization.	N %	64.2	45 21.0	92 43.2	37 16.5	24 11.6	14 7.8	212 100.0	1
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	65.8	44 22.0	88 43.8	40 19.8	16 8.0	10 6.5	198 100.0	15

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 342

Percentages are weighted to represent the Agency's population.

**NATIONAL TRANSPORTATION SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	56.0	40 18.8	78 37.2	40 19.2	34 16.1	15 8.7	207 100.0	2
59. Managers support collaboration across work units to accomplish work objectives.	N %	62.0	49 22.5	79 39.5	45 21.1	22 10.2	10 6.7	205 100.0	4
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	58.6	55 25.8	69 32.8	47 22.0	20 11.0	14 8.5	205 100.0	7
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	60.3	50 22.4	82 37.9	40 18.4	26 12.7	15 8.6	213 100.0	1
62. Senior leaders demonstrate support for Work/Life programs.	N %	67.4	56 26.0	86 41.4	37 16.8	16 7.7	13 8.0	208 100.0	6
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	56.9	44 20.0	78 36.9	42 19.7	40 18.6	8 4.9	212 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	55.6	43 19.7	77 35.9	49 22.9	30 13.8	13 7.7	212 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	61.3	59 27.7	73 33.6	34 16.3	33 14.8	13 7.6	212 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	48.2	41 18.6	64 29.7	53 25.2	39 18.3	14 8.2	211 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	44.0	42 20.0	51 24.0	59 27.6	32 13.9	28 14.6	212 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	50.6	41 18.6	71 32.0	40 19.2	40 19.9	19 10.2	211 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**NATIONAL TRANSPORTATION SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		66	88	28	23	6	211	NA
	%	72.1	31.8	40.4	13.1	11.2	3.6	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		59	90	26	24	12	211	NA
	%	70.1	28.7	41.4	12.3	11.2	6.3	100.0	
71. Considering everything, how satisfied are you with your organization?	N		65	84	37	20	6	212	NA
	%	69.0	30.4	38.6	17.1	10.4	3.5	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							178	85.2
	No							25	11.2
	Not sure							7	3.5
	Total							210	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							50	27.7
	I telework 1 or 2 days per week.							46	22.1
	I telework, but no more than 1 or 2 days per month.							12	5.6
	I telework very infrequently, on an unscheduled or short-term basis.							49	20.1
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							6	2.6
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							6	2.6
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							10	5.5
	I do not telework because I choose not to telework.							30	13.8
	Total							209	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 342

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 220  
Response Rate: 64.3%

**NATIONAL TRANSPORTATION SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	126	60.6
No	80	36.4
Not available to me	6	3.0
Total	212	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	53	25.8
No	136	62.9
Not available to me	23	11.3
Total	212	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	43	22.3
No	166	76.7
Not available to me	2	1.0
Total	211	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	2	1.1
No	176	83.7
Not available to me	33	15.2
Total	211	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	3	1.5
No	174	81.7
Not available to me	35	16.8
Total	212	100.0

**NATIONAL TRANSPORTATION SAFETY BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	80.8	88 48.1	65 32.7	27 13.2	10 4.4	2 1.6	192 100.0	20
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	87.3	92 53.8	62 33.5	18 10.2	3 1.3	1 1.2	176 100.0	35
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	64.1	23 19.7	58 44.3	33 25.3	9 6.4	4 4.3	127 100.0	84
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	63.4	25 22.1	50 41.3	41 32.5	2 1.1	2 2.9	120 100.0	92
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	24.1	7 12.4	8 11.7	39 60.7	7 9.1	3 6.1	64 100.0	147
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	26.3	8 13.4	9 12.9	39 59.8	6 7.9	3 6.0	65 100.0	147

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 342

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 220  
Response Rate: 64.3%



**NUCLEAR WASTE TECHNICAL REVIEW BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	64.4	2 30.7	2 33.7	1 18.1	1 17.5	0 0.0	6 100.0	NA
2. I have enough information to do my job well.	N %	100.0	2 30.7	4 69.3	0 0.0	0 0.0	0 0.0	6 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	48.8	2 30.7	1 18.1	3 51.2	0 0.0	0 0.0	6 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	81.9	3 48.2	2 33.7	1 18.1	0 0.0	0 0.0	6 100.0	NA
*5. I like the kind of work I do.	N %	100.0	3 46.3	3 53.7	0 0.0	0 0.0	0 0.0	6 100.0	NA
6. I know what is expected of me on the job.	N %	100.0	3 48.8	3 51.2	0 0.0	0 0.0	0 0.0	6 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	100.0	4 64.4	2 35.6	0 0.0	0 0.0	0 0.0	6 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	64.4	3 46.3	1 18.1	2 35.6	0 0.0	0 0.0	6 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	82.5	2 33.7	3 48.8	0 0.0	1 17.5	0 0.0	6 100.0	0
*10. My workload is reasonable.	N %	51.3	1 18.1	2 33.2	0 0.0	2 31.3	1 17.5	6 100.0	0
*11. My talents are used well in the workplace.	N %	82.5	2 33.7	3 48.8	1 17.5	0 0.0	0 0.0	6 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	100.0	3 48.8	3 51.2	0 0.0	0 0.0	0 0.0	6 100.0	0
*13. The work I do is important.	N %	100.0	4 78.1	1 21.9	0 0.0	0 0.0	0 0.0	5 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	100.0	4 64.4	2 35.6	0 0.0	0 0.0	0 0.0	6 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	100.0	2 50.0	2 50.0	0 0.0	0 0.0	0 0.0	4 100.0	2
16. I am held accountable for achieving results.	N %	100.0	4 78.1	1 21.9	0 0.0	0 0.0	0 0.0	5 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 9

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**NUCLEAR WASTE TECHNICAL REVIEW BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	82.5	3 46.3	2 36.2	0 0.0	0 0.0	1 17.5	6 100.0	0
*18. My training needs are assessed.	N %	64.4	3 46.3	1 18.1	1 18.1	0 0.0	1 17.5	6 100.0	0
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	73.2	2 46.3	1 26.8	1 26.8	0 0.0	0 0.0	4 100.0	2
*20. The people I work with cooperate to get the job done.	N %	66.3	2 33.7	2 32.5	1 15.6	1 18.1	0 0.0	6 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	84.4	2 33.2	3 51.2	1 15.6	0 0.0	0 0.0	6 100.0	0
*22. Promotions in my work unit are based on merit.	N %	37.2	1 18.2	1 18.9	2 43.9	1 18.9	0 0.0	5 100.0	1
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	48.8	0 0.0	3 48.8	3 51.2	0 0.0	0 0.0	6 100.0	0
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	59.1	0 0.0	3 59.1	1 18.9	1 21.9	0 0.0	5 100.0	1
25. Awards in my work unit depend on how well employees perform their jobs.	N %	59.1	1 18.2	2 40.9	0 0.0	2 40.9	0 0.0	5 100.0	1
26. Employees in my work unit share job knowledge with each other.	N %	82.5	1 18.1	4 64.4	0 0.0	1 17.5	0 0.0	6 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	40.9	0 0.0	2 40.9	3 59.1	0 0.0	0 0.0	5 100.0	1
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	100.0	2 33.7	4 66.3	0 0.0	0 0.0	0 0.0	6 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	100.0	2 30.7	4 69.3	0 0.0	0 0.0	0 0.0	6 100.0	0

\*AES prescribed items

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**NUCLEAR WASTE TECHNICAL REVIEW BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	30.7	1 15.6	1 15.1	3 51.2	1 18.1	0 0.0	6 100.0	0
31. Employees are recognized for providing high quality products and services.	N %	81.1	1 18.2	3 62.8	1 18.9	0 0.0	0 0.0	5 100.0	1
*32. Creativity and innovation are rewarded.	N %	18.2	1 18.2	0 0.0	2 40.9	2 40.9	0 0.0	5 100.0	1
*33. Pay raises depend on how well employees perform their jobs.	N %	15.1	0 0.0	1 15.1	1 18.1	3 49.4	1 17.5	6 100.0	0
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	78.1	2 37.2	2 40.9	1 21.9	0 0.0	0 0.0	5 100.0	1
*35. Employees are protected from health and safety hazards on the job.	N %	100.0	3 48.8	3 51.2	0 0.0	0 0.0	0 0.0	6 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	82.5	3 46.3	2 36.2	1 17.5	0 0.0	0 0.0	6 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	100.0	2 37.2	3 62.8	0 0.0	0 0.0	0 0.0	5 100.0	1
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	100.0	4 78.1	1 21.9	0 0.0	0 0.0	0 0.0	5 100.0	1
39. My agency is successful at accomplishing its mission.	N %	100.0	4 64.4	2 35.6	0 0.0	0 0.0	0 0.0	6 100.0	0
40. I recommend my organization as a good place to work.	N %	66.3	3 48.8	1 17.5	2 33.7	0 0.0	0 0.0	6 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	59.1	2 40.2	1 18.9	2 40.9	0 0.0	0 0.0	5 100.0	1
*42. My supervisor supports my need to balance work and other life issues.	N %	66.9	2 33.2	2 33.7	1 15.6	1 17.5	0 0.0	6 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	66.9	2 33.2	2 33.7	1 15.6	1 17.5	0 0.0	6 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	81.1	2 40.2	2 40.9	1 18.9	0 0.0	0 0.0	5 100.0	1

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**NUCLEAR WASTE TECHNICAL REVIEW BOARD**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	81.1	2 40.2	2 40.9	0 0.0	1 18.9	0 0.0	5 100.0	1
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	66.9	2 33.2	2 33.7	0 0.0	2 33.1	0 0.0	6 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	81.1	2 40.2	2 40.9	1 18.9	0 0.0	0 0.0	5 100.0	1
48. My supervisor/team leader listens to what I have to say.	N %	82.5	2 33.2	3 49.4	1 17.5	0 0.0	0 0.0	6 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	82.5	2 33.2	3 49.4	1 17.5	0 0.0	0 0.0	6 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	64.4	1 15.1	3 49.4	1 18.1	0 0.0	1 17.5	6 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	78.6	2 40.5	2 38.2	0 0.0	1 21.4	0 0.0	5 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	82.5	1 15.1	4 67.5	0 0.0	1 17.5	0 0.0	6 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	15.1	0 0.0	1 15.1	2 33.7	3 51.2	0 0.0	6 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	48.8	2 30.7	1 18.1	2 33.7	1 17.5	0 0.0	6 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	66.9	2 30.7	2 36.2	2 33.1	0 0.0	0 0.0	6 100.0	0
*56. Managers communicate the goals and priorities of the organization.	N %	82.5	2 30.7	3 51.8	1 17.5	0 0.0	0 0.0	6 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	66.9	2 30.7	2 36.2	2 33.1	0 0.0	0 0.0	6 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**NUCLEAR WASTE TECHNICAL REVIEW BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	66.9	2 30.7	2 36.2	1 17.5	1 15.6	0 0.0	6 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	66.9	2 30.7	2 36.2	1 17.5	1 15.6	0 0.0	6 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	60.7	1 17.8	2 42.9	2 39.3	0 0.0	0 0.0	5 100.0	1
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	64.4	2 33.2	2 31.3	1 18.1	1 17.5	0 0.0	6 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	81.1	2 40.2	2 40.9	1 18.9	0 0.0	0 0.0	5 100.0	1
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	82.5	1 15.1	4 67.5	1 17.5	0 0.0	0 0.0	6 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	66.9	2 33.2	2 33.7	2 33.1	0 0.0	0 0.0	6 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	48.8	1 15.1	2 33.7	0 0.0	2 33.7	1 17.5	6 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	82.5	1 15.1	4 67.5	0 0.0	1 17.5	0 0.0	6 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	39.7	0 0.0	2 39.7	2 39.7	1 20.6	0 0.0	5 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	48.8	0 0.0	3 48.8	2 33.7	1 17.5	0 0.0	6 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 9

Percentages are weighted to represent the Agency's population.

**NUCLEAR WASTE TECHNICAL REVIEW BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		1	5	0	0	0	6	NA
	%	100.0	15.1	84.9	0.0	0.0	0.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		0	4	1	1	0	6	NA
	%	66.3	0.0	66.3	15.6	18.1	0.0	100.0	
71. Considering everything, how satisfied are you with your organization?	N		1	5	0	0	0	6	NA
	%	100.0	15.1	84.9	0.0	0.0	0.0	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).									
								N	%
Yes								6	100.0
No								0	0.0
Not sure								0	0.0
Total								6	100.0

73. Please select the response below that BEST describes your current teleworking situation:									
								N	%
I telework 3 or more days per week.								0	0.0
I telework 1 or 2 days per week.								1	18.1
I telework, but no more than 1 or 2 days per month.								2	33.1
I telework very infrequently, on an unscheduled or short-term basis.								3	48.8
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).								0	0.0
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.								0	0.0
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.								0	0.0
I do not telework because I choose not to telework.								0	0.0
Total								6	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 9

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 6  
Response Rate: 66.7%

**NUCLEAR WASTE TECHNICAL REVIEW BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	3	49.4
No	2	33.2
Not available to me	1	17.5
Total	6	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	1	15.6
No	4	66.9
Not available to me	1	17.5
Total	6	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	1	18.1
No	5	81.9
Not available to me	0	0.0
Total	6	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	5	82.5
Not available to me	1	17.5
Total	6	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	5	82.5
Not available to me	1	17.5
Total	6	100.0

**NUCLEAR WASTE TECHNICAL REVIEW BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	84.4	3 48.8	2 35.6	1 15.6	0 0.0	0 0.0	6 100.0	0
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	58.1	1 18.4	2 39.7	0 0.0	0 0.0	2 41.9	5 100.0	1
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	68.3	1 31.7	1 36.7	1 31.7	0 0.0	0 0.0	3 100.0	3
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	35.3	0 0.0	1 35.3	1 30.5	1 34.1	0 0.0	3 100.0	3
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	0.0	0 0.0	0 0.0	1 100.0	0 0.0	0 0.0	1 100.0	4
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	0.0	0 0.0	0 0.0	1 100.0	0 0.0	0 0.0	1 100.0	5

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 9

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 6  
Response Rate: 66.7%



**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	88.3	11 34.5	18 53.8	3 8.9	0 0.0	1 2.8	33 100.0	NA
2. I have enough information to do my job well.	N %	91.1	13 40.0	17 51.1	2 6.1	1 2.8	0 0.0	33 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	84.5	11 35.6	16 48.9	3 7.6	2 5.2	1 2.8	33 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	94.6	12 37.4	19 57.2	1 2.6	0 0.0	1 2.8	33 100.0	NA
*5. I like the kind of work I do.	N %	94.7	17 53.9	13 40.8	1 2.5	0 0.0	1 2.8	32 100.0	NA
6. I know what is expected of me on the job.	N %	92.5	18 53.4	12 39.1	1 2.4	2 5.1	0 0.0	33 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	100.0	26 77.5	7 22.5	0 0.0	0 0.0	0 0.0	33 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	97.2	22 65.2	9 32.0	1 2.8	0 0.0	0 0.0	32 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	73.3	11 33.2	13 40.1	4 12.4	5 14.3	0 0.0	33 100.0	0
*10. My workload is reasonable.	N %	76.3	11 33.2	14 43.1	6 17.8	2 5.9	0 0.0	33 100.0	0
*11. My talents are used well in the workplace.	N %	91.9	11 34.9	19 57.0	0 0.0	1 2.7	2 5.4	33 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	91.1	19 57.0	11 34.1	2 6.3	0 0.0	1 2.6	33 100.0	0
*13. The work I do is important.	N %	85.8	20 64.1	7 21.7	5 14.2	0 0.0	0 0.0	32 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	91.7	19 57.4	11 34.2	2 5.0	1 3.3	0 0.0	33 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	80.1	17 55.4	9 24.7	5 17.2	0 0.0	1 2.7	32 100.0	1
16. I am held accountable for achieving results.	N %	93.9	17 50.0	14 43.9	1 3.5	0 0.0	1 2.6	33 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 48

Percentages are weighted to represent the Agency's population.

**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		15	9	4	2	2	32	1
	%	74.1	46.7	27.4	13.3	7.0	5.5	100.0	
*18. My training needs are assessed.	N		9	12	6	3	3	33	0
	%	67.1	28.5	38.6	16.1	8.6	8.2	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		15	10	4	0	1	30	3
	%	85.7	51.2	34.5	11.4	0.0	2.9	100.0	
*20. The people I work with cooperate to get the job done.	N		11	12	1	2	1	27	NA
	%	81.7	39.1	42.5	4.5	10.5	3.3	100.0	
*21. My work unit is able to recruit people with the right skills.	N		11	15	5	1	1	33	0
	%	76.5	31.4	45.0	15.4	5.5	2.6	100.0	
*22. Promotions in my work unit are based on merit.	N		10	6	11	2	1	30	3
	%	54.2	34.0	20.2	37.0	6.0	2.8	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		6	15	5	2	2	30	3
	%	70.0	21.8	48.3	14.8	8.5	6.6	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		5	20	4	1	2	32	1
	%	80.1	17.5	62.5	11.2	2.5	6.3	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		9	17	4	1	1	32	1
	%	84.0	29.3	54.7	10.8	2.5	2.7	100.0	
26. Employees in my work unit share job knowledge with each other.	N		16	13	1	1	2	33	0
	%	89.0	48.7	40.3	2.8	2.8	5.4	100.0	
27. The skill level in my work unit has improved in the past year.	N		15	12	3	2	1	33	0
	%	80.4	45.6	34.8	8.7	8.3	2.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		24	7	2	0	0	33	NA
	%	94.6	71.9	22.7	5.4	0.0	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		15	14	2	1	1	33	0
	%	87.6	43.7	43.9	6.3	3.5	2.6	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 48

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**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	77.4	8 26.9	16 50.5	4 10.9	3 9.0	1 2.7	32 100.0	1
31. Employees are recognized for providing high quality products and services.	N %	85.7	11 34.9	17 50.8	3 8.9	1 2.8	1 2.6	33 100.0	0
*32. Creativity and innovation are rewarded.	N %	76.7	9 29.8	15 46.9	4 10.4	3 7.5	2 5.4	33 100.0	0
*33. Pay raises depend on how well employees perform their jobs.	N %	55.1	2 6.6	14 48.5	6 20.5	4 15.3	3 9.0	29 100.0	4
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	85.8	9 31.1	16 54.7	4 11.4	0 0.0	1 2.9	30 100.0	3
*35. Employees are protected from health and safety hazards on the job.	N %	90.2	13 37.6	17 52.5	2 5.4	0 0.0	1 4.4	33 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	80.0	9 26.6	17 53.4	3 7.5	2 7.1	2 5.4	33 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	77.1	14 44.2	10 32.9	3 8.4	2 5.3	3 9.1	32 100.0	1
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	88.1	16 49.6	12 38.5	2 5.6	1 3.6	1 2.7	32 100.0	1
39. My agency is successful at accomplishing its mission.	N %	94.5	14 43.8	16 50.7	1 2.8	0 0.0	1 2.7	32 100.0	0
40. I recommend my organization as a good place to work.	N %	88.3	16 48.6	13 39.7	1 3.5	1 2.8	2 5.4	33 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	67.9	11 34.3	10 33.6	8 26.5	1 2.9	1 2.8	31 100.0	2
*42. My supervisor supports my need to balance work and other life issues.	N %	91.5	22 65.0	8 26.5	2 5.9	0 0.0	1 2.6	33 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	78.0	15 47.5	10 30.6	5 13.0	1 3.5	2 5.4	33 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	80.5	14 44.7	12 35.8	4 10.6	1 3.5	2 5.4	33 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 48

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**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	79.9	13 44.0	11 35.9	5 13.6	1 3.7	1 2.8	31 100.0	2
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	86.1	13 41.3	15 44.7	4 11.3	0 0.0	1 2.6	33 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	90.8	15 47.8	14 43.0	1 2.8	1 3.6	1 2.7	32 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	88.4	15 47.1	14 41.3	3 9.0	0 0.0	1 2.6	33 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	91.1	20 59.7	10 31.4	1 2.6	2 6.3	0 0.0	33 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	83.3	16 46.6	12 36.7	4 13.2	0 0.0	1 3.5	33 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	88.4	15 44.6	14 43.7	2 5.5	1 3.5	1 2.6	33 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	90.8	19 59.0	10 31.9	1 2.8	1 3.6	1 2.7	32 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	80.2	13 41.0	12 39.2	5 14.2	1 2.8	1 2.7	32 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	88.4	17 49.9	11 38.4	1 2.4	1 3.6	2 5.5	32 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	81.8	15 48.9	10 32.9	4 12.5	0 0.0	2 5.7	31 100.0	1
*56. Managers communicate the goals and priorities of the organization.	N %	86.3	13 40.0	14 46.3	3 8.2	1 2.8	1 2.7	32 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	91.4	12 37.6	16 53.8	2 5.8	0 0.0	1 2.8	31 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 48

Percentages are weighted to represent the Agency's population.

**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	83.2	12 37.8	13 45.4	3 8.4	1 2.6	2 5.7	31 100.0	1
59. Managers support collaboration across work units to accomplish work objectives.	N %	88.8	12 38.1	15 50.7	1 2.6	1 2.9	2 5.7	31 100.0	1
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	87.3	13 40.2	13 47.1	3 9.8	0 0.0	1 2.9	30 100.0	1
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	82.2	17 52.0	9 30.2	4 12.3	1 2.8	1 2.7	32 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	85.0	17 54.6	8 30.4	4 12.2	0 0.0	1 2.9	30 100.0	2
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	81.0	8 26.2	18 54.8	2 6.1	3 10.2	1 2.7	32 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	78.2	7 23.1	17 55.1	2 7.3	3 8.7	2 5.7	31 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	83.5	13 40.5	12 43.0	2 5.5	3 8.2	1 2.8	31 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	85.8	12 37.3	15 48.5	2 5.9	2 5.6	1 2.7	32 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	55.5	3 10.1	14 45.4	11 34.0	2 5.0	2 5.5	32 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	84.8	7 25.0	19 59.8	1 2.9	3 9.6	1 2.8	31 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 48

Percentages are weighted to represent the Agency's population.

**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		12	16	3	0	1	32	NA
	%	89.2	38.9	50.3	7.9	0.0	2.8	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		8	13	3	7	1	32	NA
	%	66.8	24.3	42.6	8.9	21.5	2.8	100.0	
71. Considering everything, how satisfied are you with your organization?	N		14	12	3	1	2	32	NA
	%	82.7	42.2	40.5	8.9	2.9	5.5	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).									
								N	%
	Yes							23	73.7
	No							8	23.5
	Not sure							1	2.8
	Total							32	100.0

73. Please select the response below that BEST describes your current teleworking situation:									
								N	%
	I telework 3 or more days per week.							1	2.6
	I telework 1 or 2 days per week.							13	46.0
	I telework, but no more than 1 or 2 days per month.							1	3.8
	I telework very infrequently, on an unscheduled or short-term basis.							1	3.9
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							0	0.0
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							0	0.0
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							3	8.6
	I do not telework because I choose not to telework.							11	35.2
	Total							30	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 48

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 33  
Response Rate: 68.8%

**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	5	15.5
No	23	79.3
Not available to me	2	5.2
Total	30	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	10	32.6
No	19	61.4
Not available to me	2	5.9
Total	31	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	4	12.6
No	27	87.4
Not available to me	0	0.0
Total	31	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	1	5.8
No	22	69.8
Not available to me	8	24.4
Total	31	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	1	3.0
No	21	69.0
Not available to me	9	28.1
Total	31	100.0

**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	63.4	7 28.1	9 35.3	3 9.6	6 18.8	2 8.2	27 100.0	5
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	55.2	6 25.2	7 30.0	8 37.7	1 3.8	1 3.3	23 100.0	9
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	61.5	5 21.4	9 40.1	8 35.1	1 3.4	0 0.0	23 100.0	9
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	52.5	3 17.9	6 34.6	8 47.5	0 0.0	0 0.0	17 100.0	15
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	42.0	0 0.0	4 42.0	7 58.0	0 0.0	0 0.0	11 100.0	20
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	24.8	0 0.0	3 24.8	9 75.2	0 0.0	0 0.0	12 100.0	20

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 48

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 33  
Response Rate: 68.8%



**OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	90.3	13 38.5	15 51.8	4 9.7	0 0.0	0 0.0	32 100.0	NA
2. I have enough information to do my job well.	N %	90.3	15 46.8	13 43.5	4 9.7	0 0.0	0 0.0	32 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	80.0	14 46.5	11 33.6	6 17.2	1 2.8	0 0.0	32 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	92.3	14 44.1	15 48.2	2 4.9	1 2.8	0 0.0	32 100.0	NA
*5. I like the kind of work I do.	N %	97.5	16 52.3	15 45.2	1 2.5	0 0.0	0 0.0	32 100.0	NA
6. I know what is expected of me on the job.	N %	97.9	19 59.2	12 38.8	1 2.1	0 0.0	0 0.0	32 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	100.0	21 67.0	11 33.0	0 0.0	0 0.0	0 0.0	32 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	92.5	17 51.8	13 40.7	2 7.5	0 0.0	0 0.0	32 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	90.5	13 40.3	16 50.2	2 4.1	1 5.4	0 0.0	32 100.0	0
*10. My workload is reasonable.	N %	86.9	12 36.3	16 50.6	2 4.9	2 8.2	0 0.0	32 100.0	0
*11. My talents are used well in the workplace.	N %	95.1	16 48.0	14 47.1	1 2.8	1 2.0	0 0.0	32 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	100.0	19 57.9	13 42.1	0 0.0	0 0.0	0 0.0	32 100.0	0
*13. The work I do is important.	N %	100.0	21 64.2	11 35.8	0 0.0	0 0.0	0 0.0	32 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	94.6	19 58.8	12 35.8	0 0.0	1 5.4	0 0.0	32 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	97.2	13 41.0	18 56.1	1 2.8	0 0.0	0 0.0	32 100.0	0
16. I am held accountable for achieving results.	N %	93.9	15 46.6	15 47.3	2 6.1	0 0.0	0 0.0	32 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 41

Percentages are weighted to represent the Agency's population.

**OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	86.4	15 47.9	10 38.5	3 8.4	1 2.2	1 3.0	30 100.0	2
*18. My training needs are assessed.	N %	85.1	9 28.0	16 57.1	4 9.9	2 5.0	0 0.0	31 100.0	0
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	81.1	10 28.3	14 52.8	4 11.0	3 7.9	0 0.0	31 100.0	1
*20. The people I work with cooperate to get the job done.	N %	88.5	15 44.9	12 43.6	1 2.9	3 8.6	0 0.0	31 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	74.9	8 24.9	13 50.0	6 20.5	2 4.6	0 0.0	29 100.0	3
*22. Promotions in my work unit are based on merit.	N %	53.2	9 28.1	6 25.1	9 35.6	4 11.1	0 0.0	28 100.0	4
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	77.4	6 21.9	14 55.5	4 13.6	1 3.3	2 5.7	27 100.0	5
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	69.0	7 20.2	13 48.8	5 14.5	4 11.4	2 5.1	31 100.0	1
25. Awards in my work unit depend on how well employees perform their jobs.	N %	67.4	11 33.6	9 33.9	5 16.6	5 13.9	1 2.1	31 100.0	1
26. Employees in my work unit share job knowledge with each other.	N %	78.1	10 30.6	15 47.5	3 10.6	2 8.5	1 2.9	31 100.0	1
27. The skill level in my work unit has improved in the past year.	N %	75.1	12 38.6	12 36.6	7 22.1	0 0.0	1 2.8	32 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	97.2	17 55.2	14 42.0	0 0.0	1 2.8	0 0.0	32 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	94.2	9 28.3	20 66.0	1 2.9	0 0.0	1 2.9	31 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 41

Percentages are weighted to represent the Agency's population.

**OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	87.5	8 21.4	19 66.1	4 9.7	0 0.0	1 2.8	32 100.0	0
31. Employees are recognized for providing high quality products and services.	N %	74.5	11 33.6	11 40.9	5 15.2	4 10.3	0 0.0	31 100.0	1
*32. Creativity and innovation are rewarded.	N %	69.2	8 27.3	11 41.9	9 26.4	1 2.2	1 2.2	30 100.0	2
*33. Pay raises depend on how well employees perform their jobs.	N %	41.2	8 27.6	4 13.7	11 42.6	5 13.9	1 2.3	29 100.0	3
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	75.7	10 29.9	12 45.8	6 19.9	2 4.5	0 0.0	30 100.0	2
*35. Employees are protected from health and safety hazards on the job.	N %	91.5	14 43.2	15 48.3	0 0.0	2 8.5	0 0.0	31 100.0	1
*36. My organization has prepared employees for potential security threats.	N %	91.4	11 35.9	17 55.5	0 0.0	2 5.7	1 2.9	31 100.0	1
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	76.8	8 25.5	14 51.3	4 10.9	2 6.4	2 5.9	30 100.0	1
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	84.9	13 37.9	14 47.0	3 9.5	0 0.0	2 5.6	32 100.0	0
39. My agency is successful at accomplishing its mission.	N %	84.1	17 52.8	10 31.3	3 10.3	1 2.8	1 2.8	32 100.0	0
40. I recommend my organization as a good place to work.	N %	94.4	17 55.4	13 39.0	1 2.8	1 2.8	0 0.0	32 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	81.1	11 38.9	13 42.2	5 13.9	1 2.9	1 2.1	31 100.0	1
*42. My supervisor supports my need to balance work and other life issues.	N %	97.2	19 57.9	12 39.3	1 2.8	0 0.0	0 0.0	32 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	82.8	17 52.1	9 30.7	5 14.4	1 2.8	0 0.0	32 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	84.9	13 38.1	14 46.7	4 12.3	1 2.8	0 0.0	32 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 41

Percentages are weighted to represent the Agency's population.

**OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	82.8	13 37.5	13 45.3	4 11.6	2 5.6	0 0.0	32 100.0	0
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	76.2	11 34.3	13 41.9	7 21.8	1 2.1	0 0.0	32 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	84.8	14 45.4	11 39.4	3 10.1	2 5.2	0 0.0	30 100.0	1
48. My supervisor/team leader listens to what I have to say.	N %	93.1	18 54.1	11 39.0	2 4.1	0 0.0	1 2.8	32 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	86.9	19 55.2	9 31.7	2 7.5	1 2.8	1 2.8	32 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	75.0	10 29.3	14 45.7	5 15.7	2 6.5	1 2.8	32 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	83.6	15 47.1	11 36.6	3 10.6	1 2.9	1 2.9	31 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	84.0	16 45.9	10 38.1	3 10.1	1 3.0	1 3.0	31 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	78.9	10 30.5	13 48.5	6 15.3	1 2.9	1 2.9	31 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	83.2	13 39.6	12 43.5	3 8.2	2 5.8	1 2.9	31 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	72.8	14 41.8	10 31.0	5 18.5	2 5.9	1 2.8	32 100.0	0
*56. Managers communicate the goals and priorities of the organization.	N %	77.5	12 34.9	13 42.6	4 13.8	3 8.7	0 0.0	32 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	84.8	11 34.3	15 50.6	3 9.2	1 3.0	1 3.0	31 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 41

Percentages are weighted to represent the Agency's population.

**OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	82.9	11 32.4	15 50.5	4 11.5	1 2.8	1 2.8	32 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	83.6	11 32.4	15 51.3	3 7.9	2 5.6	1 2.8	32 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	86.8	17 58.6	9 28.2	2 5.3	2 5.8	1 2.1	31 100.0	1
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	88.8	13 42.0	15 46.8	1 2.8	2 5.6	1 2.8	32 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	84.3	14 44.0	11 40.4	4 10.7	1 2.1	1 2.9	31 100.0	0
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	83.8	15 48.3	10 35.4	5 13.2	1 3.0	0 0.0	31 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	89.7	14 42.9	13 46.8	3 8.1	1 2.2	0 0.0	31 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	72.6	14 43.5	8 29.1	7 22.2	1 3.0	1 2.2	31 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	88.1	13 40.6	14 47.5	2 5.9	1 3.0	1 3.0	31 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	67.8	7 21.8	12 46.0	11 30.0	0 0.0	1 2.2	31 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	79.4	10 28.1	13 51.4	8 20.6	0 0.0	0 0.0	31 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 41

Percentages are weighted to represent the Agency's population.

**OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		16	13	2	0	0	31	NA
	%	94.1	54.7	39.4	5.9	0.0	0.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		17	5	6	3	0	31	NA
	%	70.2	51.5	18.7	19.0	10.8	0.0	100.0	
71. Considering everything, how satisfied are you with your organization?	N		14	13	3	1	0	31	NA
	%	88.1	41.0	47.1	8.9	3.0	0.0	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							6	19.0
	No							21	69.7
	Not sure							4	11.2
	Total							31	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							1	2.3
	I telework, but no more than 1 or 2 days per month.							0	0.0
	I telework very infrequently, on an unscheduled or short-term basis.							2	5.1
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							8	28.7
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							1	3.1
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							5	16.9
	I do not telework because I choose not to telework.							12	43.9
	Total							29	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 41

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 32  
Response Rate: 78.0%

**OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	3	13.6
No	23	69.7
Not available to me	5	16.8
Total	31	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	19	57.0
No	11	37.3
Not available to me	1	5.7
Total	31	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	4	15.1
No	25	77.0
Not available to me	2	7.9
Total	31	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	24	77.6
Not available to me	7	22.4
Total	31	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	25	80.6
Not available to me	6	19.4
Total	31	100.0

**OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	36.4	1 5.4	5 31.1	8 58.8	0 0.0	1 4.7	15 100.0	16
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	53.8	4 27.8	5 26.0	9 46.2	0 0.0	0 0.0	18 100.0	13
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	76.1	10 36.7	11 39.3	5 23.9	0 0.0	0 0.0	26 100.0	5
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	54.1	4 19.8	6 34.4	7 45.9	0 0.0	0 0.0	17 100.0	14
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	0.0	0 0.0	0 0.0	9 100.0	0 0.0	0 0.0	9 100.0	21
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	11.5	0 0.0	1 11.5	9 88.5	0 0.0	0 0.0	10 100.0	21

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 41

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 32  
Response Rate: 78.0%



**OFFICE OF THE U.S. TRADE REPRESENTATIVE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	48.0	11 11.6	33 36.4	16 20.2	19 22.3	8 9.6	87 100.0	NA
2. I have enough information to do my job well.	N %	65.1	15 15.9	43 49.2	17 19.9	9 11.2	3 3.8	87 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	53.3	17 17.8	30 35.5	24 26.7	13 15.2	4 4.8	88 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	66.5	25 26.1	34 40.4	15 17.4	8 9.4	6 6.7	88 100.0	NA
*5. I like the kind of work I do.	N %	80.6	29 32.6	42 48.0	10 11.4	5 6.2	2 1.8	88 100.0	NA
6. I know what is expected of me on the job.	N %	70.4	19 21.2	43 49.2	14 16.8	9 9.1	3 3.7	88 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	95.8	65 72.4	20 23.4	2 2.8	0 0.0	1 1.4	88 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	85.1	32 33.8	44 51.4	10 11.9	2 3.0	0 0.0	88 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	25.5	6 7.0	16 18.5	12 13.2	31 34.6	23 26.7	88 100.0	0
*10. My workload is reasonable.	N %	40.1	6 7.7	29 32.4	13 15.5	21 24.4	18 19.9	87 100.0	0
*11. My talents are used well in the workplace.	N %	53.1	10 10.6	38 42.4	19 23.0	11 13.1	10 10.8	88 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	74.7	21 21.9	45 52.8	11 12.1	5 5.9	5 7.3	87 100.0	1
*13. The work I do is important.	N %	89.0	35 39.1	43 49.9	5 5.4	2 1.9	3 3.6	88 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	52.1	12 14.6	33 37.5	16 17.9	14 15.0	12 14.9	87 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	68.6	21 22.7	41 45.8	12 14.6	8 9.7	6 7.1	88 100.0	0
16. I am held accountable for achieving results.	N %	83.6	24 25.8	49 57.8	8 9.1	4 4.6	2 2.8	87 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 198

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		14	28	18	7	16	83	5
	%	49.3	14.5	34.7	22.4	8.6	19.8	100.0	
*18. My training needs are assessed.	N		4	12	25	22	24	87	1
	%	17.0	3.7	13.3	28.8	27.3	26.9	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		18	37	15	6	11	87	1
	%	62.0	19.6	42.4	17.9	6.9	13.2	100.0	
*20. The people I work with cooperate to get the job done.	N		28	37	8	5	1	79	NA
	%	81.7	36.7	45.0	10.2	6.3	1.7	100.0	
*21. My work unit is able to recruit people with the right skills.	N		18	31	20	10	4	83	5
	%	58.1	20.3	37.8	24.8	11.9	5.2	100.0	
*22. Promotions in my work unit are based on merit.	N		11	26	23	4	16	80	8
	%	43.8	12.4	31.3	31.2	4.9	20.2	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		2	28	21	12	13	76	12
	%	37.9	2.5	35.4	29.4	16.0	16.6	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		4	24	23	14	15	80	8
	%	32.7	4.3	28.4	30.8	18.1	18.4	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		5	7	31	14	19	76	12
	%	15.7	6.2	9.5	41.8	17.5	25.0	100.0	
26. Employees in my work unit share job knowledge with each other.	N		23	44	7	4	9	87	1
	%	77.3	25.4	51.9	7.7	4.8	10.2	100.0	
27. The skill level in my work unit has improved in the past year.	N		9	25	32	9	7	82	4
	%	41.0	10.1	30.9	38.3	12.5	8.2	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		50	30	7	1	0	88	NA
	%	90.6	56.4	34.3	8.5	0.9	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		23	45	12	4	1	85	2
	%	79.8	26.8	53.0	13.6	5.0	1.6	100.0	

\*AES prescribed items

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	52.5	13 14.0	32 38.4	13 15.2	15 17.7	12 14.6	85 100.0	3
31. Employees are recognized for providing high quality products and services.	N %	45.0	12 13.1	28 31.9	14 18.0	11 13.7	19 23.2	84 100.0	4
*32. Creativity and innovation are rewarded.	N %	37.3	9 10.0	23 27.4	22 27.4	16 20.0	12 15.2	82 100.0	5
*33. Pay raises depend on how well employees perform their jobs.	N %	12.2	3 3.4	7 8.8	24 32.0	20 25.2	24 30.6	78 100.0	8
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	39.3	6 6.5	25 32.9	27 35.3	9 13.2	10 12.1	77 100.0	10
*35. Employees are protected from health and safety hazards on the job.	N %	54.0	11 13.3	37 40.7	20 24.2	9 11.0	9 10.9	86 100.0	1
*36. My organization has prepared employees for potential security threats.	N %	58.4	10 12.6	41 45.8	26 29.8	5 5.8	5 5.9	87 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	45.7	13 16.1	24 29.6	18 22.1	9 11.2	18 21.1	82 100.0	5
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	56.7	19 23.6	26 33.1	17 21.8	6 6.6	12 14.9	80 100.0	8
39. My agency is successful at accomplishing its mission.	N %	71.9	25 29.9	35 42.0	13 16.8	8 9.6	1 1.7	82 100.0	3
40. I recommend my organization as a good place to work.	N %	46.5	14 14.6	26 31.8	24 26.7	10 13.1	11 13.7	85 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	29.8	8 9.6	16 20.2	23 29.5	14 19.4	16 21.2	77 100.0	9
*42. My supervisor supports my need to balance work and other life issues.	N %	67.7	24 28.6	35 39.1	7 7.7	12 15.2	8 9.4	86 100.0	1
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	69.4	24 25.3	37 44.1	12 14.6	7 8.9	6 7.2	86 100.0	1
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	51.9	19 23.1	27 28.8	24 29.4	8 9.4	8 9.3	86 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	71.4	24 27.9	34 43.5	16 21.1	2 2.3	4 5.3	80 100.0	7
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	50.3	14 15.4	30 34.9	25 30.4	9 10.1	8 9.2	86 100.0	1
*47. Supervisors/team leaders in my work unit support employee development.	N %	50.4	14 14.9	30 35.6	23 27.6	13 15.8	5 6.1	85 100.0	1
48. My supervisor/team leader listens to what I have to say.	N %	73.4	29 32.1	35 41.4	13 15.3	7 7.6	3 3.7	87 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	81.0	37 41.1	34 39.9	11 13.4	2 1.9	3 3.7	87 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	78.2	25 28.0	44 50.1	5 6.5	8 9.3	5 6.1	87 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	65.3	28 32.6	28 32.7	15 18.0	11 11.8	4 4.9	86 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	61.8	29 32.2	25 29.6	20 24.1	9 9.3	4 4.8	87 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	31.4	8 8.4	19 23.0	17 19.9	24 30.0	16 18.7	84 100.0	1
54. My organization's leaders maintain high standards of honesty and integrity.	N %	54.4	15 18.7	29 35.7	25 28.8	5 5.6	9 11.2	83 100.0	2
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	62.9	14 17.6	37 45.3	22 26.7	3 3.9	5 6.5	81 100.0	4
*56. Managers communicate the goals and priorities of the organization.	N %	42.4	9 10.2	27 32.2	25 29.3	12 16.0	10 12.2	83 100.0	1
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	41.0	11 12.7	23 28.4	32 41.4	5 5.7	9 11.9	80 100.0	5

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	52.6	17 20.5	28 32.1	17 20.8	10 12.1	12 14.5	84 100.0	1
59. Managers support collaboration across work units to accomplish work objectives.	N %	58.6	21 24.5	28 34.1	14 18.2	11 13.5	8 9.7	82 100.0	2
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	38.2	11 12.0	21 26.2	25 32.8	13 15.2	11 13.8	81 100.0	3
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	36.9	13 14.4	19 22.6	21 25.2	16 19.4	16 18.5	85 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	36.8	8 9.6	21 27.2	26 31.6	18 23.6	6 7.9	79 100.0	5
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	49.3	11 11.6	31 37.7	22 25.1	14 16.9	7 8.7	85 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	34.3	9 9.1	22 25.2	19 23.9	23 27.1	12 14.7	85 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	30.7	12 12.8	16 17.8	25 29.4	20 25.1	12 14.9	85 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	26.8	7 6.9	17 19.9	25 31.7	23 25.9	13 15.5	85 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	23.3	5 5.5	15 17.9	29 33.7	21 24.9	14 18.1	84 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	14.4	4 4.3	9 10.1	31 36.4	26 33.2	13 16.0	83 100.0	NA

\*AES prescribed items

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		13	34	16	13	9	85	NA
	%	55.8	14.2	41.6	18.1	15.2	10.9	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		11	31	20	15	8	85	NA
	%	47.3	13.2	34.1	25.4	16.9	10.4	100.0	
71. Considering everything, how satisfied are you with your organization?	N		10	32	16	18	9	85	NA
	%	47.8	10.4	37.4	20.4	21.0	10.7	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).		N	%
Yes		50	57.0
No		27	33.9
Not sure		7	9.1
Total		84	100.0

73. Please select the response below that BEST describes your current teleworking situation:		N	%
I telework 3 or more days per week.		0	0.0
I telework 1 or 2 days per week.		2	2.0
I telework, but no more than 1 or 2 days per month.		6	7.1
I telework very infrequently, on an unscheduled or short-term basis.		30	35.3
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).		13	16.5
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.		3	3.9
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.		16	19.9
I do not telework because I choose not to telework.		14	15.4
Total		84	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 198

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 88  
Response Rate: 44.4%

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74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	6	7.7
No	50	57.8
Not available to me	28	34.6
Total	84	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	15	17.4
No	58	68.5
Not available to me	11	14.1
Total	84	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	5	5.5
No	68	79.4
Not available to me	11	15.1
Total	84	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	2	2.3
No	66	78.0
Not available to me	15	19.7
Total	83	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	2	2.8
No	67	77.9
Not available to me	15	19.3
Total	84	100.0

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	50.5	8 12.4	23 38.2	12 19.6	8 13.6	9 16.3	60 100.0	25
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	26.7	7 15.6	4 11.2	13 33.4	6 13.6	10 26.2	40 100.0	45
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	39.6	8 17.3	10 22.3	22 47.3	5 10.1	1 3.0	46 100.0	39
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	19.1	3 8.5	4 10.7	22 70.4	1 3.3	2 7.2	32 100.0	52
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	3.6	1 3.6	0 0.0	20 69.0	2 8.7	5 18.7	28 100.0	55
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	4.0	1 4.0	0 0.0	20 78.8	1 4.2	3 13.0	25 100.0	60

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 198

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 88  
Response Rate: 44.4%



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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	69.4	13 26.7	21 42.8	8 16.3	5 10.1	2 4.1	49 100.0	NA
2. I have enough information to do my job well.	N %	69.4	12 24.7	22 44.7	6 12.2	6 12.2	3 6.2	49 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	69.4	17 34.7	17 34.7	6 12.3	5 10.0	4 8.3	49 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	75.4	17 34.6	20 40.8	9 18.5	1 2.0	2 4.1	49 100.0	NA
*5. I like the kind of work I do.	N %	79.4	16 32.5	23 46.9	8 16.4	0 0.0	2 4.1	49 100.0	NA
6. I know what is expected of me on the job.	N %	75.5	15 30.7	22 44.8	3 6.0	7 14.4	2 4.1	49 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	95.9	36 73.6	11 22.3	0 0.0	0 0.0	2 4.1	49 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	91.7	21 42.8	24 49.0	3 6.2	0 0.0	1 2.1	49 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	71.6	12 24.6	23 47.0	6 12.3	5 10.0	3 6.1	49 100.0	0
*10. My workload is reasonable.	N %	67.5	5 10.3	28 57.1	3 6.1	11 22.3	2 4.1	49 100.0	0
*11. My talents are used well in the workplace.	N %	63.1	9 18.6	22 44.5	8 16.3	7 14.4	3 6.2	49 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	79.5	15 30.6	24 49.0	4 8.2	3 6.1	3 6.2	49 100.0	0
*13. The work I do is important.	N %	69.1	15 30.3	19 38.7	10 20.6	4 8.3	1 2.1	49 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	89.6	23 48.4	20 41.2	2 4.2	1 2.0	2 4.2	48 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	63.2	17 37.0	12 26.2	7 15.2	8 17.3	2 4.4	46 100.0	3
16. I am held accountable for achieving results.	N %	83.2	20 41.7	20 41.5	6 12.7	1 2.0	1 2.1	48 100.0	1

\*AES prescribed items

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Sample or Census: Census

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	54.2	15 31.3	11 22.9	13 26.9	4 8.3	5 10.6	48 100.0	1
*18. My training needs are assessed.	N %	48.0	6 12.7	17 35.3	13 27.2	8 16.5	4 8.2	48 100.0	1
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	63.2	13 28.4	16 34.8	7 15.2	5 10.6	5 11.0	46 100.0	2
*20. The people I work with cooperate to get the job done.	N %	84.4	14 31.2	24 53.2	3 6.6	2 4.5	2 4.5	45 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	78.4	10 21.9	26 56.5	7 15.0	2 4.4	1 2.2	46 100.0	2
*22. Promotions in my work unit are based on merit.	N %	54.4	10 21.9	15 32.5	9 19.6	6 12.8	6 13.2	46 100.0	2
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	56.2	8 18.6	16 37.6	10 22.9	3 6.9	6 14.0	43 100.0	6
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	51.1	13 27.8	11 23.4	7 15.0	9 18.9	7 15.0	47 100.0	1
25. Awards in my work unit depend on how well employees perform their jobs.	N %	48.1	12 25.2	11 22.9	12 24.8	8 16.5	5 10.6	48 100.0	1
26. Employees in my work unit share job knowledge with each other.	N %	77.5	15 30.6	23 46.9	4 8.3	4 8.2	3 6.1	49 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	68.9	10 22.3	21 46.6	9 19.9	1 2.3	4 9.0	45 100.0	4
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	91.7	26 53.3	19 38.4	3 6.2	1 2.1	0 0.0	49 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	85.2	15 32.3	25 52.8	4 8.4	1 2.2	2 4.3	47 100.0	1

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**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	54.6	6 13.2	19 41.4	10 21.4	9 19.6	2 4.4	46 100.0	2
31. Employees are recognized for providing high quality products and services.	N %	67.0	11 24.8	19 42.3	5 10.9	7 15.4	3 6.8	45 100.0	2
*32. Creativity and innovation are rewarded.	N %	62.4	8 18.0	20 44.4	7 15.4	6 13.2	4 9.0	45 100.0	2
*33. Pay raises depend on how well employees perform their jobs.	N %	44.8	9 19.4	12 25.4	9 18.9	11 23.4	6 12.9	47 100.0	1
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	65.5	9 21.0	19 44.6	9 20.4	4 9.3	2 4.7	43 100.0	5
*35. Employees are protected from health and safety hazards on the job.	N %	88.6	16 36.5	23 52.1	3 6.9	1 2.2	1 2.3	44 100.0	3
*36. My organization has prepared employees for potential security threats.	N %	66.7	12 26.9	18 39.8	5 11.0	5 11.0	5 11.3	45 100.0	3
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	44.8	9 19.2	12 25.7	9 18.8	6 12.7	11 23.6	47 100.0	1
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	53.6	15 33.4	9 20.2	7 15.1	6 13.3	8 18.0	45 100.0	3
39. My agency is successful at accomplishing its mission.	N %	64.8	12 25.1	19 39.7	11 22.6	3 6.2	3 6.3	48 100.0	0
40. I recommend my organization as a good place to work.	N %	54.5	17 35.6	9 18.9	15 30.9	5 10.4	2 4.2	48 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	56.1	10 20.9	17 35.2	14 29.1	4 8.5	3 6.3	48 100.0	0
*42. My supervisor supports my need to balance work and other life issues.	N %	76.6	18 38.2	18 38.4	9 19.2	2 4.2	0 0.0	47 100.0	1
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	70.1	16 33.9	17 36.2	8 17.0	5 10.7	1 2.2	47 100.0	1
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	68.0	16 34.1	16 33.9	7 14.7	5 10.8	3 6.5	47 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 61

Percentages are weighted to represent the Agency's population.

**POSTAL REGULATORY COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	68.3	19 43.2	11 25.1	11 24.7	0 0.0	3 6.9	44 100.0	4
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	70.3	16 34.1	17 36.2	6 12.6	5 10.7	3 6.5	47 100.0	1
*47. Supervisors/team leaders in my work unit support employee development.	N %	65.9	19 40.3	12 25.7	9 19.3	5 10.5	2 4.2	47 100.0	1
48. My supervisor/team leader listens to what I have to say.	N %	78.9	22 45.8	16 33.1	7 14.8	2 4.2	1 2.1	48 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	74.9	23 47.9	13 27.0	7 14.7	3 6.2	2 4.2	48 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	81.2	21 43.8	18 37.4	6 12.4	2 4.2	1 2.1	48 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	65.9	21 44.7	10 21.2	10 21.3	4 8.5	2 4.3	47 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	68.7	20 41.8	13 26.9	12 25.0	2 4.2	1 2.1	48 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	55.5	7 15.0	19 40.5	11 23.0	5 10.7	5 10.8	47 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	57.8	10 21.3	17 36.5	11 22.9	4 8.5	5 10.8	47 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	63.2	12 26.2	17 37.0	10 21.3	5 11.0	2 4.4	46 100.0	1
*56. Managers communicate the goals and priorities of the organization.	N %	62.7	10 20.9	20 41.8	8 16.4	6 12.4	4 8.5	48 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	67.4	9 19.6	22 47.8	8 17.3	2 4.4	5 10.9	46 100.0	2

\*AES prescribed items

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**POSTAL REGULATORY COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	64.0	12 25.7	18 38.4	12 25.3	2 4.2	3 6.5	47 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	66.2	13 27.8	18 38.4	10 21.0	3 6.4	3 6.5	47 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	56.1	9 21.9	14 34.2	11 26.7	2 4.8	5 12.4	41 100.0	5
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	56.4	11 23.9	15 32.6	7 15.2	8 17.4	5 11.0	46 100.0	1
62. Senior leaders demonstrate support for Work/Life programs.	N %	63.4	10 21.9	19 41.4	11 23.6	3 6.5	3 6.5	46 100.0	2
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	61.8	12 25.8	17 36.0	10 21.2	7 14.9	1 2.2	47 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	49.2	8 17.2	15 32.0	7 14.9	14 29.5	3 6.5	47 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	63.9	14 29.9	16 34.1	11 23.3	5 10.7	1 2.2	47 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	45.0	7 15.1	14 29.9	11 23.1	11 23.3	4 8.6	47 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	30.1	6 13.0	8 17.2	18 38.0	9 19.1	6 12.8	47 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	47.1	6 13.0	16 34.2	18 38.1	4 8.4	3 6.4	47 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

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**POSTAL REGULATORY COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		12	21	10	2	2	47	NA
	%	70.1	25.7	44.5	21.2	4.3	4.3	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		5	20	8	13	1	47	NA
	%	53.4	10.7	42.7	17.0	27.5	2.2	100.0	
71. Considering everything, how satisfied are you with your organization?	N		9	14	13	6	4	46	NA
	%	50.2	19.7	30.5	28.0	13.1	8.7	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							44	93.5
	No							1	2.2
	Not sure							2	4.3
	Total							47	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							10	21.0
	I telework, but no more than 1 or 2 days per month.							4	8.6
	I telework very infrequently, on an unscheduled or short-term basis.							19	40.5
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							2	4.3
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							1	2.0
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							2	4.1
	I do not telework because I choose not to telework.							9	19.4
	Total							47	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 61

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 49  
Response Rate: 80.3%

**POSTAL REGULATORY COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	18	38.0
No	24	51.3
Not available to me	5	10.7
Total	47	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	19	40.2
No	26	55.5
Not available to me	2	4.3
Total	47	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	0	0.0
No	38	82.5
Not available to me	8	17.5
Total	46	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	33	70.0
Not available to me	14	30.0
Total	47	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	32	67.9
Not available to me	15	32.1
Total	47	100.0

**POSTAL REGULATORY COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	61.3	11 25.1	16 36.1	11 25.1	5 11.3	1 2.3	44 100.0	3
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	60.2	10 30.2	10 30.0	5 15.4	6 18.3	2 6.1	33 100.0	13
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	60.7	0 0.0	20 60.7	8 24.1	3 9.1	2 6.2	33 100.0	13
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	9.2	0 0.0	1 9.2	6 54.4	3 27.2	1 9.2	11 100.0	34
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	0.0	0 0.0	0 0.0	9 74.6	1 8.5	2 16.9	12 100.0	33
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	0.0	0 0.0	0 0.0	9 81.5	1 9.2	1 9.2	11 100.0	34

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 61

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 49  
Response Rate: 80.3%



**SELECTIVE SERVICE SYSTEM**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	57.0	19 16.2	44 40.8	18 16.4	18 19.1	8 7.5	107 100.0	NA
2. I have enough information to do my job well.	N %	69.5	28 24.5	47 44.9	17 16.0	8 8.4	7 6.0	107 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	52.3	30 26.7	26 25.6	19 16.8	14 14.5	17 16.3	106 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	66.0	34 29.4	38 36.6	14 13.4	14 13.6	7 6.9	107 100.0	NA
*5. I like the kind of work I do.	N %	82.1	44 38.4	45 43.7	11 11.5	4 3.7	3 2.7	107 100.0	NA
6. I know what is expected of me on the job.	N %	79.1	46 42.2	38 36.9	12 11.7	4 4.1	6 5.0	106 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	96.8	71 65.9	33 30.9	1 1.2	0 0.0	2 2.0	107 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	88.8	57 52.6	39 36.2	8 8.1	1 1.1	2 2.0	107 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	52.9	23 20.5	33 32.4	19 17.0	18 17.9	13 12.2	106 100.0	1
*10. My workload is reasonable.	N %	73.0	26 24.3	49 48.7	14 12.3	11 10.0	5 4.8	105 100.0	2
*11. My talents are used well in the workplace.	N %	56.2	30 26.3	31 29.9	17 16.7	20 19.8	8 7.4	106 100.0	1
*12. I know how my work relates to the agency's goals and priorities.	N %	91.7	50 46.4	46 45.3	6 5.6	2 1.9	1 0.7	105 100.0	2
*13. The work I do is important.	N %	87.9	55 50.6	40 37.4	9 8.8	3 3.2	0 0.0	107 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	80.7	37 35.1	48 45.6	9 7.8	7 7.7	4 3.9	105 100.0	2
*15. My performance appraisal is a fair reflection of my performance.	N %	76.3	40 39.3	37 37.0	13 12.6	8 8.5	3 2.6	101 100.0	6
16. I am held accountable for achieving results.	N %	83.7	41 38.0	47 45.6	10 10.2	5 4.5	2 1.6	105 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**SELECTIVE SERVICE SYSTEM**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		31	27	23	6	13	100	7
	%	57.1	30.2	27.0	24.5	6.3	12.1	100.0	
*18. My training needs are assessed.	N		17	29	27	17	12	102	5
	%	44.1	16.8	27.3	27.4	16.1	12.4	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		37	39	15	7	5	103	3
	%	73.7	34.1	39.6	14.7	7.3	4.3	100.0	
*20. The people I work with cooperate to get the job done.	N		29	40	9	15	5	98	NA
	%	70.1	29.3	40.8	9.9	14.7	5.3	100.0	
*21. My work unit is able to recruit people with the right skills.	N		15	40	20	15	13	103	3
	%	52.8	14.4	38.3	19.2	15.1	12.9	100.0	
*22. Promotions in my work unit are based on merit.	N		18	26	27	17	12	100	6
	%	44.1	18.3	25.8	27.8	17.1	11.0	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		17	14	28	22	18	99	7
	%	30.3	17.3	13.0	29.8	20.7	19.2	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		19	26	24	20	14	103	3
	%	42.4	18.7	23.6	25.2	18.6	13.8	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		16	34	24	13	17	104	2
	%	46.7	15.5	31.2	24.2	12.5	16.6	100.0	
26. Employees in my work unit share job knowledge with each other.	N		26	43	16	7	13	105	0
	%	65.1	23.7	41.4	14.5	7.2	13.3	100.0	
27. The skill level in my work unit has improved in the past year.	N		26	37	19	9	10	101	5
	%	59.3	23.8	35.5	21.1	8.5	11.1	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		49	37	13	5	1	105	NA
	%	82.4	46.8	35.6	11.5	5.1	1.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		21	53	16	10	5	105	2
	%	70.7	20.4	50.3	15.2	9.3	4.8	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	53.9	17 16.1	40 37.8	23 23.4	16 15.4	9 7.4	105 100.0	2
31. Employees are recognized for providing high quality products and services.	N %	58.8	21 19.4	40 39.4	19 16.5	18 17.7	8 7.0	106 100.0	1
*32. Creativity and innovation are rewarded.	N %	44.4	18 16.7	29 27.6	27 26.6	16 14.3	16 14.6	106 100.0	1
*33. Pay raises depend on how well employees perform their jobs.	N %	30.9	9 9.0	23 21.9	31 32.0	18 15.6	22 21.5	103 100.0	4
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	48.5	20 18.9	30 29.6	31 32.8	10 9.0	9 9.7	100 100.0	7
*35. Employees are protected from health and safety hazards on the job.	N %	81.8	35 32.2	54 49.5	11 10.6	5 5.4	2 2.3	107 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	72.9	37 33.6	42 39.3	17 16.2	7 8.1	3 2.9	106 100.0	1
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	51.9	23 20.7	33 31.2	24 23.2	8 8.2	18 16.7	106 100.0	1
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	60.1	30 28.5	32 31.6	23 23.9	7 7.1	9 8.9	101 100.0	6
39. My agency is successful at accomplishing its mission.	N %	79.0	31 29.6	52 49.3	15 13.6	4 3.5	4 3.9	106 100.0	0
40. I recommend my organization as a good place to work.	N %	63.4	28 25.9	40 37.4	19 17.7	11 11.0	9 8.0	107 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	67.5	27 27.1	42 40.3	19 19.6	6 7.3	6 5.6	100 100.0	7
*42. My supervisor supports my need to balance work and other life issues.	N %	76.4	47 43.5	35 32.9	10 9.2	8 9.0	6 5.4	106 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	61.0	34 30.6	31 30.4	15 13.0	10 11.4	16 14.7	106 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	64.5	34 32.1	35 32.4	14 14.4	11 10.9	11 10.3	105 100.0	1

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	61.9	34 33.2	29 28.7	24 24.9	6 6.1	7 7.1	100 100.0	6
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	64.4	32 29.6	36 34.8	12 9.9	14 14.6	12 11.1	106 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	58.1	33 30.7	29 27.5	22 21.3	8 7.6	14 13.0	106 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	68.9	37 34.2	36 34.7	18 17.2	10 9.4	5 4.5	106 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	72.4	39 35.5	39 36.9	16 16.8	6 5.1	6 5.7	106 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	76.8	37 34.4	44 42.5	9 8.9	6 5.4	10 8.8	106 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	60.5	38 35.2	27 25.4	20 21.2	11 9.9	9 8.3	105 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	62.2	44 39.2	23 23.0	20 20.8	9 8.0	10 9.1	106 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	50.8	22 20.3	33 30.6	24 22.9	15 15.6	12 10.7	106 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	58.4	31 27.8	32 30.5	25 25.1	9 9.3	8 7.2	105 100.0	1
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	67.0	29 26.8	42 40.2	22 22.1	4 3.8	8 7.1	105 100.0	1
*56. Managers communicate the goals and priorities of the organization.	N %	68.2	30 27.0	43 41.2	18 17.7	8 8.4	7 5.7	106 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	62.3	27 25.0	38 37.3	25 26.9	4 4.8	7 6.0	101 100.0	4

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 117

Percentages are weighted to represent the Agency's population.

**SELECTIVE SERVICE SYSTEM**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	59.4	29 27.1	34 32.3	21 21.8	9 9.0	11 9.8	104 100.0	1
59. Managers support collaboration across work units to accomplish work objectives.	N %	64.0	27 25.5	41 38.5	20 20.9	8 8.0	8 7.1	104 100.0	1
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	68.0	33 30.8	38 37.2	19 19.6	6 6.0	7 6.4	103 100.0	2
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	63.8	31 27.7	39 36.1	18 19.9	8 8.1	9 8.2	105 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	58.9	31 29.5	29 29.4	27 30.0	7 7.2	4 3.8	98 100.0	7
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	55.7	22 20.0	39 35.7	22 22.0	18 18.2	5 4.2	106 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	54.7	24 21.2	36 33.5	26 25.2	16 16.1	4 4.0	106 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	54.1	24 22.3	33 31.8	21 19.5	18 17.4	10 9.0	106 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	53.0	21 19.3	36 33.7	30 30.0	11 10.3	7 6.7	105 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	37.4	19 17.1	21 20.4	25 23.4	26 26.3	14 12.9	105 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	45.0	19 17.8	30 27.2	29 26.4	19 20.2	9 8.5	106 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 117

Percentages are weighted to represent the Agency's population.

**SELECTIVE SERVICE SYSTEM**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		27	47	18	7	6	105	NA
	%	67.6	24.3	43.3	19.1	7.8	5.5	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		26	39	22	12	7	106	NA
	%	62.2	23.6	38.5	21.1	10.6	6.1	100.0	
71. Considering everything, how satisfied are you with your organization?	N		24	40	23	9	8	104	NA
	%	59.1	22.0	37.1	25.2	8.5	7.2	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							62	58.9
	No							36	32.4
	Not sure							8	8.7
	Total							106	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							10	9.1
	I telework, but no more than 1 or 2 days per month.							7	6.0
	I telework very infrequently, on an unscheduled or short-term basis.							18	16.7
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							27	25.1
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							3	2.7
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							17	16.5
	I do not telework because I choose not to telework.							23	23.9
	Total							105	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 117

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 107  
Response Rate: 91.5%

**SELECTIVE SERVICE SYSTEM**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	56	50.7
No	45	46.0
Not available to me	3	3.3
Total	104	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	26	24.1
No	54	53.2
Not available to me	24	22.7
Total	104	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	15	13.2
No	83	80.7
Not available to me	7	6.1
Total	105	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	74	70.8
Not available to me	31	29.2
Total	105	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	73	69.3
Not available to me	32	30.7
Total	105	100.0

**SELECTIVE SERVICE SYSTEM**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	43.1	16 19.1	18 24.0	25 37.1	6 7.9	10 11.9	75 100.0	30
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	81.5	36 39.1	35 42.4	14 17.7	1 0.8	0 0.0	86 100.0	19
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	43.3	14 20.8	13 22.5	24 41.8	5 8.7	5 6.2	61 100.0	44
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	40.5	11 16.2	16 24.4	33 56.5	0 0.0	2 3.0	62 100.0	43
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	25.4	4 9.7	6 15.6	21 59.1	3 11.0	2 4.6	36 100.0	68
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	26.3	4 9.3	7 17.0	25 68.8	1 3.2	1 1.7	38 100.0	66

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 117

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 107  
Response Rate: 91.5%



**SURFACE TRANSPORTATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	84.9	45 50.0	34 34.9	10 10.7	3 2.9	1 1.4	93 100.0	NA
2. I have enough information to do my job well.	N %	88.0	52 56.4	30 31.6	9 9.6	1 0.9	1 1.4	93 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	90.8	54 60.4	30 30.4	6 7.1	1 1.1	1 1.0	92 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	83.8	51 53.9	27 29.9	14 15.1	1 1.1	0 0.0	93 100.0	NA
*5. I like the kind of work I do.	N %	93.7	55 58.3	31 35.4	6 6.3	0 0.0	0 0.0	92 100.0	NA
6. I know what is expected of me on the job.	N %	92.0	55 61.1	30 30.9	5 5.5	1 1.1	1 1.4	92 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	97.8	73 78.7	18 19.1	2 2.2	0 0.0	0 0.0	93 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	94.7	61 66.9	26 27.7	5 5.3	0 0.0	0 0.0	92 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	67.0	25 25.9	39 41.2	14 15.9	14 15.7	1 1.4	93 100.0	0
*10. My workload is reasonable.	N %	89.9	39 42.7	45 47.3	5 5.2	3 3.4	1 1.4	93 100.0	0
*11. My talents are used well in the workplace.	N %	86.0	43 47.8	36 38.1	5 5.4	7 7.5	1 1.1	92 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	94.4	52 56.6	35 37.7	3 3.1	2 2.5	0 0.0	92 100.0	0
*13. The work I do is important.	N %	90.8	54 59.4	28 31.4	8 8.1	1 1.1	0 0.0	91 100.0	1
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	92.2	54 56.9	33 35.3	2 2.2	2 3.2	2 2.4	93 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	90.3	56 61.3	28 29.0	5 5.1	3 3.1	1 1.4	93 100.0	0
16. I am held accountable for achieving results.	N %	95.5	55 59.8	34 35.7	1 1.1	2 2.0	1 1.4	93 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 132

Percentages are weighted to represent the Agency's population.

**SURFACE TRANSPORTATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	 81.4	43 51.9	24 29.5	13 15.7	1 1.2	1 1.6	82 100.0	10
*18. My training needs are assessed.	N %	 66.3	29 33.0	31 33.3	19 20.6	9 9.6	3 3.5	91 100.0	2
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	 85.0	54 60.8	24 24.2	9 9.4	4 4.1	1 1.4	92 100.0	0
*20. The people I work with cooperate to get the job done.	N %	 94.0	58 63.8	29 30.2	4 4.6	1 1.4	0 0.0	92 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	 75.7	43 46.6	26 29.1	15 17.8	6 6.6	0 0.0	90 100.0	3
*22. Promotions in my work unit are based on merit.	N %	 64.3	38 44.7	18 19.6	26 30.0	4 4.2	1 1.5	87 100.0	5
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	 53.2	18 23.1	24 30.1	29 36.8	5 6.0	3 4.0	79 100.0	14
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	 65.5	32 37.5	25 28.0	21 24.6	4 4.5	3 5.5	85 100.0	7
25. Awards in my work unit depend on how well employees perform their jobs.	N %	 74.4	35 39.9	31 34.5	16 18.9	5 5.3	1 1.5	88 100.0	3
26. Employees in my work unit share job knowledge with each other.	N %	 91.5	55 59.2	30 32.2	6 6.2	0 0.0	2 2.4	93 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	 76.0	41 47.1	26 28.9	16 17.1	4 4.4	2 2.5	89 100.0	1
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	 95.0	69 74.5	20 20.4	3 3.6	1 1.4	0 0.0	93 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	 88.4	49 54.1	31 34.3	8 8.2	3 3.4	0 0.0	91 100.0	2

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 132

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**SURFACE TRANSPORTATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	84.2	39 43.7	37 40.5	13 13.7	2 2.1	0 0.0	91 100.0	2
31. Employees are recognized for providing high quality products and services.	N %	86.2	48 53.9	31 32.3	12 12.7	1 1.1	0 0.0	92 100.0	1
*32. Creativity and innovation are rewarded.	N %	81.7	42 48.5	31 33.2	14 14.7	1 1.1	2 2.4	90 100.0	2
*33. Pay raises depend on how well employees perform their jobs.	N %	62.8	24 30.3	28 32.5	23 27.0	8 8.6	1 1.6	84 100.0	9
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	69.7	29 34.6	31 35.1	23 27.5	1 1.2	1 1.6	85 100.0	8
*35. Employees are protected from health and safety hazards on the job.	N %	93.3	57 62.3	30 31.0	5 5.3	0 0.0	1 1.4	93 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	90.3	49 53.1	35 37.2	6 6.3	2 2.0	1 1.4	93 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	77.4	46 52.2	24 25.1	14 16.8	4 4.3	1 1.5	89 100.0	4
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	85.2	47 53.4	29 31.7	9 11.3	2 2.1	1 1.5	88 100.0	5
39. My agency is successful at accomplishing its mission.	N %	96.5	57 63.8	31 32.7	3 3.5	0 0.0	0 0.0	91 100.0	1
40. I recommend my organization as a good place to work.	N %	93.1	71 76.8	16 16.3	5 5.5	0 0.0	1 1.4	93 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	82.4	43 51.5	29 31.0	14 15.3	2 2.3	0 0.0	88 100.0	5
*42. My supervisor supports my need to balance work and other life issues.	N %	95.3	63 68.1	26 27.2	4 4.7	0 0.0	0 0.0	93 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	83.0	47 52.6	30 30.4	12 12.5	4 4.5	0 0.0	93 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	83.8	49 55.0	28 28.8	11 11.8	3 3.5	1 1.0	92 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**SURFACE TRANSPORTATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	85.4	48 57.1	25 28.3	13 14.6	0 0.0	0 0.0	86 100.0	5
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	81.5	42 46.2	33 35.4	12 12.3	4 4.2	2 2.0	93 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	85.2	52 58.1	26 27.1	10 10.7	3 3.0	1 1.1	92 100.0	1
48. My supervisor/team leader listens to what I have to say.	N %	89.0	60 64.9	23 24.1	9 10.0	1 1.1	0 0.0	93 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	90.9	67 72.8	17 18.2	7 7.7	0 0.0	1 1.4	92 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	91.5	59 65.5	24 26.0	4 4.4	3 3.1	1 1.0	91 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	86.6	58 62.0	23 24.6	10 11.5	2 1.9	0 0.0	93 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	86.0	62 66.2	19 19.9	11 13.0	1 0.9	0 0.0	93 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	87.9	39 42.4	42 45.4	8 8.6	2 2.0	1 1.4	92 100.0	1
54. My organization's leaders maintain high standards of honesty and integrity.	N %	86.5	56 60.9	24 25.6	10 11.0	1 1.1	1 1.4	92 100.0	1
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	87.3	48 53.8	31 33.5	8 9.2	2 2.0	1 1.5	90 100.0	2
*56. Managers communicate the goals and priorities of the organization.	N %	85.2	41 46.0	37 39.2	8 9.2	4 4.1	1 1.4	91 100.0	2
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	81.5	43 50.1	28 31.4	12 13.8	3 3.2	1 1.5	87 100.0	6

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 132

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**SURFACE TRANSPORTATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	84.8	46 51.3	31 33.5	10 11.0	3 3.2	1 1.0	91 100.0	2
59. Managers support collaboration across work units to accomplish work objectives.	N %	85.8	48 53.4	29 32.4	10 11.0	3 3.2	0 0.0	90 100.0	2
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	88.8	51 59.3	27 29.5	5 5.6	3 3.1	2 2.5	88 100.0	4
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	91.1	56 60.9	28 30.2	7 7.8	1 1.1	0 0.0	92 100.0	1
62. Senior leaders demonstrate support for Work/Life programs.	N %	94.3	58 68.0	24 26.3	5 5.7	0 0.0	0 0.0	87 100.0	6
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	83.6	36 40.1	42 43.5	10 11.0	4 4.0	1 1.4	93 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	79.6	34 36.3	41 43.3	14 16.0	2 2.0	2 2.4	93 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	82.8	47 51.2	30 31.6	13 13.6	1 1.1	2 2.5	93 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	81.7	41 45.7	34 36.0	13 13.8	2 1.9	2 2.5	92 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	55.4	26 29.7	24 25.7	26 28.6	12 12.6	3 3.4	91 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	67.8	28 31.5	34 36.3	21 21.3	9 9.5	1 1.4	93 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 132

Percentages are weighted to represent the Agency's population.

**SURFACE TRANSPORTATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		55	27	10	0	1	93	NA
	%	87.7	60.7	27.0	10.9	0.0	1.4	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		39	34	13	5	2	93	NA
	%	75.8	41.5	34.3	15.7	6.2	2.4	100.0	
71. Considering everything, how satisfied are you with your organization?	N		57	29	5	1	1	93	NA
	%	91.8	62.5	29.3	5.8	0.9	1.4	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							75	81.6
	No							17	18.4
	Not sure							0	0.0
	Total							92	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							40	43.6
	I telework, but no more than 1 or 2 days per month.							13	14.1
	I telework very infrequently, on an unscheduled or short-term basis.							12	12.2
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							10	11.1
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							4	4.4
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							4	4.4
	I do not telework because I choose not to telework.							10	10.3
	Total							93	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 132

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 93  
Response Rate: 70.5%

**SURFACE TRANSPORTATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	10	10.8
No	78	83.4
Not available to me	5	5.8
Total	93	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	23	25.0
No	67	71.7
Not available to me	3	3.3
Total	93	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	10	10.6
No	80	86.0
Not available to me	3	3.4
Total	93	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	82	87.2
Not available to me	11	12.8
Total	93	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	83	88.1
Not available to me	10	11.9
Total	93	100.0

**SURFACE TRANSPORTATION BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	83.9	47 60.2	20 23.7	10 12.9	3 3.2	0 0.0	80 100.0	13
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	67.8	18 38.2	14 29.6	13 26.8	3 5.5	0 0.0	48 100.0	44
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	65.0	14 24.6	23 40.4	17 32.0	2 3.0	0 0.0	56 100.0	37
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	47.7	9 24.5	9 23.2	18 50.0	1 2.3	0 0.0	37 100.0	56
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	17.9	2 7.1	3 10.8	17 70.6	1 3.5	1 8.0	24 100.0	68
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	28.7	3 10.6	5 18.1	18 71.3	0 0.0	0 0.0	26 100.0	67

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 132

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 93  
Response Rate: 70.5%



**TRADE AND DEVELOPMENT AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	89.3	11 45.2	12 44.1	2 6.7	0 0.0	1 4.0	26 100.0	NA
2. I have enough information to do my job well.	N %	93.1	12 49.1	12 44.0	2 6.9	0 0.0	0 0.0	26 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	92.6	11 44.6	13 47.9	1 3.5	0 0.0	1 4.0	26 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	92.6	13 51.7	11 40.9	0 0.0	1 3.4	1 4.0	26 100.0	NA
*5. I like the kind of work I do.	N %	92.6	16 62.8	8 29.8	0 0.0	1 3.4	1 4.0	26 100.0	NA
6. I know what is expected of me on the job.	N %	100.0	12 48.2	14 51.8	0 0.0	0 0.0	0 0.0	26 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	100.0	20 78.3	6 21.7	0 0.0	0 0.0	0 0.0	26 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	96.0	16 63.6	9 32.5	1 4.0	0 0.0	0 0.0	26 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	85.8	8 34.5	13 51.3	2 7.2	1 3.6	1 3.4	25 100.0	0
*10. My workload is reasonable.	N %	70.9	5 21.3	12 49.6	0 0.0	7 25.7	1 3.4	25 100.0	0
*11. My talents are used well in the workplace.	N %	66.2	8 37.2	7 29.0	5 19.2	3 10.3	1 4.3	24 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	100.0	13 54.1	12 45.9	0 0.0	0 0.0	0 0.0	25 100.0	0
*13. The work I do is important.	N %	88.7	15 61.3	7 27.4	2 7.2	1 4.1	0 0.0	25 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	93.1	18 68.9	6 24.2	1 3.5	1 3.4	0 0.0	26 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	92.9	17 69.5	6 23.4	0 0.0	2 7.1	0 0.0	25 100.0	1
16. I am held accountable for achieving results.	N %	96.5	13 51.3	12 45.2	1 3.5	0 0.0	0 0.0	26 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 36

Percentages are weighted to represent the Agency's population.

**TRADE AND DEVELOPMENT AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	95.8	15 61.3	9 34.5	0 0.0	1 4.2	0 0.0	25 100.0	1
*18. My training needs are assessed.	N %	75.6	11 45.7	7 29.9	3 9.9	4 14.5	0 0.0	25 100.0	1
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	81.7	11 46.0	9 35.7	3 11.2	2 7.1	0 0.0	25 100.0	1
*20. The people I work with cooperate to get the job done.	N %	100.0	13 51.6	12 48.4	0 0.0	0 0.0	0 0.0	25 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	95.6	13 57.0	10 38.6	1 4.4	0 0.0	0 0.0	24 100.0	2
*22. Promotions in my work unit are based on merit.	N %	73.8	11 48.2	6 25.6	4 14.7	2 7.3	1 4.3	24 100.0	2
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	71.5	4 24.9	9 46.6	4 20.0	0 0.0	2 8.5	19 100.0	7
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	56.1	7 34.2	5 22.0	6 24.2	4 16.0	1 3.7	23 100.0	3
25. Awards in my work unit depend on how well employees perform their jobs.	N %	65.2	8 40.6	5 24.6	6 25.9	1 4.1	1 4.8	21 100.0	5
26. Employees in my work unit share job knowledge with each other.	N %	100.0	13 52.7	13 47.3	0 0.0	0 0.0	0 0.0	26 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	84.3	10 42.5	10 41.7	4 15.7	0 0.0	0 0.0	24 100.0	2
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	100.0	20 77.1	6 22.9	0 0.0	0 0.0	0 0.0	26 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	93.2	12 49.1	12 44.2	2 6.8	0 0.0	0 0.0	26 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 36

Percentages are weighted to represent the Agency's population.

**TRADE AND DEVELOPMENT AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	78.2	8 33.9	11 44.3	3 11.1	2 7.8	1 2.9	25 100.0	1
31. Employees are recognized for providing high quality products and services.	N %	75.6	8 34.3	11 41.3	4 14.2	3 10.2	0 0.0	26 100.0	0
*32. Creativity and innovation are rewarded.	N %	79.0	8 32.5	12 46.5	5 17.1	1 4.0	0 0.0	26 100.0	0
*33. Pay raises depend on how well employees perform their jobs.	N %	65.7	7 30.8	8 34.9	6 22.7	2 7.3	1 4.3	24 100.0	2
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	78.7	9 44.4	8 34.4	4 17.3	1 4.0	0 0.0	22 100.0	4
*35. Employees are protected from health and safety hazards on the job.	N %	100.0	16 62.7	10 37.3	0 0.0	0 0.0	0 0.0	26 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	82.3	13 52.4	8 29.9	3 10.4	2 7.4	0 0.0	26 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	57.6	10 45.1	3 12.4	4 15.1	5 18.5	2 8.7	24 100.0	2
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	91.8	14 66.7	6 25.1	0 0.0	2 8.2	0 0.0	22 100.0	4
39. My agency is successful at accomplishing its mission.	N %	96.0	18 69.2	7 26.9	1 4.0	0 0.0	0 0.0	26 100.0	0
40. I recommend my organization as a good place to work.	N %	96.0	15 58.8	10 37.3	0 0.0	0 0.0	1 4.0	26 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	88.8	10 45.8	11 43.0	2 6.9	0 0.0	1 4.3	24 100.0	2
*42. My supervisor supports my need to balance work and other life issues.	N %	93.1	14 58.0	10 35.1	1 3.5	1 3.4	0 0.0	26 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	93.8	14 55.6	10 38.2	0 0.0	1 3.4	1 2.8	26 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	86.6	13 55.9	8 30.7	2 7.0	1 3.5	1 2.9	25 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 36

Percentages are weighted to represent the Agency's population.

**TRADE AND DEVELOPMENT AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	96.8	13 61.0	8 35.8	1 3.2	0 0.0	0 0.0	22 100.0	4
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	79.5	11 45.3	9 34.2	3 10.8	2 6.9	1 2.8	26 100.0	0
*47. Supervisors/team leaders in my work unit support employee development.	N %	90.3	17 66.9	6 23.4	2 6.9	0 0.0	1 2.8	26 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	89.8	19 75.4	4 14.4	2 7.4	0 0.0	1 2.8	26 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	89.8	19 75.4	4 14.4	1 4.0	2 6.2	0 0.0	26 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	82.5	13 54.5	8 28.0	1 3.4	4 14.1	0 0.0	26 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	89.8	18 72.1	5 17.7	1 4.0	1 3.4	1 2.8	26 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	93.8	19 75.5	5 18.3	1 3.4	1 2.8	0 0.0	26 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	85.1	10 41.8	12 43.3	3 11.0	0 0.0	1 4.0	26 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	88.6	11 45.7	12 42.9	2 7.5	0 0.0	1 4.0	26 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	95.7	15 63.4	8 32.3	0 0.0	1 4.3	0 0.0	24 100.0	2
*56. Managers communicate the goals and priorities of the organization.	N %	96.7	11 44.2	14 52.6	0 0.0	1 3.3	0 0.0	26 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	100.0	14 56.0	12 44.0	0 0.0	0 0.0	0 0.0	26 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 36

Percentages are weighted to represent the Agency's population.

**TRADE AND DEVELOPMENT AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	87.0	12 48.6	10 38.4	1 3.5	3 9.5	0 0.0	26 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	93.1	13 52.5	11 40.6	1 3.5	1 3.4	0 0.0	26 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	92.4	14 58.1	9 34.3	1 3.5	0 0.0	1 4.1	25 100.0	1
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	85.1	12 48.5	10 36.6	3 11.0	0 0.0	1 4.0	26 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	71.6	10 40.6	8 31.0	4 14.7	3 10.3	1 3.4	26 100.0	0
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	81.8	10 43.3	10 38.5	3 10.5	2 7.6	0 0.0	25 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	81.8	9 39.3	11 42.5	1 3.6	2 6.9	2 7.7	25 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	75.3	11 46.8	7 28.5	2 6.5	5 18.2	0 0.0	25 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	65.6	9 39.7	7 25.9	7 26.7	1 3.5	1 4.1	25 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	43.3	7 30.7	3 12.6	4 16.1	8 29.5	3 11.1	25 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	60.4	8 34.1	6 26.3	6 21.9	5 17.7	0 0.0	25 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 36

Percentages are weighted to represent the Agency's population.

**TRADE AND DEVELOPMENT AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		10	12	2	0	1	25	NA
	%	89.0	43.2	45.7	6.9	0.0	4.1	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		6	13	3	1	2	25	NA
	%	73.9	24.7	49.2	14.4	4.2	7.5	100.0	
71. Considering everything, how satisfied are you with your organization?	N		12	11	1	0	1	25	NA
	%	92.3	49.7	42.6	3.6	0.0	4.1	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
Yes								15	61.9
No								8	31.1
Not sure								2	7.1
Total								25	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
I telework 3 or more days per week.								0	0.0
I telework 1 or 2 days per week.								0	0.0
I telework, but no more than 1 or 2 days per month.								1	3.6
I telework very infrequently, on an unscheduled or short-term basis.								17	66.7
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).								0	0.0
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.								0	0.0
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.								5	20.7
I do not telework because I choose not to telework.								2	9.0
Total								25	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 36

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 26  
Response Rate: 72.2%

**TRADE AND DEVELOPMENT AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	2	9.8
No	7	31.0
Not available to me	15	59.2
Total	24	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	9	35.2
No	14	57.7
Not available to me	2	7.1
Total	25	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	9	35.8
No	13	53.6
Not available to me	3	10.7
Total	25	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	15	65.5
Not available to me	8	34.5
Total	23	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	18	75.4
Not available to me	6	24.6
Total	24	100.0

**TRADE AND DEVELOPMENT AGENCY**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	27.0	2 12.3	3 14.6	5 26.0	6 28.1	4 19.0	20 100.0	5
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	22.1	1 6.8	2 15.3	2 10.6	4 24.9	7 42.4	16 100.0	8
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	66.0	1 5.4	12 60.6	4 20.1	3 13.9	0 0.0	20 100.0	4
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	69.9	2 13.1	9 56.8	5 30.1	0 0.0	0 0.0	16 100.0	9
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	29.3	1 29.3	0 0.0	2 45.8	0 0.0	1 24.9	4 100.0	21
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	39.0	1 39.0	0 0.0	2 61.0	0 0.0	0 0.0	3 100.0	22

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 36

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 26  
Response Rate: 72.2%



**US ACCESS BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	54.9	3 13.1	9 41.8	5 22.6	3 13.4	1 9.1	21 100.0	NA
2. I have enough information to do my job well.	N %	68.1	3 13.7	12 54.4	3 13.4	3 18.4	0 0.0	21 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	54.9	3 13.7	9 41.2	5 22.6	3 13.4	1 9.1	21 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	81.6	5 21.7	13 59.9	2 13.8	0 0.0	1 4.6	21 100.0	NA
*5. I like the kind of work I do.	N %	76.9	8 35.0	9 41.9	2 13.8	1 4.7	1 4.6	21 100.0	NA
6. I know what is expected of me on the job.	N %	71.5	3 14.4	12 57.1	2 9.2	3 19.3	0 0.0	20 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	95.4	10 43.6	10 51.8	1 4.6	0 0.0	0 0.0	21 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	86.1	6 26.1	12 60.0	3 13.9	0 0.0	0 0.0	21 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	50.9	2 9.1	9 41.8	4 18.1	4 17.3	2 13.7	21 100.0	0
*10. My workload is reasonable.	N %	51.0	2 9.1	9 41.9	6 31.2	4 17.9	0 0.0	21 100.0	0
*11. My talents are used well in the workplace.	N %	41.6	3 13.1	6 28.5	4 18.4	6 26.2	2 13.8	21 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	73.0	4 17.2	12 55.8	4 22.4	1 4.6	0 0.0	21 100.0	0
*13. The work I do is important.	N %	95.3	7 29.7	13 65.6	1 4.7	0 0.0	0 0.0	21 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	81.6	9 39.0	9 42.6	1 4.7	1 4.6	1 9.1	21 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	66.6	4 19.1	10 47.5	3 14.0	1 4.9	2 14.4	20 100.0	1
16. I am held accountable for achieving results.	N %	71.5	4 19.2	11 52.3	4 24.2	1 4.3	0 0.0	20 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 25

Percentages are weighted to represent the Agency's population.

**US ACCESS BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	66.5	3 16.3	9 50.2	3 17.3	1 5.0	1 11.2	17 100.0	4
*18. My training needs are assessed.	N %	26.9	3 13.1	3 13.7	4 20.0	9 39.4	2 13.8	21 100.0	0
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	37.5	2 9.5	5 28.0	7 34.4	5 23.2	1 4.9	20 100.0	0
*20. The people I work with cooperate to get the job done.	N %	68.7	3 14.5	10 54.1	4 20.8	1 10.5	0 0.0	18 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	21.6	3 13.1	2 8.4	7 33.9	8 39.9	1 4.6	21 100.0	0
*22. Promotions in my work unit are based on merit.	N %	26.9	2 9.5	4 17.4	8 39.8	3 14.0	3 19.4	20 100.0	1
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	28.3	2 9.9	4 18.4	4 21.8	5 25.3	4 24.6	19 100.0	2
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	29.7	2 10.5	4 19.3	5 28.2	3 16.2	4 25.9	18 100.0	3
25. Awards in my work unit depend on how well employees perform their jobs.	N %	38.4	2 9.9	6 28.4	7 37.0	0 0.0	4 24.6	19 100.0	2
26. Employees in my work unit share job knowledge with each other.	N %	66.1	5 22.9	9 43.2	2 9.7	2 9.8	2 14.4	20 100.0	1
27. The skill level in my work unit has improved in the past year.	N %	40.6	3 13.6	5 27.0	10 46.0	2 9.3	1 4.1	21 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	66.6	5 22.1	9 44.5	5 23.9	1 9.5	0 0.0	20 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	72.2	2 9.5	13 62.7	3 13.4	2 14.4	0 0.0	20 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 25

Percentages are weighted to represent the Agency's population.

**US ACCESS BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	51.4	2 9.9	8 41.5	5 23.4	2 10.2	2 15.0	19 100.0	1
31. Employees are recognized for providing high quality products and services.	N %	43.6	3 14.3	6 29.3	8 41.3	1 5.1	1 10.0	19 100.0	1
*32. Creativity and innovation are rewarded.	N %	34.1	2 10.0	5 24.1	7 36.7	4 19.2	1 10.0	19 100.0	1
*33. Pay raises depend on how well employees perform their jobs.	N %	29.4	2 11.9	3 17.4	6 35.7	3 16.8	2 18.1	16 100.0	4
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	52.8	5 24.4	6 28.4	3 16.9	3 15.2	2 15.1	19 100.0	1
*35. Employees are protected from health and safety hazards on the job.	N %	63.6	4 20.0	9 43.6	4 21.4	1 5.1	1 9.9	19 100.0	1
*36. My organization has prepared employees for potential security threats.	N %	54.8	4 20.0	7 34.8	3 16.3	3 13.9	2 15.0	19 100.0	1
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	41.0	2 10.6	6 30.5	6 32.8	2 10.1	2 16.0	18 100.0	2
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	69.5	4 23.3	8 46.3	2 12.3	0 0.0	2 18.1	16 100.0	4
39. My agency is successful at accomplishing its mission.	N %	90.5	6 27.5	13 63.0	1 9.5	0 0.0	0 0.0	20 100.0	0
40. I recommend my organization as a good place to work.	N %	58.1	7 32.3	5 25.8	6 32.1	1 4.9	1 4.9	20 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	31.6	4 20.8	2 10.7	5 26.8	5 26.1	2 15.5	18 100.0	2
*42. My supervisor supports my need to balance work and other life issues.	N %	95.1	10 45.8	9 49.3	1 4.9	0 0.0	0 0.0	20 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	76.4	6 26.4	10 50.0	1 4.3	2 9.8	1 9.5	20 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	62.5	3 13.8	10 48.8	3 13.9	1 4.9	3 18.6	20 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 25

Percentages are weighted to represent the Agency's population.

**US ACCESS BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	54.3	3 16.1	7 38.1	5 28.8	1 5.8	1 11.1	17 100.0	3
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	60.6	3 14.5	9 46.1	2 9.5	2 10.3	3 19.6	19 100.0	1
*47. Supervisors/team leaders in my work unit support employee development.	N %	69.2	4 20.7	9 48.5	3 15.6	0 0.0	2 15.3	18 100.0	2
48. My supervisor/team leader listens to what I have to say.	N %	71.6	5 22.7	10 48.8	2 9.8	2 13.8	1 4.9	20 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	72.3	7 31.9	8 40.5	4 22.8	0 0.0	1 4.9	20 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	51.4	3 14.4	8 37.0	4 20.8	3 18.6	2 9.2	20 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	70.8	6 29.1	8 41.7	2 9.7	1 10.0	2 9.6	19 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	65.7	6 29.1	7 36.6	3 14.7	3 19.6	0 0.0	19 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	27.5	3 13.8	3 13.7	8 39.1	5 23.8	1 9.5	20 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	46.4	3 13.6	7 32.7	7 34.9	1 4.3	2 14.4	20 100.0	0
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	71.5	3 13.6	12 57.9	3 14.1	1 4.9	1 9.5	20 100.0	0
*56. Managers communicate the goals and priorities of the organization.	N %	70.3	3 14.3	11 55.9	2 10.1	2 9.6	1 10.0	19 100.0	1
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	65.0	2 10.0	11 55.0	3 14.8	2 10.2	1 10.0	19 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 25

Percentages are weighted to represent the Agency's population.

**US ACCESS BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	45.2	2 10.0	7 35.2	1 5.1	8 39.7	1 10.0	19 100.0	1
59. Managers support collaboration across work units to accomplish work objectives.	N %	48.4	2 10.5	7 37.8	4 20.8	2 10.8	3 19.9	18 100.0	1
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	55.6	4 19.2	7 36.4	6 30.0	0 0.0	2 14.4	19 100.0	1
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	57.5	6 27.5	6 30.0	6 33.3	2 9.2	0 0.0	20 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	79.1	7 31.8	10 47.4	2 15.9	1 4.9	0 0.0	20 100.0	0
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	56.9	4 18.5	8 38.4	2 9.9	4 24.1	2 9.1	20 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	57.5	5 22.8	7 34.7	4 18.9	3 19.3	1 4.3	20 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	57.5	3 13.8	9 43.7	4 19.0	3 19.3	1 4.3	20 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	53.2	2 9.5	9 43.7	6 28.1	3 18.7	0 0.0	20 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	33.0	3 13.8	4 19.2	5 25.3	3 17.9	5 23.8	20 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	35.2	2 9.5	5 25.7	6 27.2	6 32.7	1 4.9	20 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 25

Percentages are weighted to represent the Agency's population.

**US ACCESS BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		4	11	3	1	1	20	NA
	%	71.5	17.9	53.6	14.1	9.5	4.9	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		4	9	3	1	1	18	NA
	%	68.0	20.3	47.7	16.2	5.3	10.5	100.0	
71. Considering everything, how satisfied are you with your organization?	N		4	9	5	1	1	20	NA
	%	62.3	17.9	44.4	23.3	9.5	4.9	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							19	90.5
	No							1	9.5
	Not sure							0	0.0
	Total							20	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							0	0.0
	I telework 1 or 2 days per week.							9	42.4
	I telework, but no more than 1 or 2 days per month.							4	18.8
	I telework very infrequently, on an unscheduled or short-term basis.							3	15.6
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							1	9.5
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							1	4.8
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.							0	0.0
	I do not telework because I choose not to telework.							2	9.0
	Total							20	100.0

\*AES prescribed items  
Sample or Census: Census  
Number of Employees Selected: 25

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 21  
Response Rate: 84.0%

**US ACCESS BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	9	43.9
No	11	56.1
Not available to me	0	0.0
Total	20	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	2	9.2
No	9	46.3
Not available to me	9	44.6
Total	20	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	3	16.1
No	16	79.2
Not available to me	1	4.8
Total	20	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	9	48.0
Not available to me	11	52.0
Total	20	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	9	48.0
Not available to me	11	52.0
Total	20	100.0

**US ACCESS BOARD**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	57.1	6 29.8	5 27.2	7 37.8	1 5.1	0 0.0	19 100.0	1
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	76.0	4 24.8	8 51.2	3 24.0	0 0.0	0 0.0	15 100.0	4
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	24.8	1 11.5	1 13.3	4 63.7	0 0.0	1 11.5	7 100.0	13
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	25.9	0 0.0	3 25.9	6 65.0	0 0.0	1 9.1	10 100.0	10
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	0.0	0 0.0	0 0.0	3 100.0	0 0.0	0 0.0	3 100.0	17
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	0.0	0 0.0	0 0.0	4 100.0	0 0.0	0 0.0	4 100.0	16

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 25

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 21  
Response Rate: 84.0%



**U.S. INTERNATIONAL TRADE COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	66.5	34 20.2	78 46.3	28 16.3	22 13.3	6 3.9	168 100.0	NA
2. I have enough information to do my job well.	N %	80.5	40 23.7	95 56.7	16 9.3	17 10.2	0 0.0	168 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	68.1	32 18.5	82 49.6	24 14.1	18 11.0	11 6.8	167 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	69.1	39 23.7	78 45.4	31 19.1	11 6.6	8 5.2	167 100.0	NA
*5. I like the kind of work I do.	N %	82.4	57 33.0	82 49.3	17 10.0	10 6.5	2 1.2	168 100.0	NA
6. I know what is expected of me on the job.	N %	85.0	51 28.7	91 56.3	10 5.8	12 7.5	3 1.8	167 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	98.2	103 60.8	62 37.4	2 1.2	1 0.5	0 0.0	168 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	87.2	63 37.4	85 49.8	19 12.2	1 0.6	0 0.0	168 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	51.4	15 8.2	72 43.2	32 20.1	34 19.6	15 9.0	168 100.0	0
*10. My workload is reasonable.	N %	59.1	21 11.5	79 47.7	32 19.6	22 12.6	14 8.6	168 100.0	0
*11. My talents are used well in the workplace.	N %	60.8	28 16.1	73 44.6	24 14.5	30 18.3	10 6.4	165 100.0	2
*12. I know how my work relates to the agency's goals and priorities.	N %	84.5	57 31.7	84 52.8	10 5.9	13 7.8	3 1.8	167 100.0	0
*13. The work I do is important.	N %	83.4	60 34.6	78 48.8	17 10.2	9 5.2	2 1.2	166 100.0	1
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	80.7	46 25.7	91 55.0	22 13.8	7 4.1	2 1.4	168 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	68.5	42 25.6	68 42.8	29 17.2	12 7.7	11 6.6	162 100.0	6
16. I am held accountable for achieving results.	N %	84.2	49 29.5	88 54.7	19 11.3	4 2.2	4 2.3	164 100.0	3

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 311

Percentages are weighted to represent the Agency's population.

**U.S. INTERNATIONAL TRADE COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	 58.8	26 16.1	65 42.7	33 22.4	18 12.7	10 6.2	152 100.0	16
*18. My training needs are assessed.	N %	 41.2	18 10.6	50 30.6	47 29.1	35 19.9	16 9.8	166 100.0	2
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	 66.6	35 21.6	72 45.0	29 18.8	12 6.9	13 7.8	161 100.0	7
*20. The people I work with cooperate to get the job done.	N %	 82.7	41 27.0	78 55.7	13 8.7	10 7.2	2 1.4	144 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	 63.5	25 14.4	78 49.0	32 20.3	16 9.9	10 6.3	161 100.0	6
*22. Promotions in my work unit are based on merit.	N %	 46.4	22 13.9	51 32.6	35 22.0	27 17.9	21 13.6	156 100.0	12
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	 31.1	11 7.0	37 24.1	40 26.2	43 30.2	19 12.4	150 100.0	18
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	 39.8	11 6.7	51 33.1	45 29.8	30 19.1	17 11.3	154 100.0	13
25. Awards in my work unit depend on how well employees perform their jobs.	N %	 49.4	16 9.6	60 39.7	37 24.2	25 15.3	17 11.1	155 100.0	12
26. Employees in my work unit share job knowledge with each other.	N %	 74.9	46 26.6	77 48.3	23 13.7	13 9.2	4 2.3	163 100.0	2
27. The skill level in my work unit has improved in the past year.	N %	 48.9	28 16.1	53 32.8	58 37.0	17 10.7	6 3.5	162 100.0	5
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	 90.0	83 49.0	67 41.1	14 8.9	2 1.1	0 0.0	166 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	 81.0	21 11.8	114 69.2	17 10.3	11 6.9	3 1.8	166 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 311

Percentages are weighted to represent the Agency's population.

**U.S. INTERNATIONAL TRADE COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	49.4	13 7.2	65 42.2	44 27.7	24 14.7	13 8.3	159 100.0	6
31. Employees are recognized for providing high quality products and services.	N %	59.5	18 10.2	79 49.4	31 19.3	20 12.0	14 9.1	162 100.0	2
*32. Creativity and innovation are rewarded.	N %	47.6	6 3.3	72 44.2	49 30.5	22 13.4	14 8.5	163 100.0	2
*33. Pay raises depend on how well employees perform their jobs.	N %	30.6	3 1.9	44 28.7	48 31.6	32 20.6	26 17.2	153 100.0	12
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	49.0	17 10.9	56 38.1	46 31.6	15 10.1	14 9.3	148 100.0	16
*35. Employees are protected from health and safety hazards on the job.	N %	82.4	30 17.7	103 64.7	23 15.0	3 2.0	1 0.6	160 100.0	5
*36. My organization has prepared employees for potential security threats.	N %	69.6	18 10.9	90 58.7	26 16.3	19 11.6	3 2.4	156 100.0	6
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	42.0	17 10.3	50 31.7	45 28.8	25 15.8	21 13.4	158 100.0	6
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	64.0	29 19.4	66 44.6	32 22.2	12 8.5	8 5.2	147 100.0	17
39. My agency is successful at accomplishing its mission.	N %	79.3	37 21.1	91 58.2	28 17.2	4 2.3	2 1.2	162 100.0	1
40. I recommend my organization as a good place to work.	N %	65.6	42 25.8	65 39.8	33 20.6	16 9.8	6 4.0	162 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	40.2	15 10.0	44 30.2	38 27.5	28 18.9	19 13.3	144 100.0	20
*42. My supervisor supports my need to balance work and other life issues.	N %	85.7	65 39.9	72 45.8	10 5.9	7 4.3	6 4.1	160 100.0	2
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	73.0	48 29.5	69 43.5	24 15.5	9 5.5	9 6.0	159 100.0	2
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	63.5	46 27.6	56 35.9	26 16.5	14 8.4	18 11.6	160 100.0	2

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 311

Percentages are weighted to represent the Agency's population.

**U.S. INTERNATIONAL TRADE COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	65.8	39 26.8	56 39.0	32 22.9	8 5.3	8 6.0	143 100.0	19
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	62.1	37 22.4	62 39.7	31 19.6	18 11.5	11 6.8	159 100.0	4
*47. Supervisors/team leaders in my work unit support employee development.	N %	71.9	47 28.1	67 43.7	24 15.0	11 6.6	10 6.5	159 100.0	3
48. My supervisor/team leader listens to what I have to say.	N %	77.4	62 37.4	65 40.0	18 11.5	12 7.6	6 3.4	163 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	82.7	73 44.4	61 38.3	13 8.1	9 5.8	6 3.4	162 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	82.4	60 36.1	74 46.3	13 8.0	10 6.3	6 3.3	163 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	63.4	58 36.2	43 27.2	26 16.7	20 13.1	11 6.7	158 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	73.3	66 39.1	53 34.1	25 15.2	8 5.5	10 6.1	162 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	44.1	8 4.5	63 39.6	42 27.4	31 19.4	15 9.1	159 100.0	2
54. My organization's leaders maintain high standards of honesty and integrity.	N %	58.7	20 12.2	71 46.5	27 18.6	19 12.3	16 10.4	153 100.0	9
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	64.3	16 9.8	84 54.5	33 20.9	11 7.3	12 7.5	156 100.0	6
*56. Managers communicate the goals and priorities of the organization.	N %	60.9	20 11.7	78 49.2	26 17.3	22 13.9	13 7.9	159 100.0	1
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	58.0	20 12.7	66 45.3	33 23.5	16 11.2	11 7.3	146 100.0	14

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 311

Percentages are weighted to represent the Agency's population.

**U.S. INTERNATIONAL TRADE COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	45.4	18 10.8	56 34.6	50 32.5	18 11.6	17 10.5	159 100.0	3
59. Managers support collaboration across work units to accomplish work objectives.	N %	60.5	23 13.7	73 46.8	29 18.9	18 11.2	15 9.4	158 100.0	3
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	59.1	26 16.7	63 42.4	39 25.2	15 9.9	9 5.8	152 100.0	8
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	48.9	17 9.8	62 39.1	41 24.9	21 13.2	21 13.0	162 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	66.2	28 17.9	73 48.3	36 24.0	9 5.4	6 4.3	152 100.0	9
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	57.4	20 12.7	73 44.7	40 24.8	25 15.3	4 2.5	162 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	54.1	21 12.5	67 41.7	34 21.4	29 17.7	11 6.9	162 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	58.5	21 12.7	73 45.8	29 17.6	27 16.7	12 7.2	162 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	48.1	11 6.8	66 41.3	38 23.3	33 20.0	14 8.6	162 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	27.5	9 5.1	34 22.4	51 30.6	42 26.2	25 15.7	161 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	52.2	21 12.7	63 39.5	52 32.1	22 13.1	4 2.6	162 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 311

Percentages are weighted to represent the Agency's population.

**U.S. INTERNATIONAL TRADE COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		32	75	38	14	3	162	NA
	%	65.3	19.7	45.5	23.8	9.0	1.9	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		19	62	31	34	16	162	NA
	%	49.7	11.2	38.5	19.5	21.2	9.7	100.0	
71. Considering everything, how satisfied are you with your organization?	N		23	75	31	27	5	161	NA
	%	60.6	13.8	46.8	19.2	16.6	3.6	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).		N	%
Yes		152	96.4
No		6	3.6
Not sure		0	0.0
Total		158	100.0

73. Please select the response below that BEST describes your current teleworking situation:		N	%
I telework 3 or more days per week.		0	0.0
I telework 1 or 2 days per week.		19	12.2
I telework, but no more than 1 or 2 days per month.		53	31.8
I telework very infrequently, on an unscheduled or short-term basis.		49	31.9
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).		5	3.4
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.		9	5.8
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.		3	1.9
I do not telework because I choose not to telework.		21	12.9
Total		159	100.0

**U.S. INTERNATIONAL TRADE COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	86	53.0
No	67	41.7
Not available to me	8	5.3
Total	161	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	49	31.0
No	95	60.6
Not available to me	12	8.4
Total	156	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	8	5.8
No	139	87.6
Not available to me	10	6.6
Total	157	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	123	78.6
Not available to me	33	21.4
Total	156	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	118	76.1
Not available to me	36	23.9
Total	154	100.0

**U.S. INTERNATIONAL TRADE COMMISSION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	71.3	48 33.9	53 37.4	19 15.0	17 11.8	2 1.9	139 100.0	22
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	77.3	63 47.8	37 29.4	23 17.0	5 4.2	2 1.5	130 100.0	31
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	52.2	14 14.6	37 37.6	45 44.8	3 3.0	0 0.0	99 100.0	61
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	30.4	2 4.0	12 26.4	34 67.7	1 1.9	0 0.0	49 100.0	111
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	7.4	0 0.0	3 7.4	27 73.8	5 13.4	2 5.4	37 100.0	123
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	9.1	0 0.0	3 9.1	25 83.7	1 3.6	1 3.6	30 100.0	127

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 311

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 168  
Response Rate: 54.0%



**WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	51.0	3 13.7	10 37.3	7 38.5	2 10.5	0 0.0	22 100.0	NA
2. I have enough information to do my job well.	N %	85.3	7 30.1	11 55.2	1 6.7	2 7.9	0 0.0	21 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	60.4	6 25.6	8 34.8	2 10.5	5 25.9	1 3.3	22 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	76.9	8 32.2	10 44.6	0 0.0	2 15.7	2 7.4	22 100.0	NA
*5. I like the kind of work I do.	N %	72.7	9 38.7	8 34.0	3 19.0	1 4.2	1 4.2	22 100.0	NA
6. I know what is expected of me on the job.	N %	71.5	10 41.2	7 30.2	4 25.3	0 0.0	1 3.3	22 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	91.6	16 75.5	4 16.1	0 0.0	2 8.4	0 0.0	22 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	86.9	15 69.2	4 17.7	3 13.1	0 0.0	0 0.0	22 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	61.6	3 13.2	10 48.5	4 15.8	3 13.0	2 9.6	22 100.0	0
*10. My workload is reasonable.	N %	64.9	2 8.3	12 56.6	3 13.2	4 18.6	1 3.3	22 100.0	0
*11. My talents are used well in the workplace.	N %	46.8	4 15.1	8 31.7	3 17.5	4 24.0	3 11.6	22 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	64.6	9 39.4	6 25.2	3 19.9	3 12.3	1 3.3	22 100.0	0
*13. The work I do is important.	N %	82.0	11 49.0	7 33.0	2 8.4	2 9.6	0 0.0	22 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	71.1	8 31.7	8 39.3	4 21.5	1 3.3	1 4.2	22 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	76.1	9 38.8	8 37.3	3 20.5	0 0.0	1 3.4	21 100.0	1
16. I am held accountable for achieving results.	N %	85.3	10 46.1	8 39.2	3 14.7	0 0.0	0 0.0	21 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 34

Percentages are weighted to represent the Agency's population.

**WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	57.2	7 30.3	6 27.0	3 15.0	2 17.3	2 10.5	20 100.0	2
*18. My training needs are assessed.	N %	41.0	1 4.9	9 36.1	5 26.4	5 25.2	2 7.4	22 100.0	0
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N %	73.2	9 42.4	6 30.8	3 23.1	0 0.0	1 3.7	19 100.0	3
*20. The people I work with cooperate to get the job done.	N %	68.5	8 35.3	7 33.3	2 15.2	3 16.3	0 0.0	20 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	40.1	1 4.9	9 35.3	5 28.7	5 22.8	2 8.4	22 100.0	0
*22. Promotions in my work unit are based on merit.	N %	46.1	2 8.0	9 38.0	5 29.8	2 9.9	3 14.3	21 100.0	1
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	57.3	4 16.7	8 40.7	4 17.6	3 15.9	2 9.2	21 100.0	1
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	52.6	4 18.0	9 34.6	2 9.6	5 28.9	2 8.9	22 100.0	0
25. Awards in my work unit depend on how well employees perform their jobs.	N %	55.3	4 17.0	9 38.3	4 27.1	3 12.7	1 4.9	21 100.0	1
26. Employees in my work unit share job knowledge with each other.	N %	71.8	2 8.1	15 63.7	3 17.7	2 10.5	0 0.0	22 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	56.6	5 18.0	8 38.7	6 28.7	2 10.5	1 4.2	22 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N %	85.4	14 57.0	5 28.4	3 14.6	0 0.0	0 0.0	22 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N %	79.0	5 22.9	13 56.2	2 10.5	1 6.3	1 4.2	22 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 34

Percentages are weighted to represent the Agency's population.

**WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	46.3	4 16.3	8 30.0	4 24.6	2 11.2	4 17.9	22 100.0	0
31. Employees are recognized for providing high quality products and services.	N %	57.3	5 20.9	9 36.4	5 28.3	2 11.2	1 3.3	22 100.0	0
*32. Creativity and innovation are rewarded.	N %	42.1	3 12.6	8 29.5	4 24.6	6 30.0	1 3.3	22 100.0	0
*33. Pay raises depend on how well employees perform their jobs.	N %	33.4	3 14.4	5 19.0	6 26.8	4 25.6	3 14.2	21 100.0	1
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	40.1	5 21.3	5 18.8	6 30.8	5 25.8	1 3.3	22 100.0	0
*35. Employees are protected from health and safety hazards on the job.	N %	84.9	7 31.7	11 53.2	2 15.1	0 0.0	0 0.0	20 100.0	2
*36. My organization has prepared employees for potential security threats.	N %	67.9	5 23.4	10 44.5	2 9.7	3 22.4	0 0.0	20 100.0	2
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	53.8	6 26.4	6 27.5	3 15.6	1 5.3	4 25.3	20 100.0	2
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N %	56.3	9 35.9	5 20.4	3 18.8	4 21.7	1 3.3	22 100.0	0
39. My agency is successful at accomplishing its mission.	N %	79.1	6 25.3	11 53.8	4 20.9	0 0.0	0 0.0	21 100.0	1
40. I recommend my organization as a good place to work.	N %	76.9	11 43.0	7 33.8	2 15.7	2 7.4	0 0.0	22 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	45.0	7 28.5	4 16.5	6 33.3	4 21.7	0 0.0	21 100.0	1
*42. My supervisor supports my need to balance work and other life issues.	N %	84.7	14 57.7	5 26.9	2 10.5	1 4.9	0 0.0	22 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	68.0	11 43.0	5 25.0	3 20.4	2 8.4	1 3.3	22 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	64.1	7 31.3	8 32.8	2 13.5	3 18.9	1 3.5	21 100.0	1

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 34

Percentages are weighted to represent the Agency's population.

**WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N %	56.7	9 42.6	3 14.1	6 39.4	0 0.0	1 3.9	19 100.0	3
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N %	68.9	6 25.7	9 43.2	5 27.7	0 0.0	1 3.4	21 100.0	1
*47. Supervisors/team leaders in my work unit support employee development.	N %	76.9	9 36.4	9 40.5	1 9.4	2 10.5	1 3.3	22 100.0	0
48. My supervisor/team leader listens to what I have to say.	N %	72.0	8 31.7	9 40.4	2 11.2	3 16.8	0 0.0	22 100.0	NA
49. My supervisor/team leader treats me with respect.	N %	74.7	12 48.7	6 26.0	3 22.0	1 3.3	0 0.0	22 100.0	NA
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N %	91.6	11 44.5	9 47.2	0 0.0	2 8.4	0 0.0	22 100.0	NA
*51. I have trust and confidence in my supervisor.	N %	61.0	9 36.4	6 24.6	4 20.1	3 19.0	0 0.0	22 100.0	NA
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %	70.5	9 35.9	8 34.7	4 26.2	0 0.0	1 3.3	22 100.0	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	53.6	5 20.1	8 33.5	4 22.2	3 14.6	2 9.6	22 100.0	0
54. My organization's leaders maintain high standards of honesty and integrity.	N %	60.8	5 20.0	9 40.8	3 18.3	2 10.9	2 10.0	21 100.0	1
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	65.8	6 23.3	10 42.5	4 24.6	1 6.3	1 3.3	22 100.0	0
*56. Managers communicate the goals and priorities of the organization.	N %	53.0	5 21.3	8 31.7	5 26.2	3 17.5	1 3.3	22 100.0	0
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	49.7	4 17.2	8 32.5	5 26.2	4 20.8	1 3.3	22 100.0	0

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

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**WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	49.2	4 17.2	8 32.0	5 25.9	4 21.7	1 3.3	22 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	61.1	5 21.4	10 39.7	3 18.8	3 16.8	1 3.3	22 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	64.2	7 28.7	8 35.5	4 25.8	1 6.6	1 3.4	21 100.0	1
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	61.5	7 26.7	8 34.8	4 22.6	2 12.6	1 3.3	22 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	64.1	8 33.8	7 30.3	3 20.2	3 15.6	0 0.0	21 100.0	1
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	55.2	7 27.5	7 27.7	1 6.3	7 38.5	0 0.0	22 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	57.3	7 26.6	7 30.7	0 0.0	8 42.7	0 0.0	22 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	55.6	8 33.1	5 22.5	5 26.4	2 9.6	2 8.4	22 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	51.0	5 20.1	8 30.9	5 28.3	3 14.4	1 6.3	22 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	31.4	5 20.0	3 11.3	3 14.4	6 26.0	5 28.2	22 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	44.1	4 17.8	6 26.3	5 26.5	5 25.1	1 4.3	21 100.0	NA

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 34

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**WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		8	10	1	2	1	22	NA
	%	76.9	31.6	45.3	9.4	9.6	4.2	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		7	6	4	3	2	22	NA
	%	54.7	32.4	22.4	24.1	10.7	10.5	100.0	
71. Considering everything, how satisfied are you with your organization?	N		7	8	2	3	1	21	NA
	%	64.7	27.3	37.3	11.0	19.9	4.4	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
Yes								10	48.5
No								8	32.1
Not sure								4	19.4
Total								22	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
I telework 3 or more days per week.								2	8.0
I telework 1 or 2 days per week.								1	4.9
I telework, but no more than 1 or 2 days per month.								2	7.4
I telework very infrequently, on an unscheduled or short-term basis.								7	30.5
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).								2	9.6
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.								1	4.9
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.								4	15.8
I do not telework because I choose not to telework.								3	19.0
Total								22	100.0

**WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS**  
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74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
Yes	7	30.3
No	14	65.5
Not available to me	1	4.2
Total	22	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
Yes	1	2.9
No	15	67.3
Not available to me	6	29.8
Total	22	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
Yes	0	0.0
No	17	73.5
Not available to me	5	26.5
Total	22	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
Yes	0	0.0
No	15	66.1
Not available to me	7	33.9
Total	22	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
Yes	0	0.0
No	14	63.2
Not available to me	8	36.8
Total	22	100.0

**WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	43.0	4 27.2	3 15.8	5 39.2	1 6.4	2 11.4	15 100.0	7
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	65.9	7 41.1	4 24.8	4 34.1	0 0.0	0 0.0	15 100.0	6
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	16.0	1 10.0	1 6.0	7 77.1	1 6.9	0 0.0	10 100.0	12
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	31.6	2 14.1	2 17.5	6 56.9	1 11.5	0 0.0	11 100.0	11
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	9.5	0 0.0	1 9.5	6 90.5	0 0.0	0 0.0	7 100.0	15
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	9.5	0 0.0	1 9.5	6 90.5	0 0.0	0 0.0	7 100.0	15

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 34

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 22  
Response Rate: 64.7%

US Office of Personnel Management (OPM)

2011 Federal Employee Viewpoint Survey Small Agency Trend Reports

# Advisory Council on Historic Preservation

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>
2010 Advisory Council on Historic Preservation	25
2008 Advisory Council on Historic Preservation	31
2006 Advisory Council on Historic Preservation	13

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>57.5%</b>	<b>23.9%</b>	<b>18.6%</b>
2010 Advisory Council on Historic Preservation	25	67.3%	17.9%	14.7%
2008 Advisory Council on Historic Preservation	31	45.2%	22.3%	32.5%
2006 Advisory Council on Historic Preservation	13	62.7%	22.5%	14.7%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>75.2%</b>	<b>10.7%</b>	<b>14.0%</b>
2010 Advisory Council on Historic Preservation	25	80.1%	5.3%	14.6%
2008 Advisory Council on Historic Preservation	31	67.4%	15.3%	17.3%
2006 Advisory Council on Historic Preservation	13	52.9%	7.5%	39.6%

# Advisory Council on Historic Preservation

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>70.6%</b>	<b>18.6%</b>	<b>10.8%</b>
2010 Advisory Council on Historic Preservation	25	72.8%	17.9%	9.3%
2008 Advisory Council on Historic Preservation	31	67.9%	29.0%	3.2%
2006 Advisory Council on Historic Preservation	13	92.7%	0.0%	7.3%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>85.6%</b>	<b>3.2%</b>	<b>11.2%</b>
2010 Advisory Council on Historic Preservation	25	73.2%	13.4%	13.4%
2008 Advisory Council on Historic Preservation	31	64.1%	26.4%	9.5%
2006 Advisory Council on Historic Preservation	13	68.3%	15.8%	15.9%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>87.1%</b>	<b>9.5%</b>	<b>3.4%</b>
2010 Advisory Council on Historic Preservation	25	87.8%	8.1%	4.0%
2008 Advisory Council on Historic Preservation	31	73.3%	12.7%	14.0%
2006 Advisory Council on Historic Preservation	13	83.9%	7.5%	8.6%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>89.9%</b>	<b>3.6%</b>	<b>6.5%</b>
2010 Advisory Council on Historic Preservation	25	85.8%	8.9%	5.3%
2008 Advisory Council on Historic Preservation	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>97.0%</b>	<b>3.0%</b>	<b>0.0%</b>
2010 Advisory Council on Historic Preservation	25	100.0%	0.0%	0.0%
2008 Advisory Council on Historic Preservation	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--

# Advisory Council on Historic Preservation

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>95.5%</b>	<b>4.5%</b>	<b>0.0%</b>
2010 Advisory Council on Historic Preservation	25	90.6%	9.4%	0.0%
2008 Advisory Council on Historic Preservation	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>30.6%</b>	<b>24.5%</b>	<b>44.9%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	24	35.5%	15.0%	49.5%	0
2008 Advisory Council on Historic Preservation	31	30.2%	21.7%	48.1%	0
2006 Advisory Council on Historic Preservation	12	34.0%	6.0%	60.0%	1

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>56.9%</b>	<b>7.4%</b>	<b>35.8%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	56.1%	12.1%	31.8%	0
2008 Advisory Council on Historic Preservation	29	45.6%	10.6%	43.8%	2
2006 Advisory Council on Historic Preservation	12	34.4%	14.4%	51.3%	1

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>69.4%</b>	<b>9.7%</b>	<b>20.9%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	76.1%	15.7%	8.1%	0
2008 Advisory Council on Historic Preservation	30	62.3%	22.3%	15.4%	1
2006 Advisory Council on Historic Preservation	13	42.6%	23.3%	34.1%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>96.1%</b>	<b>0.0%</b>	<b>3.9%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	87.1%	8.9%	4.0%	0
2008 Advisory Council on Historic Preservation	31	87.5%	9.6%	2.9%	0
2006 Advisory Council on Historic Preservation	13	84.1%	0.0%	15.9%	0

# Advisory Council on Historic Preservation

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>86.6%</b>	<b>10.0%</b>	<b>3.4%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	96.0%	0.0%	4.0%	0
2008 Advisory Council on Historic Preservation	31	83.9%	12.9%	3.2%	0
2006 Advisory Council on Historic Preservation	13	80.4%	11.0%	8.6%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>53.1%</b>	<b>20.2%</b>	<b>26.7%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	49.1%	4.1%	46.8%	0
2008 Advisory Council on Historic Preservation	31	60.1%	18.8%	21.1%	0
2006 Advisory Council on Historic Preservation	13	28.6%	9.3%	62.0%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>75.3%</b>	<b>13.8%</b>	<b>10.9%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	86.3%	3.2%	10.6%	0
2008 Advisory Council on Historic Preservation	31	64.7%	22.3%	13.0%	0
2006 Advisory Council on Historic Preservation	11	82.7%	17.3%	0.0%	2

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>90.1%</b>	<b>3.9%</b>	<b>6.0%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	91.8%	8.2%	0.0%	0
2008 Advisory Council on Historic Preservation	31	69.2%	27.2%	3.6%	0
2006 Advisory Council on Historic Preservation	12	67.8%	15.9%	16.3%	1

# Advisory Council on Historic Preservation

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Advisory Council on Historic Preservation</b>	<b>25</b>	<b>66.5%</b>	<b>18.6%</b>	<b>14.9%</b>	<b>2</b>
2010 Advisory Council on Historic Preservation	25	71.9%	9.4%	18.7%	0
2008 Advisory Council on Historic Preservation	28	54.1%	25.0%	20.9%	3
2006 Advisory Council on Historic Preservation	10	68.9%	21.3%	9.8%	3

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>42.2%</b>	<b>19.0%</b>	<b>38.7%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	41.0%	36.2%	22.8%	0
2008 Advisory Council on Historic Preservation	31	44.7%	26.6%	28.7%	0
2006 Advisory Council on Historic Preservation	13	22.9%	17.0%	60.1%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>73.5%</b>	<b>13.6%</b>	<b>12.9%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	70.4%	7.2%	22.4%	0
2008 Advisory Council on Historic Preservation	31	68.3%	19.3%	12.4%	0
2006 Advisory Council on Historic Preservation	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Advisory Council on Historic Preservation</b>	<b>23</b>	<b>88.1%</b>	<b>8.5%</b>	<b>3.4%</b>
2010 Advisory Council on Historic Preservation	22	83.4%	6.0%	10.6%
2008 Advisory Council on Historic Preservation	31	79.9%	17.2%	2.9%
2006 Advisory Council on Historic Preservation	13	85.5%	0.0%	14.5%

# Advisory Council on Historic Preservation

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>49.3%</b>	<b>26.6%</b>	<b>24.1%</b>	<b>1</b>
2010 Advisory Council on Historic Preservation	24	64.2%	17.9%	17.9%	0
2008 Advisory Council on Historic Preservation	30	63.2%	23.1%	13.7%	1
2006 Advisory Council on Historic Preservation	13	61.1%	31.6%	7.3%	0

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>64.9%</b>	<b>6.7%</b>	<b>28.4%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	24	62.8%	11.1%	26.1%	1
2008 Advisory Council on Historic Preservation	30	50.6%	26.9%	22.5%	1
2006 Advisory Council on Historic Preservation	12	65.7%	18.1%	16.3%	1

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Advisory Council on Historic Preservation</b>	<b>22</b>	<b>55.5%</b>	<b>8.3%</b>	<b>36.2%</b>	<b>5</b>
2010 Advisory Council on Historic Preservation	21	60.8%	26.8%	12.4%	4
2008 Advisory Council on Historic Preservation	28	33.8%	32.4%	33.8%	3
2006 Advisory Council on Historic Preservation	11	48.9%	22.8%	28.3%	2

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Advisory Council on Historic Preservation</b>	<b>24</b>	<b>50.4%</b>	<b>26.4%</b>	<b>23.2%</b>	<b>3</b>
2010 Advisory Council on Historic Preservation	23	58.8%	32.2%	9.0%	2
2008 Advisory Council on Historic Preservation	31	22.7%	56.4%	21.0%	0
2006 Advisory Council on Historic Preservation	10	61.3%	19.1%	19.5%	3

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>67.5%</b>	<b>13.5%</b>	<b>19.0%</b>	<b>1</b>
2010 Advisory Council on Historic Preservation	25	74.5%	12.1%	13.4%	0
2008 Advisory Council on Historic Preservation	31	52.8%	29.3%	18.0%	0
2006 Advisory Council on Historic Preservation	12	91.8%	0.0%	8.2%	1

# Advisory Council on Historic Preservation

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>80.8%</b>	<b>7.3%</b>	<b>11.9%</b>	<b>1</b>
2010 Advisory Council on Historic Preservation	25	79.3%	5.3%	15.4%	0
2008 Advisory Council on Historic Preservation	31	70.8%	23.3%	5.8%	0
2006 Advisory Council on Historic Preservation	13	81.8%	11.0%	7.3%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>55.8%</b>	<b>22.3%</b>	<b>21.9%</b>	<b>1</b>
2010 Advisory Council on Historic Preservation	24	75.2%	14.9%	9.9%	1
2008 Advisory Council on Historic Preservation	31	58.3%	26.5%	15.2%	0
2006 Advisory Council on Historic Preservation	13	78.1%	7.5%	14.5%	0

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>81.8%</b>	<b>18.2%</b>	<b>0.0%</b>
2010 Advisory Council on Historic Preservation	25	90.6%	9.4%	0.0%
2008 Advisory Council on Historic Preservation	31	91.3%	8.7%	0.0%
2006 Advisory Council on Historic Preservation	13	85.5%	7.2%	7.3%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>74.2%</b>	<b>19.2%</b>	<b>6.7%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	86.5%	5.3%	8.1%	0
2008 Advisory Council on Historic Preservation	31	70.4%	26.4%	3.2%	0
2006 Advisory Council on Historic Preservation	13	76.9%	8.6%	14.5%	0

# Advisory Council on Historic Preservation

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>65.3%</b>	<b>20.7%</b>	<b>14.1%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	24	65.8%	25.6%	8.6%	1
2008 Advisory Council on Historic Preservation	31	30.0%	38.5%	31.5%	0
2006 Advisory Council on Historic Preservation	12	34.1%	31.6%	34.3%	1

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>74.3%</b>	<b>17.7%</b>	<b>8.0%</b>	<b>1</b>
2010 Advisory Council on Historic Preservation	24	75.2%	20.5%	4.3%	1
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>67.6%</b>	<b>11.1%</b>	<b>21.2%</b>	<b>1</b>
2010 Advisory Council on Historic Preservation	24	76.2%	14.0%	9.8%	1
2008 Advisory Council on Historic Preservation	31	39.9%	38.0%	22.1%	0
2006 Advisory Council on Historic Preservation	13	92.7%	0.0%	7.3%	0

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Advisory Council on Historic Preservation</b>	<b>25</b>	<b>57.3%</b>	<b>16.2%</b>	<b>26.6%</b>	<b>1</b>
2010 Advisory Council on Historic Preservation	25	66.4%	17.4%	16.2%	0
2008 Advisory Council on Historic Preservation	31	32.0%	43.7%	24.2%	0
2006 Advisory Council on Historic Preservation	12	59.4%	9.7%	30.9%	1

# Advisory Council on Historic Preservation

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>61.5%</b>	<b>27.2%</b>	<b>11.4%</b>	<b>1</b>
2010 Advisory Council on Historic Preservation	24	70.5%	17.2%	12.2%	1
2008 Advisory Council on Historic Preservation	29	51.9%	31.7%	16.4%	2
2006 Advisory Council on Historic Preservation	11	58.3%	25.9%	15.7%	2

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Advisory Council on Historic Preservation</b>	<b>25</b>	<b>53.1%</b>	<b>30.1%</b>	<b>16.8%</b>	<b>2</b>
2010 Advisory Council on Historic Preservation	25	78.8%	13.4%	7.8%	0
2008 Advisory Council on Historic Preservation	30	73.9%	13.2%	12.9%	1
2006 Advisory Council on Historic Preservation	11	72.4%	17.3%	10.2%	2

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>45.7%</b>	<b>27.2%</b>	<b>27.1%</b>	<b>1</b>
2010 Advisory Council on Historic Preservation	24	61.0%	11.3%	27.7%	1
2008 Advisory Council on Historic Preservation	29	49.5%	27.4%	23.1%	2
2006 Advisory Council on Historic Preservation	12	35.1%	9.7%	55.2%	1

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Advisory Council on Historic Preservation</b>	<b>25</b>	<b>63.3%</b>	<b>10.3%</b>	<b>26.4%</b>	<b>2</b>
2010 Advisory Council on Historic Preservation	25	68.3%	7.7%	24.0%	0
2008 Advisory Council on Historic Preservation	30	57.3%	20.3%	22.5%	1
2006 Advisory Council on Historic Preservation	11	61.4%	20.8%	17.7%	2

# Advisory Council on Historic Preservation

## *Trend Report*

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Advisory Council on Historic Preservation</b>	<b>24</b>	<b>68.1%</b>	<b>18.8%</b>	<b>13.1%</b>	<b>3</b>
2010 Advisory Council on Historic Preservation	24	72.5%	12.3%	15.2%	1
2008 Advisory Council on Historic Preservation	28	68.0%	17.9%	14.1%	3
2006 Advisory Council on Historic Preservation	12	92.2%	0.0%	7.8%	1

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>78.0%</b>	<b>11.1%</b>	<b>10.9%</b>	<b>1</b>
2010 Advisory Council on Historic Preservation	24	91.4%	0.0%	8.6%	1
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>65.3%</b>	<b>20.9%</b>	<b>13.8%</b>
2010 Advisory Council on Historic Preservation	25	73.6%	7.7%	18.7%
2008 Advisory Council on Historic Preservation	31	48.4%	30.3%	21.4%
2006 Advisory Council on Historic Preservation	13	60.1%	9.3%	30.5%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>60.6%</b>	<b>24.6%</b>	<b>14.8%</b>	<b>1</b>
2010 Advisory Council on Historic Preservation	24	49.8%	26.5%	23.7%	1
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

# Advisory Council on Historic Preservation

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>78.5%</b>	<b>18.6%</b>	<b>3.0%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	89.4%	5.3%	5.3%	0
2008 Advisory Council on Historic Preservation	31	74.7%	19.4%	5.8%	0
2006 Advisory Council on Historic Preservation	13	75.5%	11.7%	12.8%	0

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>82.2%</b>	<b>10.3%</b>	<b>7.5%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	89.4%	10.6%	0.0%	0
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>70.6%</b>	<b>14.6%</b>	<b>14.9%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	76.1%	18.7%	5.3%	0
2008 Advisory Council on Historic Preservation	31	54.0%	26.6%	19.4%	0
2006 Advisory Council on Historic Preservation	12	59.4%	8.4%	32.2%	1

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>81.7%</b>	<b>10.8%</b>	<b>7.5%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	81.8%	18.2%	0.0%	0
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>60.9%</b>	<b>28.2%</b>	<b>11.0%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	77.0%	14.9%	8.1%	0
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

# Advisory Council on Historic Preservation

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>74.8%</b>	<b>14.2%</b>	<b>11.0%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	73.1%	21.6%	5.3%	0
2008 Advisory Council on Historic Preservation	31	53.7%	30.6%	15.7%	0
2006 Advisory Council on Historic Preservation	13	62.7%	30.0%	7.3%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>78.7%</b>	<b>7.4%</b>	<b>14.0%</b>
2010 Advisory Council on Historic Preservation	25	85.3%	5.3%	9.4%
2008 Advisory Council on Historic Preservation	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>75.5%</b>	<b>10.6%</b>	<b>14.0%</b>
2010 Advisory Council on Historic Preservation	25	85.3%	5.3%	9.4%
2008 Advisory Council on Historic Preservation	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>77.0%</b>	<b>15.0%</b>	<b>8.0%</b>
2010 Advisory Council on Historic Preservation	25	94.7%	5.3%	0.0%
2008 Advisory Council on Historic Preservation	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>79.0%</b>	<b>7.2%</b>	<b>13.8%</b>
2010 Advisory Council on Historic Preservation	25	85.3%	5.3%	9.4%
2008 Advisory Council on Historic Preservation	31	58.8%	25.4%	15.7%
2006 Advisory Council on Historic Preservation	13	55.5%	30.0%	14.5%

# Advisory Council on Historic Preservation

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>83.2%</b>	<b>7.4%</b>	<b>9.4%</b>
2010 Advisory Council on Historic Preservation	25	85.3%	0.0%	14.7%
2008 Advisory Council on Historic Preservation	31	65.1%	19.7%	15.2%
2006 Advisory Council on Historic Preservation	13	57.4%	28.1%	14.5%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>52.9%</b>	<b>33.3%</b>	<b>13.8%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	54.6%	20.3%	25.2%	0
2008 Advisory Council on Historic Preservation	31	26.9%	34.8%	38.3%	0
2006 Advisory Council on Historic Preservation	13	22.9%	26.8%	50.3%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>60.5%</b>	<b>28.3%</b>	<b>11.2%</b>	<b>1</b>
2010 Advisory Council on Historic Preservation	24	68.7%	17.3%	14.0%	1
2008 Advisory Council on Historic Preservation	31	67.9%	12.7%	19.4%	0
2006 Advisory Council on Historic Preservation	13	55.3%	21.6%	23.1%	0

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>71.8%</b>	<b>10.4%</b>	<b>17.7%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	74.0%	16.6%	9.4%	0
2008 Advisory Council on Historic Preservation	31	64.7%	16.7%	18.7%	0
2006 Advisory Council on Historic Preservation	13	71.6%	13.9%	14.5%	0

# Advisory Council on Historic Preservation

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>71.0%</b>	<b>17.1%</b>	<b>11.9%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	71.7%	21.4%	6.8%	0
2008 Advisory Council on Historic Preservation	31	55.8%	28.5%	15.6%	0
2006 Advisory Council on Historic Preservation	13	65.8%	11.1%	23.1%	0

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>74.6%</b>	<b>17.0%</b>	<b>8.4%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	63.2%	30.0%	6.8%	0
2008 Advisory Council on Historic Preservation	31	58.4%	23.0%	18.6%	0
2006 Advisory Council on Historic Preservation	13	57.2%	21.4%	21.4%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Advisory Council on Historic Preservation</b>	<b>25</b>	<b>66.7%</b>	<b>10.9%</b>	<b>22.4%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	75.3%	20.7%	4.0%	0
2008 Advisory Council on Historic Preservation	31	33.0%	42.4%	24.7%	0
2006 Advisory Council on Historic Preservation	13	73.0%	5.6%	21.4%	0

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>64.1%</b>	<b>23.8%</b>	<b>12.1%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	24	69.5%	30.5%	0.0%	0
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>70.8%</b>	<b>22.9%</b>	<b>6.4%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	71.7%	14.9%	13.4%	0
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

# Advisory Council on Historic Preservation

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>67.4%</b>	<b>14.8%</b>	<b>17.7%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	25	66.8%	19.8%	13.4%	0
2008 Advisory Council on Historic Preservation	31	49.6%	25.3%	25.1%	0
2006 Advisory Council on Historic Preservation	13	57.2%	0.0%	42.8%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>67.4%</b>	<b>21.7%</b>	<b>10.9%</b>	<b>0</b>
2010 Advisory Council on Historic Preservation	21	58.7%	31.6%	9.7%	3
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>57.8%</b>	<b>20.6%</b>	<b>21.5%</b>
2010 Advisory Council on Historic Preservation	25	78.1%	14.2%	7.7%
2008 Advisory Council on Historic Preservation	31	54.8%	30.7%	14.5%
2006 Advisory Council on Historic Preservation	13	63.9%	5.6%	30.5%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>78.3%</b>	<b>14.2%</b>	<b>7.5%</b>
2010 Advisory Council on Historic Preservation	25	67.1%	15.4%	17.5%
2008 Advisory Council on Historic Preservation	31	46.1%	25.2%	28.7%
2006 Advisory Council on Historic Preservation	13	55.3%	28.9%	15.9%

# Advisory Council on Historic Preservation

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>64.2%</b>	<b>18.7%</b>	<b>17.0%</b>
2010 Advisory Council on Historic Preservation	25	70.8%	10.5%	18.7%
2008 Advisory Council on Historic Preservation	31	49.3%	25.7%	25.0%
2006 Advisory Council on Historic Preservation	13	44.5%	26.8%	28.7%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>64.0%</b>	<b>14.8%</b>	<b>21.2%</b>
2010 Advisory Council on Historic Preservation	25	59.9%	26.7%	13.4%
2008 Advisory Council on Historic Preservation	31	35.4%	36.8%	27.9%
2006 Advisory Council on Historic Preservation	13	54.1%	24.4%	21.4%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>37.5%</b>	<b>23.8%</b>	<b>38.7%</b>
2010 Advisory Council on Historic Preservation	25	31.7%	43.0%	25.3%
2008 Advisory Council on Historic Preservation	31	12.9%	38.2%	48.9%
2006 Advisory Council on Historic Preservation	13	28.5%	49.3%	22.2%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>44.9%</b>	<b>20.7%</b>	<b>34.4%</b>
2010 Advisory Council on Historic Preservation	25	41.0%	41.5%	17.5%
2008 Advisory Council on Historic Preservation	31	22.7%	41.4%	36.0%
2006 Advisory Council on Historic Preservation	13	31.2%	23.1%	45.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>68.8%</b>	<b>17.4%</b>	<b>13.8%</b>
2010 Advisory Council on Historic Preservation	25	74.0%	17.8%	8.1%
2008 Advisory Council on Historic Preservation	31	58.5%	19.4%	22.1%
2006 Advisory Council on Historic Preservation	13	69.5%	7.5%	23.1%

# Advisory Council on Historic Preservation

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>70.3%</b>	<b>0.0%</b>	<b>29.7%</b>
2010 Advisory Council on Historic Preservation	25	73.6%	17.5%	8.9%
2008 Advisory Council on Historic Preservation	31	64.7%	19.2%	16.2%
2006 Advisory Council on Historic Preservation	13	60.7%	13.4%	25.9%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>75.1%</b>	<b>10.1%</b>	<b>14.7%</b>
2010 Advisory Council on Historic Preservation	25	74.5%	12.1%	13.4%
2008 Advisory Council on Historic Preservation	31	64.2%	14.6%	21.2%
2006 Advisory Council on Historic Preservation	13	55.5%	21.4%	23.1%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Advisory Council on Historic Preservation</b>	<b>27</b>	<b>36.8%</b>	<b>43.0%</b>	<b>20.3%</b>
2010 Advisory Council on Historic Preservation	--	--	--	--
2008 Advisory Council on Historic Preservation	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Advisory Council on Historic Preservation</b>	<b>24</b>	<b>0.0%</b>	<b>0.0%</b>	<b>4.2%</b>	<b>44.0%</b>
2010 Advisory Council on Historic Preservation	--	--	--	--	--
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

(continued)

# Advisory Council on Historic Preservation

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Advisory Council on Historic Preservation</b>	<b>24</b>	<b>0.0%</b>	<b>7.0%</b>	<b>23.6%</b>	<b>21.1%</b>
2010 Advisory Council on Historic Preservation	--	--	--	--	--
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>36.7%</b>	<b>41.6%</b>	<b>21.7%</b>
2010 Advisory Council on Historic Preservation	--	--	--	--
2008 Advisory Council on Historic Preservation	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>35.6%</b>	<b>33.3%</b>	<b>31.1%</b>
2010 Advisory Council on Historic Preservation	--	--	--	--
2008 Advisory Council on Historic Preservation	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>10.5%</b>	<b>75.4%</b>	<b>14.1%</b>
2010 Advisory Council on Historic Preservation	--	--	--	--
2008 Advisory Council on Historic Preservation	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--

# Advisory Council on Historic Preservation

## *Trend Report*

### Work/Life (continued)

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>0.0%</b>	<b>71.5%</b>	<b>28.5%</b>
2010 Advisory Council on Historic Preservation	--	--	--	--
2008 Advisory Council on Historic Preservation	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Advisory Council on Historic Preservation</b>	<b>26</b>	<b>0.0%</b>	<b>71.5%</b>	<b>28.5%</b>
2010 Advisory Council on Historic Preservation	--	--	--	--
2008 Advisory Council on Historic Preservation	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Advisory Council on Historic Preservation</b>	<b>15</b>	<b>32.4%</b>	<b>31.0%</b>	<b>36.6%</b>	<b>12</b>
2010 Advisory Council on Historic Preservation	19	24.9%	28.7%	46.4%	5
2008 Advisory Council on Historic Preservation	23	36.3%	17.9%	45.8%	8
2006 Advisory Council on Historic Preservation	10	32.2%	44.7%	23.1%	3

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Advisory Council on Historic Preservation</b>	<b>19</b>	<b>62.6%</b>	<b>13.8%</b>	<b>23.7%</b>	<b>8</b>
2010 Advisory Council on Historic Preservation	20	67.0%	24.2%	8.8%	4
2008 Advisory Council on Historic Preservation	29	56.4%	19.7%	23.9%	2
2006 Advisory Council on Historic Preservation	11	67.0%	26.4%	6.5%	2

# Advisory Council on Historic Preservation

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Advisory Council on Historic Preservation</b>	<b>19</b>	<b>38.8%</b>	<b>47.3%</b>	<b>13.9%</b>	<b>8</b>
2010 Advisory Council on Historic Preservation	19	20.1%	38.5%	41.4%	6
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Advisory Council on Historic Preservation</b>	<b>8</b>	<b>37.5%</b>	<b>62.5%</b>	<b>0.0%</b>	<b>19</b>
2010 Advisory Council on Historic Preservation	10	37.2%	62.8%	0.0%	15
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Advisory Council on Historic Preservation</b>	<b>6</b>	<b>13.1%</b>	<b>86.9%</b>	<b>0.0%</b>	<b>20</b>
2010 Advisory Council on Historic Preservation	7	18.4%	81.6%	0.0%	18
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Advisory Council on Historic Preservation</b>	<b>7</b>	<b>11.7%</b>	<b>88.3%</b>	<b>0.0%</b>	<b>20</b>
2010 Advisory Council on Historic Preservation	7	18.4%	81.6%	0.0%	18
2008 Advisory Council on Historic Preservation	--	--	--	--	--
2006 Advisory Council on Historic Preservation	--	--	--	--	--



# African Development Foundation

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 African Development Foundation</b>	<b>10</b>
2010 African Development Foundation	7
2008 African Development Foundation	11
2006 African Development Foundation	11

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>60.7%</b>	<b>19.2%</b>	<b>20.1%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	37.8%	17.1%	45.1%
2006 African Development Foundation	11	19.1%	35.2%	45.6%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>91.1%</b>	<b>0.0%</b>	<b>8.9%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	45.7%	46.1%	8.2%
2006 African Development Foundation	11	64.0%	26.9%	9.2%

# African Development Foundation

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>49.7%</b>	<b>31.3%</b>	<b>19.0%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	45.7%	25.9%	28.5%
2006 African Development Foundation	11	45.7%	36.2%	18.1%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>77.5%</b>	<b>9.0%</b>	<b>13.5%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	73.3%	9.1%	17.5%
2006 African Development Foundation	11	73.1%	26.9%	0.0%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	100.0%	0.0%	0.0%
2006 African Development Foundation	11	91.1%	8.9%	0.0%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>91.1%</b>	<b>0.0%</b>	<b>8.9%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	--	--	--	--
2006 African Development Foundation	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	--	--	--	--
2006 African Development Foundation	--	--	--	--

# African Development Foundation

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>90.0%</b>	<b>0.0%</b>	<b>10.0%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	--	--	--	--
2006 African Development Foundation	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 African Development Foundation</b>	<b>10</b>	<b>34.0%</b>	<b>19.4%</b>	<b>46.7%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	8.7%	28.4%	62.8%	0
2006 African Development Foundation	11	18.1%	18.8%	63.1%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 African Development Foundation</b>	<b>10</b>	<b>20.4%</b>	<b>46.8%</b>	<b>32.8%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	27.9%	0.0%	72.1%	0
2006 African Development Foundation	11	8.9%	18.3%	72.7%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 African Development Foundation</b>	<b>10</b>	<b>48.3%</b>	<b>17.7%</b>	<b>34.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	46.0%	36.4%	17.5%	0
2006 African Development Foundation	11	28.1%	44.2%	27.8%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 African Development Foundation</b>	<b>10</b>	<b>86.5%</b>	<b>0.0%</b>	<b>13.5%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	10	100.0%	0.0%	0.0%	1
2006 African Development Foundation	11	82.3%	8.9%	8.8%	0

# African Development Foundation

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 African Development Foundation</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	91.0%	0.0%	9.0%	0
2006 African Development Foundation	11	100.0%	0.0%	0.0%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 African Development Foundation</b>	<b>10</b>	<b>90.0%</b>	<b>10.0%</b>	<b>0.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	37.9%	27.5%	34.6%	0
2006 African Development Foundation	11	46.0%	18.1%	35.9%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 African Development Foundation</b>	<b>8</b>	<b>51.9%</b>	<b>22.4%</b>	<b>25.7%</b>	<b>2</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	46.3%	35.7%	17.9%	0
2006 African Development Foundation	11	63.1%	17.9%	19.0%	0

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 African Development Foundation</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	82.1%	17.9%	0.0%	0
2006 African Development Foundation	11	90.8%	9.2%	0.0%	0

# African Development Foundation

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 African Development Foundation</b>	<b>10</b>	<b>70.7%</b>	<b>0.0%</b>	<b>29.3%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	8	52.0%	23.8%	24.2%	3
2006 African Development Foundation	9	33.1%	10.9%	56.0%	2

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 African Development Foundation</b>	<b>10</b>	<b>32.4%</b>	<b>8.8%</b>	<b>58.8%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	10	31.2%	0.0%	68.8%	1
2006 African Development Foundation	11	9.2%	8.9%	81.9%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 African Development Foundation</b>	<b>9</b>	<b>67.5%</b>	<b>0.0%</b>	<b>32.5%</b>	<b>1</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	63.4%	9.8%	26.8%	0
2006 African Development Foundation	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>72.2%</b>	<b>27.8%</b>	<b>0.0%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	45.5%	27.5%	27.0%
2006 African Development Foundation	11	72.1%	8.9%	19.0%

# African Development Foundation

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 African Development Foundation</b>	<b>10</b>	<b>48.2%</b>	<b>19.0%</b>	<b>32.8%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	10	59.0%	11.1%	29.9%	1
2006 African Development Foundation	10	48.3%	20.7%	30.9%	1

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 African Development Foundation</b>	<b>9</b>	<b>35.5%</b>	<b>31.9%</b>	<b>32.6%</b>	<b>1</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	7	29.8%	41.9%	28.3%	4
2006 African Development Foundation	10	18.5%	60.6%	20.9%	1

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 African Development Foundation</b>	<b>9</b>	<b>46.6%</b>	<b>21.3%</b>	<b>32.1%</b>	<b>1</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	10	40.2%	0.0%	59.8%	1
2006 African Development Foundation	9	43.7%	22.0%	34.3%	2

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 African Development Foundation</b>	<b>9</b>	<b>20.9%</b>	<b>14.8%</b>	<b>64.3%</b>	<b>1</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	8	12.3%	37.7%	50.0%	3
2006 African Development Foundation	8	35.7%	26.2%	38.1%	3

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 African Development Foundation</b>	<b>6</b>	<b>37.3%</b>	<b>0.0%</b>	<b>62.7%</b>	<b>4</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	10	19.9%	30.0%	50.1%	1
2006 African Development Foundation	9	53.9%	22.9%	23.2%	2

# African Development Foundation

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 African Development Foundation</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	81.6%	18.4%	0.0%	0
2006 African Development Foundation	11	72.1%	18.1%	9.8%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 African Development Foundation</b>	<b>10</b>	<b>50.2%</b>	<b>39.7%</b>	<b>10.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	10	70.1%	19.7%	10.2%	1
2006 African Development Foundation	10	19.4%	48.8%	31.8%	1

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	81.7%	18.3%	0.0%
2006 African Development Foundation	11	81.2%	18.8%	0.0%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 African Development Foundation</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	45.7%	28.1%	26.3%	0
2006 African Development Foundation	11	63.0%	28.2%	8.8%	0

# African Development Foundation

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 African Development Foundation</b>	<b>10</b>	<b>72.2%</b>	<b>8.8%</b>	<b>18.9%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	10	40.5%	20.1%	39.5%	1
2006 African Development Foundation	11	18.9%	36.1%	45.0%	0

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 African Development Foundation</b>	<b>10</b>	<b>81.1%</b>	<b>0.0%</b>	<b>18.9%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 African Development Foundation</b>	<b>9</b>	<b>30.9%</b>	<b>24.9%</b>	<b>44.3%</b>	<b>1</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	8.7%	44.8%	46.4%	0
2006 African Development Foundation	10	10.9%	39.0%	50.1%	1

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 African Development Foundation</b>	<b>8</b>	<b>23.3%</b>	<b>16.7%</b>	<b>60.1%</b>	<b>2</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	8	13.6%	25.4%	61.1%	3
2006 African Development Foundation	9	0.0%	65.9%	34.1%	2

# African Development Foundation

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 African Development Foundation</b>	<b>9</b>	<b>41.5%</b>	<b>26.3%</b>	<b>32.2%</b>	<b>1</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	28.1%	27.2%	44.8%	0
2006 African Development Foundation	9	22.4%	45.0%	32.6%	2

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 African Development Foundation</b>	<b>10</b>	<b>89.6%</b>	<b>0.0%</b>	<b>10.4%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	10	50.5%	29.4%	20.1%	1
2006 African Development Foundation	11	53.2%	27.7%	19.1%	0

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 African Development Foundation</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	9	11.2%	22.4%	66.5%	2
2006 African Development Foundation	10	0.0%	10.1%	89.9%	1

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 African Development Foundation</b>	<b>10</b>	<b>55.7%</b>	<b>10.4%</b>	<b>34.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	8	39.7%	12.0%	48.4%	3
2006 African Development Foundation	10	40.9%	8.7%	50.4%	1

# African Development Foundation

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 African Development Foundation</b>	<b>9</b>	<b>51.3%</b>	<b>0.0%</b>	<b>48.7%</b>	<b>1</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	9	46.0%	10.5%	43.6%	2
2006 African Development Foundation	8	86.5%	0.0%	13.5%	3

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 African Development Foundation</b>	<b>10</b>	<b>81.0%</b>	<b>19.0%</b>	<b>0.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>37.9%</b>	<b>41.6%</b>	<b>20.4%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	36.4%	37.1%	26.5%
2006 African Development Foundation	11	54.4%	17.7%	27.9%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 African Development Foundation</b>	<b>9</b>	<b>41.8%</b>	<b>11.0%</b>	<b>47.1%</b>	<b>1</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

# African Development Foundation

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 African Development Foundation</b>	<b>10</b>	<b>79.6%</b>	<b>20.4%</b>	<b>0.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	64.8%	8.2%	27.0%	0
2006 African Development Foundation	11	55.2%	35.6%	9.2%	0

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 African Development Foundation</b>	<b>10</b>	<b>79.6%</b>	<b>0.0%</b>	<b>20.4%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 African Development Foundation</b>	<b>10</b>	<b>51.3%</b>	<b>9.0%</b>	<b>39.7%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	64.4%	18.7%	16.9%	0
2006 African Development Foundation	11	55.3%	34.8%	9.8%	0

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 African Development Foundation</b>	<b>10</b>	<b>70.7%</b>	<b>18.9%</b>	<b>10.4%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 African Development Foundation</b>	<b>10</b>	<b>52.8%</b>	<b>17.8%</b>	<b>29.3%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

# African Development Foundation

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 African Development Foundation</b>	<b>10</b>	<b>69.2%</b>	<b>10.4%</b>	<b>20.4%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	10	60.4%	30.1%	9.5%	1
2006 African Development Foundation	11	36.0%	45.2%	18.8%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>90.0%</b>	<b>0.0%</b>	<b>10.0%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	--	--	--	--
2006 African Development Foundation	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>90.0%</b>	<b>10.0%</b>	<b>0.0%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	--	--	--	--
2006 African Development Foundation	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>37.8%</b>	<b>31.4%</b>	<b>30.8%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	--	--	--	--
2006 African Development Foundation	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>69.2%</b>	<b>10.4%</b>	<b>20.4%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	73.7%	26.3%	0.0%
2006 African Development Foundation	11	46.4%	25.7%	27.9%

# African Development Foundation

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>69.2%</b>	<b>20.8%</b>	<b>10.0%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	83.1%	16.9%	0.0%
2006 African Development Foundation	11	72.1%	18.8%	9.2%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 African Development Foundation</b>	<b>10</b>	<b>42.8%</b>	<b>27.9%</b>	<b>29.3%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	29.1%	18.0%	52.9%	0
2006 African Development Foundation	10	29.5%	49.7%	20.9%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 African Development Foundation</b>	<b>10</b>	<b>79.6%</b>	<b>0.0%</b>	<b>20.4%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	10	71.5%	18.9%	9.6%	1
2006 African Development Foundation	10	40.4%	39.7%	19.9%	1

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 African Development Foundation</b>	<b>10</b>	<b>67.2%</b>	<b>22.4%</b>	<b>10.4%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	37.2%	37.2%	25.6%	0
2006 African Development Foundation	11	54.0%	18.1%	27.9%	0

# African Development Foundation

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 African Development Foundation</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	10	70.1%	20.2%	9.8%	1
2006 African Development Foundation	10	50.7%	29.6%	19.7%	1

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 African Development Foundation</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	10	80.0%	0.0%	20.0%	1
2006 African Development Foundation	10	40.9%	29.3%	29.8%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 African Development Foundation</b>	<b>10</b>	<b>38.1%</b>	<b>18.9%</b>	<b>43.0%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	10	31.2%	19.7%	49.1%	1
2006 African Development Foundation	11	54.0%	17.9%	28.2%	0

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 African Development Foundation</b>	<b>10</b>	<b>57.0%</b>	<b>19.0%</b>	<b>23.9%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 African Development Foundation</b>	<b>10</b>	<b>70.6%</b>	<b>9.0%</b>	<b>20.4%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

# African Development Foundation

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 African Development Foundation</b>	<b>10</b>	<b>70.6%</b>	<b>9.0%</b>	<b>20.4%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	11	56.1%	8.7%	35.2%	0
2006 African Development Foundation	10	60.4%	19.7%	19.9%	1

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 African Development Foundation</b>	<b>10</b>	<b>57.5%</b>	<b>0.0%</b>	<b>42.5%</b>	<b>0</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>60.3%</b>	<b>10.4%</b>	<b>29.3%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	37.0%	27.8%	35.2%
2006 African Development Foundation	11	27.1%	35.8%	37.1%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>61.8%</b>	<b>17.7%</b>	<b>20.4%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	27.9%	18.9%	53.2%
2006 African Development Foundation	11	36.3%	26.6%	37.1%

# African Development Foundation

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>60.3%</b>	<b>8.8%</b>	<b>30.8%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	28.0%	46.1%	25.9%
2006 African Development Foundation	11	63.3%	0.0%	36.7%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>52.8%</b>	<b>26.7%</b>	<b>20.4%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	27.5%	28.2%	44.4%
2006 African Development Foundation	11	27.1%	36.9%	36.0%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>18.9%</b>	<b>23.6%</b>	<b>57.6%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	19.3%	54.8%	25.9%
2006 African Development Foundation	11	0.0%	63.3%	36.7%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>71.0%</b>	<b>10.0%</b>	<b>18.9%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	37.8%	18.3%	43.9%
2006 African Development Foundation	11	18.9%	18.3%	62.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>90.0%</b>	<b>0.0%</b>	<b>10.0%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	55.0%	9.8%	35.2%
2006 African Development Foundation	11	72.2%	18.6%	9.2%

# African Development Foundation

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>46.8%</b>	<b>10.0%</b>	<b>43.2%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	53.5%	29.1%	17.4%
2006 African Development Foundation	11	81.2%	0.0%	18.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>48.3%</b>	<b>31.3%</b>	<b>20.4%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	11	27.4%	27.2%	45.4%
2006 African Development Foundation	11	55.2%	26.7%	18.1%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>29.3%</b>	<b>61.7%</b>	<b>9.0%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	--	--	--	--
2006 African Development Foundation	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 African Development Foundation</b>	<b>9</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>22.4%</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

(continued)

# African Development Foundation

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 African Development Foundation</b>	<b>9</b>	<b>9.9%</b>	<b>11.6%</b>	<b>46.1%</b>	<b>10.0%</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>79.6%</b>	<b>20.4%</b>	<b>0.0%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	--	--	--	--
2006 African Development Foundation	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>20.4%</b>	<b>51.8%</b>	<b>27.8%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	--	--	--	--
2006 African Development Foundation	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>10.4%</b>	<b>80.8%</b>	<b>8.8%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	--	--	--	--
2006 African Development Foundation	--	--	--	--

# African Development Foundation

## Trend Report

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>0.0%</b>	<b>61.8%</b>	<b>38.2%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	--	--	--	--
2006 African Development Foundation	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 African Development Foundation</b>	<b>10</b>	<b>0.0%</b>	<b>61.8%</b>	<b>38.2%</b>
2010 African Development Foundation	--	--	--	--
2008 African Development Foundation	--	--	--	--
2006 African Development Foundation	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 African Development Foundation</b>	<b>6</b>	<b>0.0%</b>	<b>33.1%</b>	<b>66.9%</b>	<b>4</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	9	0.0%	22.3%	77.7%	2
2006 African Development Foundation	8	0.0%	37.2%	62.8%	3

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 African Development Foundation</b>	<b>9</b>	<b>67.3%</b>	<b>22.8%</b>	<b>9.9%</b>	<b>1</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	9	56.5%	11.5%	32.0%	2
2006 African Development Foundation	9	33.3%	10.8%	55.9%	2

# African Development Foundation

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 African Development Foundation</b>	<b>3</b>	<b>36.2%</b>	<b>31.8%</b>	<b>32.0%</b>	<b>7</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 African Development Foundation</b>	<b>3</b>	<b>35.5%</b>	<b>64.5%</b>	<b>0.0%</b>	<b>7</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 African Development Foundation</b>	<b>2</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>8</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 African Development Foundation</b>	<b>2</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>8</b>
2010 African Development Foundation	--	--	--	--	--
2008 African Development Foundation	--	--	--	--	--
2006 African Development Foundation	--	--	--	--	--



# American Battle Monuments Commission

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 American Battle Monuments Commission</b>	<b>18</b>
2010 American Battle Monuments Commission	26
2008 American Battle Monuments Commission	30
2006 American Battle Monuments Commission	29

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>69.2%</b>	<b>26.1%</b>	<b>4.7%</b>
2010 American Battle Monuments Commission	26	75.3%	10.8%	13.9%
2008 American Battle Monuments Commission	30	69.8%	24.0%	6.3%
2006 American Battle Monuments Commission	29	42.1%	27.1%	30.7%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>74.8%</b>	<b>15.1%</b>	<b>10.1%</b>
2010 American Battle Monuments Commission	26	64.1%	22.3%	13.6%
2008 American Battle Monuments Commission	30	73.4%	20.2%	6.4%
2006 American Battle Monuments Commission	29	63.3%	27.0%	9.7%

# American Battle Monuments Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>52.0%</b>	<b>37.9%</b>	<b>10.1%</b>
2010 American Battle Monuments Commission	26	52.8%	15.7%	31.5%
2008 American Battle Monuments Commission	30	57.0%	17.2%	25.8%
2006 American Battle Monuments Commission	29	52.4%	7.0%	40.5%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>95.5%</b>	<b>4.5%</b>	<b>0.0%</b>
2010 American Battle Monuments Commission	26	75.4%	7.1%	17.5%
2008 American Battle Monuments Commission	30	70.4%	22.9%	6.7%
2006 American Battle Monuments Commission	29	68.8%	10.1%	21.1%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 American Battle Monuments Commission	26	96.5%	3.5%	0.0%
2008 American Battle Monuments Commission	30	100.0%	0.0%	0.0%
2006 American Battle Monuments Commission	29	82.4%	13.9%	3.7%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>78.8%</b>	<b>15.6%</b>	<b>5.6%</b>
2010 American Battle Monuments Commission	26	78.3%	3.6%	18.1%
2008 American Battle Monuments Commission	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 American Battle Monuments Commission	26	95.8%	0.0%	4.2%
2008 American Battle Monuments Commission	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--

# American Battle Monuments Commission

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 American Battle Monuments Commission	26	93.3%	6.7%	0.0%
2008 American Battle Monuments Commission	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>50.9%</b>	<b>33.5%</b>	<b>15.6%</b>	<b>1</b>
2010 American Battle Monuments Commission	26	68.0%	10.8%	21.3%	0
2008 American Battle Monuments Commission	30	66.7%	13.0%	20.2%	0
2006 American Battle Monuments Commission	29	41.5%	21.8%	36.7%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>85.3%</b>	<b>5.6%</b>	<b>9.2%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	78.0%	10.8%	11.2%	0
2008 American Battle Monuments Commission	29	83.1%	7.1%	9.7%	1
2006 American Battle Monuments Commission	29	58.8%	14.5%	26.8%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>69.0%</b>	<b>9.8%</b>	<b>21.2%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	63.5%	7.9%	28.5%	0
2008 American Battle Monuments Commission	30	67.8%	9.0%	23.1%	0
2006 American Battle Monuments Commission	29	52.2%	17.3%	30.5%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>80.3%</b>	<b>5.6%</b>	<b>14.1%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	82.4%	7.2%	10.4%	0
2008 American Battle Monuments Commission	30	86.9%	6.8%	6.3%	0
2006 American Battle Monuments Commission	29	93.3%	3.4%	3.4%	0

# American Battle Monuments Commission

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>95.5%</b>	<b>4.5%</b>	<b>0.0%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	96.4%	3.6%	0.0%	0
2008 American Battle Monuments Commission	30	93.6%	6.4%	0.0%	0
2006 American Battle Monuments Commission	29	86.6%	13.4%	0.0%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>89.3%</b>	<b>0.0%</b>	<b>10.7%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	80.6%	7.2%	12.3%	0
2008 American Battle Monuments Commission	30	83.3%	10.1%	6.7%	0
2006 American Battle Monuments Commission	29	71.5%	14.3%	14.1%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>73.9%</b>	<b>10.4%</b>	<b>15.7%</b>	<b>1</b>
2010 American Battle Monuments Commission	26	74.1%	7.9%	17.9%	0
2008 American Battle Monuments Commission	29	72.7%	3.4%	23.9%	1
2006 American Battle Monuments Commission	29	59.4%	17.5%	23.1%	0

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>75.0%</b>	<b>10.1%</b>	<b>14.9%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	81.5%	7.2%	11.3%	0
2008 American Battle Monuments Commission	30	86.4%	13.6%	0.0%	0
2006 American Battle Monuments Commission	29	72.5%	21.0%	6.5%	0

# American Battle Monuments Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>60.0%</b>	<b>15.1%</b>	<b>24.9%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	46.5%	14.3%	39.3%	0
2008 American Battle Monuments Commission	28	53.1%	25.7%	21.2%	2
2006 American Battle Monuments Commission	29	31.6%	28.6%	39.8%	0

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>60.8%</b>	<b>28.9%</b>	<b>10.3%</b>	<b>1</b>
2010 American Battle Monuments Commission	25	50.9%	22.9%	26.1%	0
2008 American Battle Monuments Commission	29	55.5%	31.2%	13.3%	1
2006 American Battle Monuments Commission	29	24.6%	14.0%	61.4%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>79.8%</b>	<b>15.4%</b>	<b>4.8%</b>	<b>1</b>
2010 American Battle Monuments Commission	25	73.7%	11.4%	14.9%	1
2008 American Battle Monuments Commission	26	61.5%	15.6%	22.9%	4
2006 American Battle Monuments Commission	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 American Battle Monuments Commission</b>	<b>15</b>	<b>46.2%</b>	<b>38.0%</b>	<b>15.8%</b>
2010 American Battle Monuments Commission	23	75.9%	7.9%	16.2%
2008 American Battle Monuments Commission	30	90.4%	6.5%	3.0%
2006 American Battle Monuments Commission	29	65.8%	20.8%	13.4%

# American Battle Monuments Commission

## Trend Report

### My Work Unit (continued)

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>65.9%</b>	<b>34.1%</b>	<b>0.0%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	74.3%	11.2%	14.5%	0
2008 American Battle Monuments Commission	29	62.4%	27.8%	9.8%	1
2006 American Battle Monuments Commission	29	59.0%	34.2%	6.7%	0

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>35.4%</b>	<b>32.0%</b>	<b>32.5%</b>	<b>1</b>
2010 American Battle Monuments Commission	26	63.2%	15.1%	21.7%	0
2008 American Battle Monuments Commission	29	51.8%	28.3%	19.9%	1
2006 American Battle Monuments Commission	29	27.8%	28.1%	44.1%	0

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>42.7%</b>	<b>6.2%</b>	<b>51.1%</b>	<b>1</b>
2010 American Battle Monuments Commission	25	57.8%	7.8%	34.4%	1
2008 American Battle Monuments Commission	30	64.9%	13.1%	22.0%	0
2006 American Battle Monuments Commission	29	34.4%	21.7%	43.8%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>41.1%</b>	<b>31.0%</b>	<b>27.9%</b>	<b>1</b>
2010 American Battle Monuments Commission	26	60.8%	13.9%	25.3%	0
2008 American Battle Monuments Commission	30	58.3%	16.4%	25.3%	0
2006 American Battle Monuments Commission	29	38.2%	20.7%	41.1%	0

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>60.3%</b>	<b>17.5%</b>	<b>22.2%</b>	<b>1</b>
2010 American Battle Monuments Commission	25	63.1%	3.7%	33.2%	0
2008 American Battle Monuments Commission	30	67.8%	10.2%	22.0%	0
2006 American Battle Monuments Commission	28	39.8%	14.3%	45.9%	1

# American Battle Monuments Commission

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>63.3%</b>	<b>15.4%</b>	<b>21.3%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	70.0%	12.3%	17.8%	0
2008 American Battle Monuments Commission	30	70.6%	23.1%	6.2%	0
2006 American Battle Monuments Commission	29	69.8%	13.1%	17.1%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>70.2%</b>	<b>20.6%</b>	<b>9.2%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	68.0%	21.7%	10.4%	0
2008 American Battle Monuments Commission	30	66.8%	30.1%	3.1%	0
2006 American Battle Monuments Commission	29	62.0%	30.9%	7.1%	0

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>85.7%</b>	<b>9.8%</b>	<b>4.5%</b>
2010 American Battle Monuments Commission	26	81.9%	11.3%	6.8%
2008 American Battle Monuments Commission	30	84.3%	9.4%	6.3%
2006 American Battle Monuments Commission	29	72.5%	24.1%	3.4%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>78.2%</b>	<b>5.6%</b>	<b>16.2%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	81.5%	18.5%	0.0%	0
2008 American Battle Monuments Commission	30	87.2%	9.6%	3.3%	0
2006 American Battle Monuments Commission	29	76.7%	16.5%	6.7%	0

# American Battle Monuments Commission

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>58.6%</b>	<b>12.9%</b>	<b>28.5%</b>	<b>1</b>
2010 American Battle Monuments Commission	26	58.1%	23.8%	18.1%	0
2008 American Battle Monuments Commission	30	65.0%	28.7%	6.3%	0
2006 American Battle Monuments Commission	29	42.0%	24.3%	33.7%	0

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>49.5%</b>	<b>38.6%</b>	<b>12.0%</b>	<b>1</b>
2010 American Battle Monuments Commission	26	78.3%	3.6%	18.1%	0
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 American Battle Monuments Commission</b>	<b>16</b>	<b>37.9%</b>	<b>25.0%</b>	<b>37.1%</b>	<b>1</b>
2010 American Battle Monuments Commission	25	49.6%	31.6%	18.8%	0
2008 American Battle Monuments Commission	30	58.0%	16.8%	25.3%	0
2006 American Battle Monuments Commission	29	35.0%	28.2%	36.7%	0

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>29.2%</b>	<b>37.3%</b>	<b>33.5%</b>	<b>1</b>
2010 American Battle Monuments Commission	25	33.2%	31.5%	35.3%	1
2008 American Battle Monuments Commission	28	40.2%	28.0%	31.8%	2
2006 American Battle Monuments Commission	28	24.2%	22.0%	53.8%	1

# American Battle Monuments Commission

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>65.8%</b>	<b>28.0%</b>	<b>6.2%</b>	<b>1</b>
2010 American Battle Monuments Commission	25	49.2%	20.2%	30.6%	1
2008 American Battle Monuments Commission	28	53.4%	43.1%	3.5%	2
2006 American Battle Monuments Commission	28	47.1%	21.2%	31.7%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>84.2%</b>	<b>10.2%</b>	<b>5.6%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	89.2%	7.2%	3.6%	0
2008 American Battle Monuments Commission	30	89.9%	7.0%	3.1%	0
2006 American Battle Monuments Commission	29	83.6%	9.7%	6.7%	0

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>55.8%</b>	<b>28.4%</b>	<b>15.8%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	68.0%	7.1%	24.9%	0
2008 American Battle Monuments Commission	30	63.1%	13.9%	23.0%	0
2006 American Battle Monuments Commission	29	44.7%	24.1%	31.1%	0

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>55.1%</b>	<b>22.6%</b>	<b>22.3%</b>	<b>1</b>
2010 American Battle Monuments Commission	25	42.9%	31.2%	25.9%	1
2008 American Battle Monuments Commission	29	73.4%	13.3%	13.2%	1
2006 American Battle Monuments Commission	28	54.4%	21.3%	24.3%	1

# American Battle Monuments Commission

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 American Battle Monuments Commission</b>	<b>16</b>	<b>65.2%</b>	<b>11.4%</b>	<b>23.5%</b>	<b>1</b>
2010 American Battle Monuments Commission	25	58.5%	22.7%	18.8%	1
2008 American Battle Monuments Commission	27	74.1%	25.9%	0.0%	3
2006 American Battle Monuments Commission	27	64.5%	28.6%	6.9%	2

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>78.8%</b>	<b>15.4%</b>	<b>5.8%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	74.7%	10.4%	14.9%	0
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>76.1%</b>	<b>19.4%</b>	<b>4.5%</b>
2010 American Battle Monuments Commission	26	71.5%	6.8%	21.7%
2008 American Battle Monuments Commission	30	70.7%	19.9%	9.4%
2006 American Battle Monuments Commission	29	48.7%	28.4%	23.0%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>60.3%</b>	<b>19.8%</b>	<b>19.8%</b>	<b>0</b>
2010 American Battle Monuments Commission	25	63.1%	21.8%	15.1%	1
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

# American Battle Monuments Commission

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>84.4%</b>	<b>10.1%</b>	<b>5.6%</b>	<b>0</b>
2010 American Battle Monuments Commission	25	70.5%	15.0%	14.5%	1
2008 American Battle Monuments Commission	30	86.7%	13.3%	0.0%	0
2006 American Battle Monuments Commission	28	68.6%	20.9%	10.4%	1

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>67.8%</b>	<b>27.5%</b>	<b>4.7%</b>	<b>0</b>
2010 American Battle Monuments Commission	24	61.7%	19.4%	18.9%	1
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>58.3%</b>	<b>37.2%</b>	<b>4.5%</b>	<b>0</b>
2010 American Battle Monuments Commission	25	63.0%	10.8%	26.2%	1
2008 American Battle Monuments Commission	30	61.5%	12.2%	26.3%	0
2006 American Battle Monuments Commission	29	45.9%	23.8%	30.3%	0

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 American Battle Monuments Commission</b>	<b>16</b>	<b>82.4%</b>	<b>17.6%</b>	<b>0.0%</b>	<b>2</b>
2010 American Battle Monuments Commission	24	63.8%	25.0%	11.2%	2
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>58.3%</b>	<b>20.2%</b>	<b>21.5%</b>	<b>0</b>
2010 American Battle Monuments Commission	24	56.1%	21.0%	22.9%	2
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

# American Battle Monuments Commission

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>58.3%</b>	<b>20.8%</b>	<b>20.9%</b>	<b>0</b>
2010 American Battle Monuments Commission	25	70.8%	14.6%	14.5%	1
2008 American Battle Monuments Commission	30	80.4%	13.3%	6.3%	0
2006 American Battle Monuments Commission	28	58.1%	14.0%	27.9%	1

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>75.3%</b>	<b>13.2%</b>	<b>11.5%</b>
2010 American Battle Monuments Commission	26	52.0%	26.3%	21.7%
2008 American Battle Monuments Commission	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>89.6%</b>	<b>5.9%</b>	<b>4.5%</b>
2010 American Battle Monuments Commission	26	55.3%	26.6%	18.1%
2008 American Battle Monuments Commission	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 American Battle Monuments Commission</b>	<b>16</b>	<b>76.7%</b>	<b>17.2%</b>	<b>6.1%</b>
2010 American Battle Monuments Commission	26	44.5%	7.8%	47.7%
2008 American Battle Monuments Commission	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>78.5%</b>	<b>0.0%</b>	<b>21.5%</b>
2010 American Battle Monuments Commission	26	48.1%	15.1%	36.8%
2008 American Battle Monuments Commission	30	60.7%	20.7%	18.7%
2006 American Battle Monuments Commission	29	45.3%	17.3%	37.4%

# American Battle Monuments Commission

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>73.8%</b>	<b>14.7%</b>	<b>11.5%</b>
2010 American Battle Monuments Commission	26	52.8%	10.4%	36.8%
2008 American Battle Monuments Commission	30	61.3%	20.0%	18.7%
2006 American Battle Monuments Commission	29	52.8%	9.8%	37.4%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>48.4%</b>	<b>31.3%</b>	<b>20.3%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	56.5%	18.6%	24.9%	0
2008 American Battle Monuments Commission	30	48.0%	30.1%	21.9%	0
2006 American Battle Monuments Commission	29	42.6%	33.9%	23.5%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>54.4%</b>	<b>14.3%</b>	<b>31.3%</b>	<b>0</b>
2010 American Battle Monuments Commission	25	46.6%	34.6%	18.8%	1
2008 American Battle Monuments Commission	29	63.1%	26.9%	9.9%	1
2006 American Battle Monuments Commission	27	53.2%	36.3%	10.5%	2

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>48.9%</b>	<b>29.8%</b>	<b>21.3%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	59.6%	18.7%	21.7%	0
2008 American Battle Monuments Commission	29	69.0%	23.8%	7.2%	1
2006 American Battle Monuments Commission	29	52.8%	20.3%	26.9%	0

# American Battle Monuments Commission

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>48.4%</b>	<b>22.6%</b>	<b>29.0%</b>	<b>1</b>
2010 American Battle Monuments Commission	26	60.0%	18.7%	21.4%	0
2008 American Battle Monuments Commission	30	57.5%	29.9%	12.7%	0
2006 American Battle Monuments Commission	29	49.8%	26.9%	23.2%	0

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>58.7%</b>	<b>21.0%</b>	<b>20.3%</b>	<b>0</b>
2010 American Battle Monuments Commission	25	62.2%	11.2%	26.6%	1
2008 American Battle Monuments Commission	29	48.8%	31.4%	19.9%	1
2006 American Battle Monuments Commission	28	51.5%	17.4%	31.0%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>53.6%</b>	<b>15.5%</b>	<b>31.0%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	52.8%	17.9%	29.3%	0
2008 American Battle Monuments Commission	30	57.0%	30.4%	12.7%	0
2006 American Battle Monuments Commission	29	45.8%	20.1%	34.1%	0

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>42.7%</b>	<b>31.4%</b>	<b>25.9%</b>	<b>0</b>
2010 American Battle Monuments Commission	25	62.2%	11.2%	26.6%	0
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>55.8%</b>	<b>5.8%</b>	<b>38.4%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	49.3%	13.9%	36.8%	0
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

# American Battle Monuments Commission

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>69.7%</b>	<b>4.0%</b>	<b>26.3%</b>	<b>0</b>
2010 American Battle Monuments Commission	26	57.2%	21.1%	21.7%	0
2008 American Battle Monuments Commission	29	60.2%	23.1%	16.7%	1
2006 American Battle Monuments Commission	29	52.6%	31.0%	16.4%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 American Battle Monuments Commission</b>	<b>16</b>	<b>61.0%</b>	<b>21.4%</b>	<b>17.6%</b>	<b>1</b>
2010 American Battle Monuments Commission	24	77.1%	11.7%	11.2%	2
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>37.9%</b>	<b>29.3%</b>	<b>32.7%</b>
2010 American Battle Monuments Commission	26	52.0%	19.1%	28.9%
2008 American Battle Monuments Commission	30	53.2%	30.8%	16.0%
2006 American Battle Monuments Commission	29	58.7%	14.6%	26.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>32.4%</b>	<b>46.7%</b>	<b>20.9%</b>
2010 American Battle Monuments Commission	26	40.5%	18.7%	40.8%
2008 American Battle Monuments Commission	30	40.4%	23.6%	36.0%
2006 American Battle Monuments Commission	29	31.4%	31.1%	37.5%

# American Battle Monuments Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>74.6%</b>	<b>20.7%</b>	<b>4.7%</b>
2010 American Battle Monuments Commission	26	63.2%	7.9%	28.9%
2008 American Battle Monuments Commission	30	65.9%	18.1%	16.0%
2006 American Battle Monuments Commission	29	52.1%	13.8%	34.1%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>60.3%</b>	<b>8.7%</b>	<b>31.0%</b>
2010 American Battle Monuments Commission	26	45.0%	33.7%	21.4%
2008 American Battle Monuments Commission	30	51.2%	26.8%	22.0%
2006 American Battle Monuments Commission	29	38.8%	31.1%	30.1%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>44.3%</b>	<b>45.7%</b>	<b>10.1%</b>
2010 American Battle Monuments Commission	26	49.3%	25.4%	25.3%
2008 American Battle Monuments Commission	30	30.7%	49.7%	19.6%
2006 American Battle Monuments Commission	29	23.6%	45.0%	31.3%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>37.5%</b>	<b>46.1%</b>	<b>16.4%</b>
2010 American Battle Monuments Commission	26	64.1%	25.6%	10.4%
2008 American Battle Monuments Commission	30	60.3%	39.7%	0.0%
2006 American Battle Monuments Commission	29	41.9%	34.0%	24.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>80.2%</b>	<b>10.7%</b>	<b>9.2%</b>
2010 American Battle Monuments Commission	26	78.3%	0.0%	21.7%
2008 American Battle Monuments Commission	30	83.6%	13.3%	3.0%
2006 American Battle Monuments Commission	29	52.1%	24.7%	23.3%

# American Battle Monuments Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>68.7%</b>	<b>11.1%</b>	<b>20.2%</b>
2010 American Battle Monuments Commission	25	78.0%	7.4%	14.5%
2008 American Battle Monuments Commission	30	76.3%	13.7%	10.0%
2006 American Battle Monuments Commission	29	65.8%	19.8%	14.4%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>64.7%</b>	<b>20.6%</b>	<b>14.7%</b>
2010 American Battle Monuments Commission	26	71.5%	6.8%	21.7%
2008 American Battle Monuments Commission	30	67.5%	19.9%	12.7%
2006 American Battle Monuments Commission	29	59.7%	10.3%	30.1%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>8.6%</b>	<b>91.4%</b>	<b>0.0%</b>
2010 American Battle Monuments Commission	--	--	--	--
2008 American Battle Monuments Commission	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 American Battle Monuments Commission	--	--	--	--	--
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

(continued)

# American Battle Monuments Commission

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>63.8%</b>	<b>6.2%</b>	<b>21.0%</b>	<b>9.0%</b>
2010 American Battle Monuments Commission	--	--	--	--	--
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 American Battle Monuments Commission</b>	<b>18</b>	<b>28.6%</b>	<b>54.8%</b>	<b>16.6%</b>
2010 American Battle Monuments Commission	--	--	--	--
2008 American Battle Monuments Commission	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>23.9%</b>	<b>48.0%</b>	<b>28.1%</b>
2010 American Battle Monuments Commission	--	--	--	--
2008 American Battle Monuments Commission	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>6.3%</b>	<b>54.2%</b>	<b>39.5%</b>
2010 American Battle Monuments Commission	--	--	--	--
2008 American Battle Monuments Commission	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--

# American Battle Monuments Commission

## *Trend Report*

### Work/Life (continued)

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>0.0%</b>	<b>60.5%</b>	<b>39.5%</b>
2010 American Battle Monuments Commission	--	--	--	--
2008 American Battle Monuments Commission	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 American Battle Monuments Commission</b>	<b>17</b>	<b>0.0%</b>	<b>60.5%</b>	<b>39.5%</b>
2010 American Battle Monuments Commission	--	--	--	--
2008 American Battle Monuments Commission	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 American Battle Monuments Commission</b>	<b>6</b>	<b>0.0%</b>	<b>68.1%</b>	<b>31.9%</b>	<b>11</b>
2010 American Battle Monuments Commission	13	14.8%	63.0%	22.3%	12
2008 American Battle Monuments Commission	13	45.6%	39.5%	14.9%	17
2006 American Battle Monuments Commission	16	19.8%	36.1%	44.0%	13

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 American Battle Monuments Commission</b>	<b>10</b>	<b>71.0%</b>	<b>29.0%</b>	<b>0.0%</b>	<b>7</b>
2010 American Battle Monuments Commission	22	56.5%	43.5%	0.0%	3
2008 American Battle Monuments Commission	25	63.3%	28.5%	8.2%	5
2006 American Battle Monuments Commission	20	35.8%	34.1%	30.2%	9

# American Battle Monuments Commission

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 American Battle Monuments Commission</b>	<b>9</b>	<b>29.9%</b>	<b>58.6%</b>	<b>11.5%</b>	<b>8</b>
2010 American Battle Monuments Commission	18	46.6%	38.0%	15.4%	8
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 American Battle Monuments Commission</b>	<b>8</b>	<b>11.2%</b>	<b>88.8%</b>	<b>0.0%</b>	<b>9</b>
2010 American Battle Monuments Commission	19	34.7%	56.1%	9.2%	6
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 American Battle Monuments Commission</b>	<b>6</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>11</b>
2010 American Battle Monuments Commission	14	20.8%	79.2%	0.0%	11
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 American Battle Monuments Commission</b>	<b>6</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>11</b>
2010 American Battle Monuments Commission	14	13.9%	79.2%	6.9%	10
2008 American Battle Monuments Commission	--	--	--	--	--
2006 American Battle Monuments Commission	--	--	--	--	--



# Chemical Safety and Hazard Investigation Board

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>
2010 Chemical Safety and Hazard Investigation Board	22
2008 Chemical Safety and Hazard Investigation Board	27
2006 Chemical Safety and Hazard Investigation Board	29

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>64.3%</b>	<b>6.8%</b>	<b>28.8%</b>
2010 Chemical Safety and Hazard Investigation Board	22	80.7%	4.4%	14.9%
2008 Chemical Safety and Hazard Investigation Board	27	75.1%	18.1%	6.8%
2006 Chemical Safety and Hazard Investigation Board	29	64.9%	10.5%	24.6%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>53.3%</b>	<b>11.6%</b>	<b>35.1%</b>
2010 Chemical Safety and Hazard Investigation Board	22	81.4%	8.2%	10.4%
2008 Chemical Safety and Hazard Investigation Board	27	74.3%	10.8%	14.9%
2006 Chemical Safety and Hazard Investigation Board	29	68.2%	21.1%	10.7%

# Chemical Safety and Hazard Investigation Board

## *Trend Report*

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>58.2%</b>	<b>9.1%</b>	<b>32.7%</b>
2010 Chemical Safety and Hazard Investigation Board	22	62.5%	23.2%	14.2%
2008 Chemical Safety and Hazard Investigation Board	27	71.0%	18.0%	11.0%
2006 Chemical Safety and Hazard Investigation Board	29	58.7%	17.3%	24.1%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>73.1%</b>	<b>3.7%</b>	<b>23.2%</b>
2010 Chemical Safety and Hazard Investigation Board	22	82.1%	3.8%	14.1%
2008 Chemical Safety and Hazard Investigation Board	27	77.0%	11.6%	11.3%
2006 Chemical Safety and Hazard Investigation Board	29	61.8%	13.7%	24.6%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>91.5%</b>	<b>5.6%</b>	<b>2.9%</b>
2010 Chemical Safety and Hazard Investigation Board	22	91.8%	3.8%	4.4%
2008 Chemical Safety and Hazard Investigation Board	27	85.3%	7.1%	7.6%
2006 Chemical Safety and Hazard Investigation Board	29	75.9%	14.5%	9.6%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>63.1%</b>	<b>9.4%</b>	<b>27.5%</b>
2010 Chemical Safety and Hazard Investigation Board	22	78.5%	12.4%	9.1%
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>83.9%</b>	<b>7.6%</b>	<b>8.5%</b>
2010 Chemical Safety and Hazard Investigation Board	22	94.8%	0.0%	5.2%
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

# Chemical Safety and Hazard Investigation Board

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>88.6%</b>	<b>5.5%</b>	<b>5.9%</b>
2010 Chemical Safety and Hazard Investigation Board	22	94.8%	0.0%	5.2%
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>32</b>	<b>27.4%</b>	<b>10.6%</b>	<b>62.0%</b>	<b>1</b>
2010 Chemical Safety and Hazard Investigation Board	22	27.6%	12.4%	60.0%	0
2008 Chemical Safety and Hazard Investigation Board	27	44.7%	26.8%	28.4%	0
2006 Chemical Safety and Hazard Investigation Board	29	68.0%	17.6%	14.4%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>32</b>	<b>29.1%</b>	<b>15.0%</b>	<b>55.9%</b>	<b>1</b>
2010 Chemical Safety and Hazard Investigation Board	22	41.1%	17.9%	41.0%	0
2008 Chemical Safety and Hazard Investigation Board	27	49.8%	14.5%	35.7%	0
2006 Chemical Safety and Hazard Investigation Board	28	63.5%	19.5%	17.0%	1

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>32</b>	<b>58.9%</b>	<b>6.1%</b>	<b>35.0%</b>	<b>1</b>
2010 Chemical Safety and Hazard Investigation Board	22	63.5%	8.3%	28.2%	0
2008 Chemical Safety and Hazard Investigation Board	27	62.2%	29.5%	8.3%	0
2006 Chemical Safety and Hazard Investigation Board	28	68.4%	10.5%	21.1%	1

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>78.9%</b>	<b>8.5%</b>	<b>12.7%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	87.4%	7.9%	4.7%	0
2008 Chemical Safety and Hazard Investigation Board	27	86.1%	10.1%	3.7%	0
2006 Chemical Safety and Hazard Investigation Board	29	81.3%	10.3%	8.4%	0

# Chemical Safety and Hazard Investigation Board

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>91.5%</b>	<b>5.5%</b>	<b>3.0%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	96.2%	3.8%	0.0%	0
2008 Chemical Safety and Hazard Investigation Board	26	92.9%	7.1%	0.0%	1
2006 Chemical Safety and Hazard Investigation Board	29	75.4%	16.7%	7.8%	0

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>81.8%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	69.7%	7.7%	22.6%	0
2008 Chemical Safety and Hazard Investigation Board	27	84.2%	3.7%	12.0%	0
2006 Chemical Safety and Hazard Investigation Board	29	86.5%	10.3%	3.2%	0

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>61.2%</b>	<b>23.8%</b>	<b>15.0%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	58.7%	23.6%	17.7%	0
2008 Chemical Safety and Hazard Investigation Board	26	81.9%	14.2%	3.9%	1
2006 Chemical Safety and Hazard Investigation Board	27	69.9%	8.8%	21.3%	2

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>66.5%</b>	<b>13.2%</b>	<b>20.2%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	63.9%	27.5%	8.6%	0
2008 Chemical Safety and Hazard Investigation Board	27	89.8%	10.2%	0.0%	0
2006 Chemical Safety and Hazard Investigation Board	29	81.7%	11.0%	7.3%	0

# Chemical Safety and Hazard Investigation Board

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>31</b>	<b>36.8%</b>	<b>20.0%</b>	<b>43.3%</b>	<b>2</b>
2010 Chemical Safety and Hazard Investigation Board	22	54.0%	27.4%	18.7%	0
2008 Chemical Safety and Hazard Investigation Board	25	63.2%	29.2%	7.7%	2
2006 Chemical Safety and Hazard Investigation Board	27	61.1%	15.0%	23.9%	2

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>30</b>	<b>27.5%</b>	<b>17.7%</b>	<b>54.7%</b>	<b>3</b>
2010 Chemical Safety and Hazard Investigation Board	22	39.9%	21.4%	38.7%	0
2008 Chemical Safety and Hazard Investigation Board	27	70.6%	10.1%	19.3%	0
2006 Chemical Safety and Hazard Investigation Board	28	45.3%	16.7%	38.0%	1

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>32</b>	<b>61.0%</b>	<b>12.7%</b>	<b>26.3%</b>	<b>1</b>
2010 Chemical Safety and Hazard Investigation Board	22	59.3%	27.1%	13.5%	0
2008 Chemical Safety and Hazard Investigation Board	26	81.5%	10.7%	7.8%	1
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>31</b>	<b>56.5%</b>	<b>11.4%</b>	<b>32.1%</b>
2010 Chemical Safety and Hazard Investigation Board	22	48.3%	4.9%	46.8%
2008 Chemical Safety and Hazard Investigation Board	27	82.1%	7.1%	10.8%
2006 Chemical Safety and Hazard Investigation Board	29	75.7%	11.6%	12.8%

# Chemical Safety and Hazard Investigation Board

## *Trend Report*

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>32</b>	<b>60.4%</b>	<b>9.4%</b>	<b>30.2%</b>	<b>1</b>
2010 Chemical Safety and Hazard Investigation Board	22	65.3%	12.4%	22.4%	0
2008 Chemical Safety and Hazard Investigation Board	27	44.3%	18.2%	37.5%	0
2006 Chemical Safety and Hazard Investigation Board	27	53.5%	38.1%	8.5%	2

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>54.1%</b>	<b>28.2%</b>	<b>17.7%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	21	66.3%	14.0%	19.7%	1
2008 Chemical Safety and Hazard Investigation Board	27	51.7%	27.2%	21.1%	0
2006 Chemical Safety and Hazard Investigation Board	23	49.3%	32.6%	18.1%	6

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>28</b>	<b>41.2%</b>	<b>37.5%</b>	<b>21.3%</b>	<b>5</b>
2010 Chemical Safety and Hazard Investigation Board	21	52.5%	23.2%	24.3%	1
2008 Chemical Safety and Hazard Investigation Board	26	42.0%	27.3%	30.7%	1
2006 Chemical Safety and Hazard Investigation Board	26	44.9%	34.4%	20.6%	3

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>28</b>	<b>41.2%</b>	<b>17.2%</b>	<b>41.6%</b>	<b>5</b>
2010 Chemical Safety and Hazard Investigation Board	21	48.5%	28.1%	23.4%	1
2008 Chemical Safety and Hazard Investigation Board	26	49.9%	19.1%	31.0%	1
2006 Chemical Safety and Hazard Investigation Board	28	47.6%	18.3%	34.0%	1

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>29</b>	<b>54.7%</b>	<b>27.1%</b>	<b>18.1%</b>	<b>4</b>
2010 Chemical Safety and Hazard Investigation Board	22	51.0%	26.0%	22.9%	0
2008 Chemical Safety and Hazard Investigation Board	27	71.3%	10.5%	18.1%	0
2006 Chemical Safety and Hazard Investigation Board	27	61.3%	11.1%	27.6%	2

# Chemical Safety and Hazard Investigation Board

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>75.8%</b>	<b>6.6%</b>	<b>17.6%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	78.2%	4.4%	17.4%	0
2008 Chemical Safety and Hazard Investigation Board	27	78.9%	10.1%	11.0%	0
2006 Chemical Safety and Hazard Investigation Board	29	74.3%	14.4%	11.3%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>74.7%</b>	<b>11.8%</b>	<b>13.5%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	72.5%	22.2%	5.2%	0
2008 Chemical Safety and Hazard Investigation Board	27	55.7%	26.5%	17.8%	0
2006 Chemical Safety and Hazard Investigation Board	28	78.9%	16.7%	4.4%	1

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>91.2%</b>	<b>5.9%</b>	<b>2.9%</b>
2010 Chemical Safety and Hazard Investigation Board	22	83.0%	17.0%	0.0%
2008 Chemical Safety and Hazard Investigation Board	27	85.3%	14.7%	0.0%
2006 Chemical Safety and Hazard Investigation Board	29	81.4%	14.4%	4.2%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>51.0%</b>	<b>9.6%</b>	<b>39.4%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	59.9%	12.9%	27.3%	0
2008 Chemical Safety and Hazard Investigation Board	26	65.5%	15.9%	18.6%	1
2006 Chemical Safety and Hazard Investigation Board	29	71.7%	16.8%	11.5%	0

# Chemical Safety and Hazard Investigation Board

## *Trend Report*

### My Agency (continued)

#### 30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>21.9%</b>	<b>16.9%</b>	<b>61.2%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	47.3%	24.7%	28.0%	0
2008 Chemical Safety and Hazard Investigation Board	27	63.5%	26.0%	10.6%	0
2006 Chemical Safety and Hazard Investigation Board	29	47.4%	24.7%	27.8%	0

#### 31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>31.9%</b>	<b>24.7%</b>	<b>43.4%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	46.2%	25.7%	28.2%	0
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

#### 32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>32</b>	<b>26.6%</b>	<b>24.4%</b>	<b>48.9%</b>	<b>1</b>
2010 Chemical Safety and Hazard Investigation Board	22	54.1%	13.3%	32.6%	0
2008 Chemical Safety and Hazard Investigation Board	26	57.7%	14.6%	27.7%	1
2006 Chemical Safety and Hazard Investigation Board	29	47.4%	20.9%	31.7%	0

#### 33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>30</b>	<b>21.5%</b>	<b>26.9%</b>	<b>51.5%</b>	<b>3</b>
2010 Chemical Safety and Hazard Investigation Board	20	55.2%	14.4%	30.3%	1
2008 Chemical Safety and Hazard Investigation Board	27	52.1%	22.7%	25.2%	0
2006 Chemical Safety and Hazard Investigation Board	23	36.0%	27.1%	36.9%	6

# Chemical Safety and Hazard Investigation Board

## *Trend Report*

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>28</b>	<b>38.1%</b>	<b>28.6%</b>	<b>33.2%</b>	<b>5</b>
2010 Chemical Safety and Hazard Investigation Board	22	48.1%	23.3%	28.6%	0
2008 Chemical Safety and Hazard Investigation Board	24	63.6%	20.9%	15.5%	3
2006 Chemical Safety and Hazard Investigation Board	28	69.0%	14.3%	16.7%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>66.8%</b>	<b>17.6%</b>	<b>15.6%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	77.6%	4.9%	17.4%	0
2008 Chemical Safety and Hazard Investigation Board	27	95.5%	4.5%	0.0%	0
2006 Chemical Safety and Hazard Investigation Board	29	93.4%	2.4%	4.2%	0

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>31</b>	<b>43.1%</b>	<b>26.8%</b>	<b>30.1%</b>	<b>2</b>
2010 Chemical Safety and Hazard Investigation Board	20	42.1%	38.6%	19.3%	2
2008 Chemical Safety and Hazard Investigation Board	26	72.2%	16.5%	11.3%	1
2006 Chemical Safety and Hazard Investigation Board	28	39.9%	26.9%	33.2%	1

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>31</b>	<b>27.6%</b>	<b>14.2%</b>	<b>58.2%</b>	<b>1</b>
2010 Chemical Safety and Hazard Investigation Board	22	53.1%	23.5%	23.5%	0
2008 Chemical Safety and Hazard Investigation Board	27	55.0%	26.3%	18.7%	0
2006 Chemical Safety and Hazard Investigation Board	28	59.1%	15.3%	25.6%	1

# Chemical Safety and Hazard Investigation Board

## *Trend Report*

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>31</b>	<b>42.3%</b>	<b>19.4%</b>	<b>38.2%</b>	<b>2</b>
2010 Chemical Safety and Hazard Investigation Board	21	61.8%	33.5%	4.7%	1
2008 Chemical Safety and Hazard Investigation Board	25	78.1%	18.3%	3.6%	2
2006 Chemical Safety and Hazard Investigation Board	26	79.7%	7.6%	12.7%	3

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>32</b>	<b>40.9%</b>	<b>25.5%</b>	<b>33.6%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	73.8%	13.2%	13.0%	0
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>34.6%</b>	<b>24.3%</b>	<b>41.2%</b>
2010 Chemical Safety and Hazard Investigation Board	22	54.8%	17.8%	27.3%
2008 Chemical Safety and Hazard Investigation Board	27	49.0%	29.3%	21.7%
2006 Chemical Safety and Hazard Investigation Board	29	58.1%	14.7%	27.2%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>30</b>	<b>27.0%</b>	<b>27.5%</b>	<b>45.4%</b>	<b>3</b>
2010 Chemical Safety and Hazard Investigation Board	21	49.2%	22.1%	28.7%	1
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

# Chemical Safety and Hazard Investigation Board

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>72.8%</b>	<b>15.2%</b>	<b>12.0%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	87.5%	8.0%	4.4%	0
2008 Chemical Safety and Hazard Investigation Board	27	78.6%	10.9%	10.5%	0
2006 Chemical Safety and Hazard Investigation Board	29	68.1%	24.1%	7.8%	0

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>56.5%</b>	<b>9.6%</b>	<b>33.9%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	73.1%	3.8%	23.1%	0
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>52.7%</b>	<b>15.8%</b>	<b>31.6%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	59.0%	23.1%	18.0%	0
2008 Chemical Safety and Hazard Investigation Board	25	73.1%	15.5%	11.4%	2
2006 Chemical Safety and Hazard Investigation Board	28	63.7%	4.1%	32.2%	1

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>30</b>	<b>60.7%</b>	<b>16.9%</b>	<b>22.4%</b>	<b>3</b>
2010 Chemical Safety and Hazard Investigation Board	21	71.5%	13.8%	14.8%	1
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>52.4%</b>	<b>8.5%</b>	<b>39.1%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	21	60.2%	21.0%	18.9%	0
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

# Chemical Safety and Hazard Investigation Board

## *Trend Report*

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>56.6%</b>	<b>12.1%</b>	<b>31.3%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	62.8%	14.8%	22.4%	0
2008 Chemical Safety and Hazard Investigation Board	27	79.1%	6.8%	14.1%	0
2006 Chemical Safety and Hazard Investigation Board	29	70.7%	3.2%	26.2%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>69.5%</b>	<b>6.2%</b>	<b>24.3%</b>
2010 Chemical Safety and Hazard Investigation Board	22	67.0%	9.9%	23.1%
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>75.8%</b>	<b>3.7%</b>	<b>20.5%</b>
2010 Chemical Safety and Hazard Investigation Board	22	77.6%	4.4%	18.0%
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>77.4%</b>	<b>0.0%</b>	<b>22.6%</b>
2010 Chemical Safety and Hazard Investigation Board	22	80.2%	14.6%	5.2%
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>55.4%</b>	<b>13.8%</b>	<b>30.8%</b>
2010 Chemical Safety and Hazard Investigation Board	22	64.1%	22.4%	13.6%
2008 Chemical Safety and Hazard Investigation Board	27	71.3%	14.4%	14.3%
2006 Chemical Safety and Hazard Investigation Board	29	65.7%	9.4%	24.9%

# Chemical Safety and Hazard Investigation Board

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>56.3%</b>	<b>16.5%</b>	<b>27.1%</b>
2010 Chemical Safety and Hazard Investigation Board	22	64.2%	22.3%	13.6%
2008 Chemical Safety and Hazard Investigation Board	27	66.9%	29.4%	3.7%
2006 Chemical Safety and Hazard Investigation Board	29	68.8%	13.7%	17.5%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>11.1%</b>	<b>24.3%</b>	<b>64.7%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	21.7%	36.1%	42.2%	0
2008 Chemical Safety and Hazard Investigation Board	27	33.3%	22.0%	44.7%	0
2006 Chemical Safety and Hazard Investigation Board	29	48.8%	18.8%	32.4%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>32</b>	<b>13.6%</b>	<b>27.3%</b>	<b>59.2%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	43.4%	13.7%	42.9%	0
2008 Chemical Safety and Hazard Investigation Board	27	52.4%	32.4%	15.2%	0
2006 Chemical Safety and Hazard Investigation Board	29	58.2%	12.4%	29.3%	0

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>32</b>	<b>40.2%</b>	<b>12.3%</b>	<b>47.6%</b>	<b>1</b>
2010 Chemical Safety and Hazard Investigation Board	22	25.6%	30.7%	43.7%	0
2008 Chemical Safety and Hazard Investigation Board	26	62.0%	14.5%	23.5%	1
2006 Chemical Safety and Hazard Investigation Board	29	62.2%	17.5%	20.2%	0

# Chemical Safety and Hazard Investigation Board

## *Trend Report*

### Leadership (continued)

#### 56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>33.5%</b>	<b>8.8%</b>	<b>57.7%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	17.8%	39.3%	42.9%	0
2008 Chemical Safety and Hazard Investigation Board	27	50.7%	19.4%	29.9%	0
2006 Chemical Safety and Hazard Investigation Board	29	61.2%	10.5%	28.4%	0

#### 57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>26.2%</b>	<b>18.8%</b>	<b>55.0%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	30.7%	36.4%	32.8%	0
2008 Chemical Safety and Hazard Investigation Board	26	57.4%	22.8%	19.9%	1
2006 Chemical Safety and Hazard Investigation Board	26	56.5%	27.3%	16.2%	3

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>19.4%</b>	<b>8.1%</b>	<b>72.5%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	12.9%	13.8%	73.3%	0
2008 Chemical Safety and Hazard Investigation Board	27	48.5%	21.4%	30.1%	0
2006 Chemical Safety and Hazard Investigation Board	29	46.4%	17.7%	35.9%	0

#### 59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>32</b>	<b>29.1%</b>	<b>14.1%</b>	<b>56.8%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	27.2%	8.7%	64.1%	0
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

#### 60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>21.8%</b>	<b>35.1%</b>	<b>43.1%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	20	39.3%	35.4%	25.3%	1
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

# Chemical Safety and Hazard Investigation Board

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>19.2%</b>	<b>20.8%</b>	<b>60.1%</b>	<b>0</b>
2010 Chemical Safety and Hazard Investigation Board	22	45.0%	17.6%	37.4%	0
2008 Chemical Safety and Hazard Investigation Board	27	44.5%	30.4%	25.0%	0
2006 Chemical Safety and Hazard Investigation Board	29	62.3%	9.9%	27.8%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>31</b>	<b>29.6%</b>	<b>49.4%</b>	<b>21.0%</b>	<b>2</b>
2010 Chemical Safety and Hazard Investigation Board	19	40.4%	25.3%	34.4%	3
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>38.4%</b>	<b>12.5%</b>	<b>49.1%</b>
2010 Chemical Safety and Hazard Investigation Board	22	50.0%	22.2%	27.8%
2008 Chemical Safety and Hazard Investigation Board	27	59.7%	18.1%	22.2%
2006 Chemical Safety and Hazard Investigation Board	29	53.6%	23.1%	23.3%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>19.3%</b>	<b>14.2%</b>	<b>66.5%</b>
2010 Chemical Safety and Hazard Investigation Board	22	34.9%	0.0%	65.1%
2008 Chemical Safety and Hazard Investigation Board	27	51.6%	14.9%	33.5%
2006 Chemical Safety and Hazard Investigation Board	29	46.4%	22.5%	31.1%

# Chemical Safety and Hazard Investigation Board

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>36.2%</b>	<b>24.1%</b>	<b>39.7%</b>
2010 Chemical Safety and Hazard Investigation Board	22	53.6%	14.5%	31.9%
2008 Chemical Safety and Hazard Investigation Board	27	63.3%	15.5%	21.2%
2006 Chemical Safety and Hazard Investigation Board	29	50.5%	19.4%	30.1%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>11.2%</b>	<b>15.6%</b>	<b>73.1%</b>
2010 Chemical Safety and Hazard Investigation Board	22	40.3%	13.0%	46.7%
2008 Chemical Safety and Hazard Investigation Board	27	49.1%	17.6%	33.3%
2006 Chemical Safety and Hazard Investigation Board	29	47.8%	25.0%	27.2%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>32</b>	<b>23.5%</b>	<b>36.8%</b>	<b>39.6%</b>
2010 Chemical Safety and Hazard Investigation Board	22	56.1%	17.1%	26.8%
2008 Chemical Safety and Hazard Investigation Board	27	48.0%	29.4%	22.6%
2006 Chemical Safety and Hazard Investigation Board	29	36.0%	24.8%	39.2%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>34.9%</b>	<b>16.0%</b>	<b>49.1%</b>
2010 Chemical Safety and Hazard Investigation Board	22	58.5%	18.3%	23.2%
2008 Chemical Safety and Hazard Investigation Board	27	73.9%	14.9%	11.2%
2006 Chemical Safety and Hazard Investigation Board	29	42.5%	24.5%	33.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>43.4%</b>	<b>19.1%</b>	<b>37.6%</b>
2010 Chemical Safety and Hazard Investigation Board	22	69.4%	12.4%	18.2%
2008 Chemical Safety and Hazard Investigation Board	27	71.9%	13.9%	14.1%
2006 Chemical Safety and Hazard Investigation Board	29	58.1%	11.0%	30.9%

# Chemical Safety and Hazard Investigation Board

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>56.0%</b>	<b>19.0%</b>	<b>25.0%</b>
2010 Chemical Safety and Hazard Investigation Board	22	69.5%	7.7%	22.8%
2008 Chemical Safety and Hazard Investigation Board	27	52.2%	28.6%	19.2%
2006 Chemical Safety and Hazard Investigation Board	29	47.7%	37.3%	14.9%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>36.0%</b>	<b>9.2%</b>	<b>54.8%</b>
2010 Chemical Safety and Hazard Investigation Board	22	55.1%	16.8%	28.2%
2008 Chemical Safety and Hazard Investigation Board	27	63.9%	14.1%	22.0%
2006 Chemical Safety and Hazard Investigation Board	29	54.5%	14.7%	30.9%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>0.0%</b>	<b>13.8%</b>	<b>37.2%</b>	<b>39.1%</b>
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

(continued)

# Chemical Safety and Hazard Investigation Board

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>9.9%</b>
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>13.9%</b>	<b>37.9%</b>	<b>48.2%</b>
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>34.7%</b>	<b>22.8%</b>	<b>42.5%</b>
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>6.5%</b>	<b>80.2%</b>	<b>13.3%</b>
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

# Chemical Safety and Hazard Investigation Board

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>3.7%</b>	<b>52.5%</b>	<b>43.8%</b>
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>33</b>	<b>0.0%</b>	<b>62.4%</b>	<b>37.6%</b>
2010 Chemical Safety and Hazard Investigation Board	--	--	--	--
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>32</b>	<b>59.5%</b>	<b>17.0%</b>	<b>23.5%</b>	<b>1</b>
2010 Chemical Safety and Hazard Investigation Board	22	59.6%	23.4%	16.9%	0
2008 Chemical Safety and Hazard Investigation Board	25	50.5%	32.0%	17.4%	2
2006 Chemical Safety and Hazard Investigation Board	25	45.4%	12.8%	41.8%	4

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>15</b>	<b>36.9%</b>	<b>18.2%</b>	<b>44.9%</b>	<b>17</b>
2010 Chemical Safety and Hazard Investigation Board	13	22.3%	23.5%	54.2%	9
2008 Chemical Safety and Hazard Investigation Board	23	38.7%	21.6%	39.7%	4
2006 Chemical Safety and Hazard Investigation Board	25	27.6%	22.1%	50.3%	4

# Chemical Safety and Hazard Investigation Board

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>19</b>	<b>39.5%</b>	<b>32.4%</b>	<b>28.1%</b>	<b>14</b>
2010 Chemical Safety and Hazard Investigation Board	14	27.5%	29.6%	42.9%	8
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>18</b>	<b>34.1%</b>	<b>60.4%</b>	<b>5.6%</b>	<b>15</b>
2010 Chemical Safety and Hazard Investigation Board	14	41.5%	43.2%	15.3%	8
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>12</b>	<b>19.3%</b>	<b>45.5%</b>	<b>35.2%</b>	<b>21</b>
2010 Chemical Safety and Hazard Investigation Board	9	9.7%	45.3%	45.0%	13
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Chemical Safety and Hazard Investigation Board</b>	<b>9</b>	<b>0.0%</b>	<b>74.9%</b>	<b>25.1%</b>	<b>24</b>
2010 Chemical Safety and Hazard Investigation Board	8	10.9%	65.2%	23.9%	14
2008 Chemical Safety and Hazard Investigation Board	--	--	--	--	--
2006 Chemical Safety and Hazard Investigation Board	--	--	--	--	--



# Commission on Civil Rights

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Commission on Civil Rights</b>	<b>23</b>
2010 Commission on Civil Rights	21
2008 Commission on Civil Rights	24
2006 Commission on Civil Rights	20

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>32.0%</b>	<b>28.3%</b>	<b>39.7%</b>
2010 Commission on Civil Rights	21	18.6%	30.8%	50.5%
2008 Commission on Civil Rights	24	38.2%	24.3%	37.6%
2006 Commission on Civil Rights	20	15.0%	32.8%	52.2%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>56.4%</b>	<b>23.7%</b>	<b>19.9%</b>
2010 Commission on Civil Rights	21	49.7%	13.2%	37.1%
2008 Commission on Civil Rights	24	45.5%	21.0%	33.5%
2006 Commission on Civil Rights	20	39.6%	25.6%	34.8%

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## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>45.5%</b>	<b>33.1%</b>	<b>21.4%</b>
2010 Commission on Civil Rights	21	33.4%	25.1%	41.4%
2008 Commission on Civil Rights	24	50.2%	3.8%	46.0%
2006 Commission on Civil Rights	20	34.4%	40.1%	25.4%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>52.2%</b>	<b>27.8%</b>	<b>20.0%</b>
2010 Commission on Civil Rights	21	63.4%	13.7%	22.9%
2008 Commission on Civil Rights	24	54.1%	8.1%	37.8%
2006 Commission on Civil Rights	20	44.9%	38.8%	16.2%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>84.7%</b>	<b>11.8%</b>	<b>3.5%</b>
2010 Commission on Civil Rights	21	86.8%	9.3%	3.9%
2008 Commission on Civil Rights	24	83.5%	16.5%	0.0%
2006 Commission on Civil Rights	20	73.0%	21.8%	5.1%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>68.5%</b>	<b>11.5%</b>	<b>19.9%</b>
2010 Commission on Civil Rights	21	67.3%	13.4%	19.2%
2008 Commission on Civil Rights	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Commission on Civil Rights	20	100.0%	0.0%	0.0%
2008 Commission on Civil Rights	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--

# Commission on Civil Rights

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Commission on Civil Rights	21	95.1%	0.0%	4.9%
2008 Commission on Civil Rights	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>4.3%</b>	<b>28.7%</b>	<b>67.0%</b>	<b>0</b>
2010 Commission on Civil Rights	21	21.3%	4.9%	73.8%	0
2008 Commission on Civil Rights	24	21.0%	20.7%	58.3%	0
2006 Commission on Civil Rights	17	11.7%	32.3%	56.0%	3

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>40.6%</b>	<b>11.3%</b>	<b>48.0%</b>	<b>0</b>
2010 Commission on Civil Rights	21	45.1%	3.8%	51.1%	0
2008 Commission on Civil Rights	24	36.9%	4.6%	58.5%	0
2006 Commission on Civil Rights	18	22.9%	34.8%	42.4%	2

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>49.6%</b>	<b>7.3%</b>	<b>43.1%</b>	<b>0</b>
2010 Commission on Civil Rights	21	43.2%	4.4%	52.3%	0
2008 Commission on Civil Rights	24	54.0%	8.3%	37.7%	0
2006 Commission on Civil Rights	20	44.2%	29.9%	25.9%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>76.7%</b>	<b>16.5%</b>	<b>6.8%</b>	<b>0</b>
2010 Commission on Civil Rights	21	56.7%	18.4%	24.9%	0
2008 Commission on Civil Rights	24	79.4%	12.6%	8.0%	0
2006 Commission on Civil Rights	19	67.4%	15.9%	16.7%	1

# Commission on Civil Rights

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Commission on Civil Rights</b>	<b>20</b>	<b>77.8%</b>	<b>22.2%</b>	<b>0.0%</b>	<b>0</b>
2010 Commission on Civil Rights	21	81.9%	0.0%	18.1%	0
2008 Commission on Civil Rights	24	83.8%	12.2%	4.0%	0
2006 Commission on Civil Rights	20	62.3%	32.6%	5.1%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>75.8%</b>	<b>20.1%</b>	<b>4.0%</b>	<b>0</b>
2010 Commission on Civil Rights	21	85.8%	4.9%	9.3%	0
2008 Commission on Civil Rights	24	75.5%	3.9%	20.6%	0
2006 Commission on Civil Rights	20	59.2%	13.3%	27.5%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>57.7%</b>	<b>31.5%</b>	<b>10.9%</b>	<b>0</b>
2010 Commission on Civil Rights	21	53.0%	14.8%	32.2%	0
2008 Commission on Civil Rights	22	54.4%	31.9%	13.8%	2
2006 Commission on Civil Rights	20	45.5%	30.1%	24.4%	0

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>76.9%</b>	<b>19.8%</b>	<b>3.3%</b>	<b>0</b>
2010 Commission on Civil Rights	21	76.4%	14.2%	9.4%	0
2008 Commission on Civil Rights	23	78.9%	16.9%	4.2%	1
2006 Commission on Civil Rights	20	74.0%	26.0%	0.0%	0

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## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Commission on Civil Rights</b>	<b>21</b>	<b>34.9%</b>	<b>31.8%</b>	<b>33.3%</b>	<b>1</b>
2010 Commission on Civil Rights	21	37.0%	19.5%	43.5%	0
2008 Commission on Civil Rights	18	28.4%	49.4%	22.2%	6
2006 Commission on Civil Rights	17	17.7%	58.7%	23.5%	3

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>4.2%</b>	<b>43.4%</b>	<b>52.4%</b>	<b>1</b>
2010 Commission on Civil Rights	18	5.9%	5.9%	88.3%	2
2008 Commission on Civil Rights	24	26.5%	23.6%	49.9%	0
2006 Commission on Civil Rights	20	19.7%	14.8%	65.5%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>69.8%</b>	<b>7.3%</b>	<b>22.9%</b>	<b>0</b>
2010 Commission on Civil Rights	21	54.6%	10.6%	34.8%	0
2008 Commission on Civil Rights	22	48.5%	24.1%	27.4%	2
2006 Commission on Civil Rights	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>41.7%</b>	<b>23.4%</b>	<b>34.8%</b>
2010 Commission on Civil Rights	19	28.0%	20.9%	51.2%
2008 Commission on Civil Rights	24	62.9%	12.6%	24.5%
2006 Commission on Civil Rights	20	58.3%	20.7%	21.0%

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## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>35.6%</b>	<b>22.6%</b>	<b>41.9%</b>	<b>1</b>
2010 Commission on Civil Rights	18	36.5%	12.3%	51.3%	2
2008 Commission on Civil Rights	23	36.1%	13.0%	50.9%	1
2006 Commission on Civil Rights	20	40.0%	40.9%	19.1%	0

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Commission on Civil Rights</b>	<b>21</b>	<b>28.9%</b>	<b>28.1%</b>	<b>43.0%</b>	<b>1</b>
2010 Commission on Civil Rights	19	21.6%	33.2%	45.2%	1
2008 Commission on Civil Rights	24	29.9%	12.5%	57.6%	0
2006 Commission on Civil Rights	18	14.3%	47.2%	38.6%	2

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Commission on Civil Rights</b>	<b>20</b>	<b>19.3%</b>	<b>35.6%</b>	<b>45.1%</b>	<b>1</b>
2010 Commission on Civil Rights	18	19.4%	31.1%	49.5%	2
2008 Commission on Civil Rights	23	26.2%	44.1%	29.7%	1
2006 Commission on Civil Rights	15	24.1%	49.1%	26.9%	5

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>27.8%</b>	<b>39.4%</b>	<b>32.8%</b>	<b>1</b>
2010 Commission on Civil Rights	20	18.7%	22.9%	58.4%	0
2008 Commission on Civil Rights	24	20.4%	26.0%	53.6%	0
2006 Commission on Civil Rights	17	12.2%	43.4%	44.4%	3

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>27.8%</b>	<b>13.8%</b>	<b>58.4%</b>	<b>1</b>
2010 Commission on Civil Rights	20	31.2%	13.5%	55.2%	0
2008 Commission on Civil Rights	24	42.6%	12.5%	44.8%	0
2006 Commission on Civil Rights	19	16.1%	32.6%	51.2%	1

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## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>52.0%</b>	<b>25.9%</b>	<b>22.1%</b>	<b>1</b>
2010 Commission on Civil Rights	20	26.7%	38.4%	34.9%	0
2008 Commission on Civil Rights	24	55.1%	20.2%	24.6%	0
2006 Commission on Civil Rights	20	44.2%	42.0%	13.8%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>42.1%</b>	<b>28.1%</b>	<b>29.9%</b>	<b>0</b>
2010 Commission on Civil Rights	19	14.2%	39.5%	46.3%	0
2008 Commission on Civil Rights	24	41.2%	21.2%	37.6%	0
2006 Commission on Civil Rights	20	29.4%	51.7%	18.9%	0

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>85.7%</b>	<b>11.0%</b>	<b>3.3%</b>
2010 Commission on Civil Rights	20	65.7%	28.3%	6.0%
2008 Commission on Civil Rights	24	63.2%	32.7%	4.0%
2006 Commission on Civil Rights	20	59.5%	35.3%	5.1%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>34.0%</b>	<b>43.7%</b>	<b>22.3%</b>	<b>1</b>
2010 Commission on Civil Rights	20	27.1%	20.0%	52.9%	1
2008 Commission on Civil Rights	24	37.6%	19.9%	42.5%	0
2006 Commission on Civil Rights	19	54.5%	25.3%	20.2%	1

# Commission on Civil Rights

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>21.1%</b>	<b>31.7%</b>	<b>47.2%</b>	<b>0</b>
2010 Commission on Civil Rights	20	19.2%	28.7%	52.0%	0
2008 Commission on Civil Rights	24	25.1%	32.8%	42.1%	0
2006 Commission on Civil Rights	20	28.0%	36.0%	36.1%	0

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>25.4%</b>	<b>24.5%</b>	<b>50.1%</b>	<b>1</b>
2010 Commission on Civil Rights	20	20.4%	9.3%	70.3%	1
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>19.9%</b>	<b>20.5%</b>	<b>59.6%</b>	<b>0</b>
2010 Commission on Civil Rights	20	15.7%	10.8%	73.6%	1
2008 Commission on Civil Rights	24	29.1%	40.9%	30.0%	0
2006 Commission on Civil Rights	19	11.1%	27.5%	61.4%	1

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>17.7%</b>	<b>31.4%</b>	<b>50.8%</b>	<b>1</b>
2010 Commission on Civil Rights	20	11.2%	13.2%	75.6%	1
2008 Commission on Civil Rights	24	29.7%	21.8%	48.6%	0
2006 Commission on Civil Rights	18	22.0%	29.3%	48.7%	2

# Commission on Civil Rights

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Commission on Civil Rights</b>	<b>20</b>	<b>47.6%</b>	<b>34.5%</b>	<b>17.9%</b>	<b>3</b>
2010 Commission on Civil Rights	18	34.9%	17.1%	48.0%	3
2008 Commission on Civil Rights	24	33.7%	28.2%	38.1%	0
2006 Commission on Civil Rights	19	35.2%	42.1%	22.7%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>77.5%</b>	<b>22.5%</b>	<b>0.0%</b>	<b>1</b>
2010 Commission on Civil Rights	20	71.2%	23.7%	5.1%	0
2008 Commission on Civil Rights	23	59.9%	30.3%	9.8%	1
2006 Commission on Civil Rights	20	52.1%	36.8%	11.1%	0

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>68.9%</b>	<b>17.2%</b>	<b>13.9%</b>	<b>1</b>
2010 Commission on Civil Rights	20	57.6%	33.8%	8.6%	1
2008 Commission on Civil Rights	23	57.1%	34.9%	8.0%	1
2006 Commission on Civil Rights	20	47.8%	41.7%	10.6%	0

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Commission on Civil Rights</b>	<b>21</b>	<b>12.4%</b>	<b>40.8%</b>	<b>46.8%</b>	<b>2</b>
2010 Commission on Civil Rights	18	17.4%	33.8%	48.8%	3
2008 Commission on Civil Rights	24	41.9%	25.1%	33.0%	0
2006 Commission on Civil Rights	18	14.6%	56.4%	29.0%	2

# Commission on Civil Rights

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Commission on Civil Rights</b>	<b>17</b>	<b>61.9%</b>	<b>22.9%</b>	<b>15.2%</b>	<b>6</b>
2010 Commission on Civil Rights	19	54.6%	20.5%	24.9%	2
2008 Commission on Civil Rights	21	67.8%	18.0%	14.2%	3
2006 Commission on Civil Rights	16	60.4%	39.6%	0.0%	4

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>38.5%</b>	<b>26.4%</b>	<b>35.0%</b>	<b>1</b>
2010 Commission on Civil Rights	18	32.4%	29.2%	38.4%	2
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>25.3%</b>	<b>41.7%</b>	<b>32.9%</b>
2010 Commission on Civil Rights	21	19.7%	24.3%	55.9%
2008 Commission on Civil Rights	24	21.6%	16.6%	61.8%
2006 Commission on Civil Rights	20	21.3%	34.5%	44.3%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Commission on Civil Rights</b>	<b>19</b>	<b>24.8%</b>	<b>24.0%</b>	<b>51.1%</b>	<b>4</b>
2010 Commission on Civil Rights	17	35.8%	7.2%	57.0%	4
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

# Commission on Civil Rights

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>69.9%</b>	<b>22.9%</b>	<b>7.1%</b>	<b>0</b>
2010 Commission on Civil Rights	20	68.5%	20.4%	11.1%	0
2008 Commission on Civil Rights	24	71.9%	16.3%	11.8%	0
2006 Commission on Civil Rights	19	65.0%	22.1%	12.9%	1

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>45.5%</b>	<b>31.5%</b>	<b>22.9%</b>	<b>0</b>
2010 Commission on Civil Rights	20	54.7%	9.2%	36.1%	0
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Commission on Civil Rights</b>	<b>21</b>	<b>40.4%</b>	<b>34.5%</b>	<b>25.1%</b>	<b>2</b>
2010 Commission on Civil Rights	20	34.9%	11.2%	53.9%	0
2008 Commission on Civil Rights	22	50.5%	31.3%	18.2%	2
2006 Commission on Civil Rights	20	36.0%	49.7%	14.3%	0

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Commission on Civil Rights</b>	<b>19</b>	<b>72.0%</b>	<b>19.8%</b>	<b>8.2%</b>	<b>4</b>
2010 Commission on Civil Rights	18	34.4%	26.5%	39.1%	2
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Commission on Civil Rights</b>	<b>21</b>	<b>44.6%</b>	<b>30.3%</b>	<b>25.1%</b>	<b>2</b>
2010 Commission on Civil Rights	20	28.4%	33.9%	37.7%	0
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

# Commission on Civil Rights

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Commission on Civil Rights</b>	<b>21</b>	<b>44.7%</b>	<b>30.7%</b>	<b>24.6%</b>	<b>2</b>
2010 Commission on Civil Rights	19	24.5%	44.9%	30.6%	1
2008 Commission on Civil Rights	23	45.1%	29.1%	25.8%	1
2006 Commission on Civil Rights	20	30.8%	38.9%	30.3%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>56.4%</b>	<b>31.9%</b>	<b>11.8%</b>
2010 Commission on Civil Rights	20	58.8%	16.2%	25.0%
2008 Commission on Civil Rights	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>77.7%</b>	<b>15.7%</b>	<b>6.6%</b>
2010 Commission on Civil Rights	20	54.7%	14.4%	30.9%
2008 Commission on Civil Rights	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>47.8%</b>	<b>23.6%</b>	<b>28.7%</b>
2010 Commission on Civil Rights	20	49.1%	11.9%	39.0%
2008 Commission on Civil Rights	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>55.4%</b>	<b>37.3%</b>	<b>7.4%</b>
2010 Commission on Civil Rights	20	37.0%	14.2%	48.8%
2008 Commission on Civil Rights	24	34.7%	32.5%	32.7%
2006 Commission on Civil Rights	20	46.7%	29.8%	23.5%

# Commission on Civil Rights

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>69.2%</b>	<b>20.2%</b>	<b>10.6%</b>
2010 Commission on Civil Rights	20	29.7%	26.7%	43.6%
2008 Commission on Civil Rights	24	30.0%	49.6%	20.4%
2006 Commission on Civil Rights	20	51.8%	37.5%	10.7%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Commission on Civil Rights</b>	<b>21</b>	<b>19.4%</b>	<b>29.8%</b>	<b>50.8%</b>	<b>2</b>
2010 Commission on Civil Rights	19	13.9%	22.3%	63.8%	0
2008 Commission on Civil Rights	24	0.0%	27.9%	72.1%	0
2006 Commission on Civil Rights	20	15.6%	35.3%	49.1%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>32.0%</b>	<b>21.7%</b>	<b>46.4%</b>	<b>1</b>
2010 Commission on Civil Rights	18	15.0%	45.9%	39.1%	1
2008 Commission on Civil Rights	24	16.8%	33.2%	50.0%	0
2006 Commission on Civil Rights	18	25.6%	45.3%	29.1%	2

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>53.3%</b>	<b>28.9%</b>	<b>17.8%</b>	<b>1</b>
2010 Commission on Civil Rights	19	40.7%	32.8%	26.5%	0
2008 Commission on Civil Rights	23	47.3%	39.5%	13.2%	1
2006 Commission on Civil Rights	19	49.8%	27.8%	22.4%	1

# Commission on Civil Rights

## Trend Report

### Leadership (continued)

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>45.0%</b>	<b>30.2%</b>	<b>24.8%</b>	<b>1</b>
2010 Commission on Civil Rights	19	31.9%	27.7%	40.4%	0
2008 Commission on Civil Rights	24	20.9%	33.2%	45.9%	0
2006 Commission on Civil Rights	20	25.4%	44.4%	30.2%	0

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Commission on Civil Rights</b>	<b>18</b>	<b>53.3%</b>	<b>20.3%</b>	<b>26.4%</b>	<b>4</b>
2010 Commission on Civil Rights	18	28.7%	49.9%	21.4%	0
2008 Commission on Civil Rights	24	32.9%	29.8%	37.3%	0
2006 Commission on Civil Rights	18	26.8%	57.3%	15.9%	2

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Commission on Civil Rights</b>	<b>20</b>	<b>39.7%</b>	<b>27.8%</b>	<b>32.6%</b>	<b>3</b>
2010 Commission on Civil Rights	19	33.8%	30.6%	35.6%	0
2008 Commission on Civil Rights	23	40.4%	25.4%	34.2%	1
2006 Commission on Civil Rights	20	25.4%	30.2%	44.5%	0

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Commission on Civil Rights</b>	<b>20</b>	<b>24.8%</b>	<b>47.8%</b>	<b>27.4%</b>	<b>3</b>
2010 Commission on Civil Rights	19	42.9%	21.5%	35.6%	0
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Commission on Civil Rights</b>	<b>20</b>	<b>44.0%</b>	<b>23.2%</b>	<b>32.8%</b>	<b>3</b>
2010 Commission on Civil Rights	14	13.0%	24.0%	63.0%	4
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

# Commission on Civil Rights

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Commission on Civil Rights</b>	<b>21</b>	<b>23.1%</b>	<b>32.3%</b>	<b>44.5%</b>	<b>1</b>
2010 Commission on Civil Rights	19	14.5%	40.8%	44.6%	0
2008 Commission on Civil Rights	24	25.8%	27.8%	46.4%	0
2006 Commission on Civil Rights	20	15.0%	44.6%	40.4%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Commission on Civil Rights</b>	<b>19</b>	<b>30.5%</b>	<b>39.4%</b>	<b>30.2%</b>	<b>4</b>
2010 Commission on Civil Rights	15	24.1%	55.9%	20.0%	4
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>24.3%</b>	<b>58.4%</b>	<b>17.4%</b>
2010 Commission on Civil Rights	19	35.6%	28.6%	35.8%
2008 Commission on Civil Rights	24	45.2%	12.0%	42.8%
2006 Commission on Civil Rights	20	13.0%	42.5%	44.5%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>23.6%</b>	<b>28.6%</b>	<b>47.8%</b>
2010 Commission on Civil Rights	19	20.0%	28.0%	51.9%
2008 Commission on Civil Rights	24	16.8%	25.3%	57.9%
2006 Commission on Civil Rights	20	22.6%	26.7%	50.7%

# Commission on Civil Rights

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>26.0%</b>	<b>36.4%</b>	<b>37.6%</b>
2010 Commission on Civil Rights	19	20.6%	18.4%	61.0%
2008 Commission on Civil Rights	24	33.5%	25.3%	41.2%
2006 Commission on Civil Rights	20	19.7%	35.8%	44.6%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>11.9%</b>	<b>54.2%</b>	<b>33.9%</b>
2010 Commission on Civil Rights	19	8.3%	33.6%	58.0%
2008 Commission on Civil Rights	24	12.7%	29.9%	57.4%
2006 Commission on Civil Rights	20	13.9%	54.8%	31.2%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>7.8%</b>	<b>35.5%</b>	<b>56.6%</b>
2010 Commission on Civil Rights	19	4.3%	25.8%	69.9%
2008 Commission on Civil Rights	24	21.3%	28.5%	50.2%
2006 Commission on Civil Rights	20	10.5%	39.3%	50.1%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>16.9%</b>	<b>44.0%</b>	<b>39.1%</b>
2010 Commission on Civil Rights	19	10.2%	39.5%	50.3%
2008 Commission on Civil Rights	24	13.3%	27.9%	58.8%
2006 Commission on Civil Rights	20	9.8%	19.0%	71.1%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Commission on Civil Rights</b>	<b>22</b>	<b>47.2%</b>	<b>37.6%</b>	<b>15.3%</b>
2010 Commission on Civil Rights	19	36.3%	28.0%	35.6%
2008 Commission on Civil Rights	24	45.4%	12.0%	42.6%
2006 Commission on Civil Rights	20	23.3%	41.0%	35.7%

# Commission on Civil Rights

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>34.8%</b>	<b>40.4%</b>	<b>24.7%</b>
2010 Commission on Civil Rights	19	44.7%	34.7%	20.5%
2008 Commission on Civil Rights	24	45.7%	19.9%	34.4%
2006 Commission on Civil Rights	20	38.8%	41.9%	19.3%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>30.3%</b>	<b>23.7%</b>	<b>46.0%</b>
2010 Commission on Civil Rights	19	8.3%	34.7%	56.9%
2008 Commission on Civil Rights	24	7.8%	46.7%	45.5%
2006 Commission on Civil Rights	20	15.6%	39.4%	45.0%

### Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>48.2%</b>	<b>24.9%</b>	<b>26.9%</b>
2010 Commission on Civil Rights	--	--	--	--
2008 Commission on Civil Rights	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--

73. *Please select the response below that BEST describes your current teleworking situation:*

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>36.8%</b>
2010 Commission on Civil Rights	--	--	--	--	--
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

(continued)

# Commission on Civil Rights

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>16.3%</b>	<b>3.3%</b>	<b>24.0%</b>	<b>19.7%</b>
2010 Commission on Civil Rights	--	--	--	--	--
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>30.0%</b>	<b>50.6%</b>	<b>19.4%</b>
2010 Commission on Civil Rights	--	--	--	--
2008 Commission on Civil Rights	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>32.9%</b>	<b>48.0%</b>	<b>19.0%</b>
2010 Commission on Civil Rights	--	--	--	--
2008 Commission on Civil Rights	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>23.5%</b>	<b>73.2%</b>	<b>3.3%</b>
2010 Commission on Civil Rights	--	--	--	--
2008 Commission on Civil Rights	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--

# Commission on Civil Rights

## Trend Report

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>0.0%</b>	<b>64.0%</b>	<b>36.0%</b>
2010 Commission on Civil Rights	--	--	--	--
2008 Commission on Civil Rights	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Commission on Civil Rights</b>	<b>23</b>	<b>0.0%</b>	<b>71.7%</b>	<b>28.3%</b>
2010 Commission on Civil Rights	--	--	--	--
2008 Commission on Civil Rights	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Commission on Civil Rights</b>	<b>14</b>	<b>22.4%</b>	<b>59.5%</b>	<b>18.1%</b>	<b>9</b>
2010 Commission on Civil Rights	15	30.4%	27.4%	42.2%	4
2008 Commission on Civil Rights	14	35.4%	21.1%	43.5%	10
2006 Commission on Civil Rights	11	25.0%	38.6%	36.5%	9

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Commission on Civil Rights</b>	<b>13</b>	<b>68.0%</b>	<b>25.1%</b>	<b>6.9%</b>	<b>10</b>
2010 Commission on Civil Rights	12	57.9%	25.9%	16.2%	7
2008 Commission on Civil Rights	16	56.6%	18.1%	25.3%	8
2006 Commission on Civil Rights	13	50.3%	28.8%	20.9%	7

# Commission on Civil Rights

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Commission on Civil Rights</b>	<b>12</b>	<b>41.6%</b>	<b>44.6%</b>	<b>13.8%</b>	<b>11</b>
2010 Commission on Civil Rights	12	40.6%	42.0%	17.4%	7
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Commission on Civil Rights</b>	<b>8</b>	<b>63.1%</b>	<b>36.9%</b>	<b>0.0%</b>	<b>15</b>
2010 Commission on Civil Rights	12	47.8%	43.6%	8.7%	7
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Commission on Civil Rights</b>	<b>4</b>	<b>26.2%</b>	<b>73.8%</b>	<b>0.0%</b>	<b>19</b>
2010 Commission on Civil Rights	4	0.0%	100.0%	0.0%	15
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Commission on Civil Rights</b>	<b>5</b>	<b>21.6%</b>	<b>60.8%</b>	<b>17.7%</b>	<b>18</b>
2010 Commission on Civil Rights	4	0.0%	75.2%	24.8%	15
2008 Commission on Civil Rights	--	--	--	--	--
2006 Commission on Civil Rights	--	--	--	--	--



# Committee for Purchase from Blind/Severely Disabled

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>
2010 Committee for Purchase from Blind/Severely Disabled	21
2008 Committee for Purchase from Blind/Severely Disabled	16
2006 Committee for Purchase from Blind/Severely Disabled	20

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>81.2%</b>	<b>5.9%</b>	<b>12.9%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	100.0%	0.0%	0.0%
2008 Committee for Purchase from Blind/Severely Disabled	16	56.2%	18.3%	25.5%
2006 Committee for Purchase from Blind/Severely Disabled	20	78.9%	10.5%	10.6%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>74.0%</b>	<b>12.6%</b>	<b>13.5%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	90.7%	0.0%	9.3%
2008 Committee for Purchase from Blind/Severely Disabled	16	69.1%	6.8%	24.1%
2006 Committee for Purchase from Blind/Severely Disabled	20	91.5%	8.5%	0.0%

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>81.2%</b>	<b>0.0%</b>	<b>18.8%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	75.4%	15.3%	9.3%
2008 Committee for Purchase from Blind/Severely Disabled	16	63.0%	12.0%	25.1%
2006 Committee for Purchase from Blind/Severely Disabled	20	73.8%	19.7%	6.5%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>81.4%</b>	<b>0.0%</b>	<b>18.6%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	84.7%	15.3%	0.0%
2008 Committee for Purchase from Blind/Severely Disabled	16	56.8%	13.2%	30.0%
2006 Committee for Purchase from Blind/Severely Disabled	20	73.8%	17.0%	9.2%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	94.3%	5.7%	0.0%
2008 Committee for Purchase from Blind/Severely Disabled	16	76.0%	18.2%	5.9%
2006 Committee for Purchase from Blind/Severely Disabled	20	78.7%	9.7%	11.6%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>86.5%</b>	<b>0.0%</b>	<b>13.5%</b>
2010 Committee for Purchase from Blind/Severely Disabled	20	94.8%	5.2%	0.0%
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>95.5%</b>	<b>4.5%</b>	<b>0.0%</b>
2010 Committee for Purchase from Blind/Severely Disabled	20	100.0%	0.0%	0.0%
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>90.3%</b>	<b>9.7%</b>	<b>0.0%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	100.0%	0.0%	0.0%
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>49.0%</b>	<b>19.1%</b>	<b>31.9%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	53.9%	19.1%	27.0%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	38.8%	12.5%	48.7%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	76.8%	18.1%	5.1%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>82.1%</b>	<b>4.4%</b>	<b>13.5%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	76.8%	4.9%	18.3%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	39.0%	30.3%	30.7%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	85.4%	10.5%	4.1%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>72.3%</b>	<b>8.9%</b>	<b>18.8%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	71.0%	15.0%	14.0%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	57.0%	12.4%	30.6%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	74.6%	9.7%	15.7%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>96.2%</b>	<b>3.8%</b>	<b>0.0%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	100.0%	0.0%	0.0%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	87.8%	6.3%	5.9%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	94.4%	5.6%	0.0%	0

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	100.0%	0.0%	0.0%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	81.6%	12.5%	5.9%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	90.2%	9.8%	0.0%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>85.8%</b>	<b>3.8%</b>	<b>10.5%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	100.0%	0.0%	0.0%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	88.3%	0.0%	11.7%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	95.1%	0.0%	4.9%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>95.2%</b>	<b>0.0%</b>	<b>4.8%</b>	<b>1</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	95.1%	0.0%	4.9%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	69.7%	12.5%	17.8%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	95.1%	4.9%	0.0%	0

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	95.1%	4.9%	0.0%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	86.9%	6.8%	6.3%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	85.9%	14.1%	0.0%	0

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>17</b>	<b>75.1%</b>	<b>0.0%</b>	<b>24.9%</b>	<b>3</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	71.5%	17.9%	10.6%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	62.8%	19.4%	17.8%	0
2006 Committee for Purchase from Blind/Severely Disabled	16	67.0%	20.1%	12.9%	4

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>68.7%</b>	<b>23.0%</b>	<b>8.3%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	85.2%	10.1%	4.7%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	49.6%	19.4%	31.0%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	72.8%	20.7%	6.5%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>78.4%</b>	<b>12.7%</b>	<b>8.9%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	77.4%	13.4%	9.3%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	68.8%	18.6%	12.7%	0
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>87.1%</b>	<b>0.0%</b>	<b>12.9%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	80.1%	10.6%	9.3%
2008 Committee for Purchase from Blind/Severely Disabled	16	70.0%	12.0%	18.0%
2006 Committee for Purchase from Blind/Severely Disabled	20	84.5%	0.0%	15.5%

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>63.5%</b>	<b>13.5%</b>	<b>23.0%</b>	<b>1</b>
2010 Committee for Purchase from Blind/Severely Disabled	20	74.8%	9.1%	16.1%	1
2008 Committee for Purchase from Blind/Severely Disabled	16	31.6%	32.0%	36.4%	0
2006 Committee for Purchase from Blind/Severely Disabled	19	59.2%	40.8%	0.0%	1

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>18</b>	<b>57.2%</b>	<b>33.6%</b>	<b>9.3%</b>	<b>2</b>
2010 Committee for Purchase from Blind/Severely Disabled	20	65.0%	25.3%	9.7%	1
2008 Committee for Purchase from Blind/Severely Disabled	15	54.0%	7.2%	38.8%	1
2006 Committee for Purchase from Blind/Severely Disabled	20	66.2%	20.0%	13.8%	0

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>35.0%</b>	<b>27.5%</b>	<b>37.5%</b>	<b>1</b>
2010 Committee for Purchase from Blind/Severely Disabled	19	51.4%	20.5%	28.1%	2
2008 Committee for Purchase from Blind/Severely Disabled	15	46.4%	0.0%	53.6%	1
2006 Committee for Purchase from Blind/Severely Disabled	20	51.2%	14.7%	34.1%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>48.6%</b>	<b>18.5%</b>	<b>32.9%</b>	<b>1</b>
2010 Committee for Purchase from Blind/Severely Disabled	19	57.8%	25.6%	16.6%	2
2008 Committee for Purchase from Blind/Severely Disabled	15	40.4%	20.7%	38.9%	1
2006 Committee for Purchase from Blind/Severely Disabled	18	56.6%	29.0%	14.4%	2

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>46.3%</b>	<b>32.0%</b>	<b>21.8%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	20	68.6%	25.4%	5.9%	1
2008 Committee for Purchase from Blind/Severely Disabled	16	56.4%	19.9%	23.7%	0
2006 Committee for Purchase from Blind/Severely Disabled	19	74.4%	21.3%	4.3%	1

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>83.4%</b>	<b>4.4%</b>	<b>12.2%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	90.7%	0.0%	9.3%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	70.1%	0.0%	29.9%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	74.3%	0.0%	25.7%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>52.5%</b>	<b>38.8%</b>	<b>8.7%</b>	<b>1</b>
2010 Committee for Purchase from Blind/Severely Disabled	19	78.0%	0.0%	22.0%	1
2008 Committee for Purchase from Blind/Severely Disabled	16	25.4%	44.3%	30.3%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	69.4%	26.5%	4.1%	0

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>91.7%</b>	<b>8.3%</b>	<b>0.0%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	89.6%	10.4%	0.0%
2008 Committee for Purchase from Blind/Severely Disabled	16	80.8%	7.0%	12.2%
2006 Committee for Purchase from Blind/Severely Disabled	20	88.6%	11.4%	0.0%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>83.4%</b>	<b>12.1%</b>	<b>4.5%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	89.4%	4.9%	5.6%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	56.8%	6.8%	36.4%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	91.0%	9.0%	0.0%	0

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>74.3%</b>	<b>8.3%</b>	<b>17.4%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	76.7%	14.0%	9.3%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	50.3%	19.7%	30.0%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	78.9%	10.5%	10.6%	0

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>67.2%</b>	<b>19.7%</b>	<b>13.1%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	81.5%	14.1%	4.4%	0
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>50.5%</b>	<b>23.3%</b>	<b>26.2%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	20	70.3%	19.6%	10.1%	1
2008 Committee for Purchase from Blind/Severely Disabled	16	50.6%	12.6%	36.8%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	80.3%	19.7%	0.0%	0

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>18</b>	<b>42.3%</b>	<b>22.9%</b>	<b>34.8%</b>	<b>2</b>
2010 Committee for Purchase from Blind/Severely Disabled	19	51.3%	42.4%	6.3%	2
2008 Committee for Purchase from Blind/Severely Disabled	16	37.8%	30.9%	31.3%	0
2006 Committee for Purchase from Blind/Severely Disabled	19	60.3%	9.9%	29.7%	1

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>18</b>	<b>76.0%</b>	<b>19.1%</b>	<b>4.9%</b>	<b>2</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	74.7%	20.3%	4.9%	0
2008 Committee for Purchase from Blind/Severely Disabled	15	66.3%	20.7%	13.0%	1
2006 Committee for Purchase from Blind/Severely Disabled	20	67.9%	32.1%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>91.8%</b>	<b>4.4%</b>	<b>3.8%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	85.8%	14.2%	0.0%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	74.3%	12.6%	13.1%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	83.0%	12.1%	4.9%	0

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>18</b>	<b>52.7%</b>	<b>33.2%</b>	<b>14.1%</b>	<b>1</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	67.7%	22.7%	9.6%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	74.3%	6.8%	19.0%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	83.5%	11.6%	4.9%	0

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>18</b>	<b>71.3%</b>	<b>5.0%</b>	<b>23.8%</b>	<b>2</b>
2010 Committee for Purchase from Blind/Severely Disabled	20	78.7%	16.1%	5.2%	1
2008 Committee for Purchase from Blind/Severely Disabled	16	56.2%	13.5%	30.2%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	60.1%	26.1%	13.7%	0

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>17</b>	<b>77.7%</b>	<b>10.7%</b>	<b>11.7%</b>	<b>2</b>
2010 Committee for Purchase from Blind/Severely Disabled	19	84.4%	4.9%	10.7%	2
2008 Committee for Purchase from Blind/Severely Disabled	16	74.3%	13.5%	12.2%	0
2006 Committee for Purchase from Blind/Severely Disabled	19	89.5%	5.9%	4.6%	1

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>91.2%</b>	<b>4.0%</b>	<b>4.8%</b>	<b>1</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	95.1%	4.9%	0.0%	0
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>20</b>	<b>72.3%</b>	<b>14.9%</b>	<b>12.9%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	75.4%	14.0%	10.6%
2008 Committee for Purchase from Blind/Severely Disabled	16	56.2%	6.8%	37.0%
2006 Committee for Purchase from Blind/Severely Disabled	20	64.9%	13.9%	21.1%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>45.3%</b>	<b>32.5%</b>	<b>22.2%</b>	<b>1</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	72.9%	13.6%	13.5%	0
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	90.7%	4.4%	4.9%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	75.9%	12.0%	12.2%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	95.1%	4.9%	0.0%	0

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>91.3%</b>	<b>0.0%</b>	<b>8.7%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	86.3%	4.4%	9.3%	0
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>73.1%</b>	<b>22.2%</b>	<b>4.7%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	85.1%	10.0%	4.9%	0
2008 Committee for Purchase from Blind/Severely Disabled	14	57.1%	29.1%	13.8%	2
2006 Committee for Purchase from Blind/Severely Disabled	20	80.8%	9.0%	10.2%	0

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>68.2%</b>	<b>31.8%</b>	<b>0.0%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	20	80.1%	14.7%	5.2%	1
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>77.6%</b>	<b>13.7%</b>	<b>8.7%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	76.0%	19.0%	4.9%	0
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>89.9%</b>	<b>6.2%</b>	<b>3.9%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	20	94.8%	0.0%	5.2%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	76.3%	11.5%	12.2%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	85.4%	14.6%	0.0%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>91.3%</b>	<b>0.0%</b>	<b>8.7%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	90.7%	0.0%	9.3%
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>91.3%</b>	<b>3.9%</b>	<b>4.7%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	90.2%	9.8%	0.0%
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>91.5%</b>	<b>4.6%</b>	<b>3.9%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	95.1%	0.0%	4.9%
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>73.0%</b>	<b>22.3%</b>	<b>4.7%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	90.2%	4.9%	4.9%
2008 Committee for Purchase from Blind/Severely Disabled	16	63.0%	19.0%	18.0%
2006 Committee for Purchase from Blind/Severely Disabled	20	80.3%	19.7%	0.0%

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>77.6%</b>	<b>17.6%</b>	<b>4.7%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	95.1%	0.0%	4.9%
2008 Committee for Purchase from Blind/Severely Disabled	16	63.0%	18.5%	18.5%
2006 Committee for Purchase from Blind/Severely Disabled	20	90.8%	9.2%	0.0%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>63.5%</b>	<b>18.4%</b>	<b>18.1%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	90.4%	4.9%	4.7%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	56.4%	6.8%	36.8%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	65.3%	21.5%	13.3%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>81.9%</b>	<b>3.9%</b>	<b>14.2%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	20	94.8%	0.0%	5.2%	1
2008 Committee for Purchase from Blind/Severely Disabled	16	63.2%	13.1%	23.7%	0
2006 Committee for Purchase from Blind/Severely Disabled	19	75.4%	20.2%	4.3%	1

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>90.5%</b>	<b>0.0%</b>	<b>9.5%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	20	89.8%	10.2%	0.0%	1
2008 Committee for Purchase from Blind/Severely Disabled	16	82.0%	5.9%	12.2%	0
2006 Committee for Purchase from Blind/Severely Disabled	19	86.0%	9.7%	4.4%	1

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>77.3%</b>	<b>4.6%</b>	<b>18.1%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	20	89.1%	0.0%	10.9%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	75.2%	5.9%	19.0%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	80.8%	19.2%	0.0%	0

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>82.0%</b>	<b>4.6%</b>	<b>13.4%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	85.3%	9.8%	4.9%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	63.2%	17.8%	19.0%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	85.9%	14.1%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>86.6%</b>	<b>0.0%</b>	<b>13.4%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	75.4%	14.0%	10.6%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	57.7%	5.6%	36.7%	0
2006 Committee for Purchase from Blind/Severely Disabled	19	80.8%	9.5%	9.7%	1

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>81.9%</b>	<b>0.0%</b>	<b>18.1%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	85.8%	9.3%	4.9%	0
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>77.3%</b>	<b>4.6%</b>	<b>18.1%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	85.3%	14.7%	0.0%	0
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>77.3%</b>	<b>4.6%</b>	<b>18.1%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	95.3%	4.7%	0.0%	0
2008 Committee for Purchase from Blind/Severely Disabled	16	76.3%	0.0%	23.7%	0
2006 Committee for Purchase from Blind/Severely Disabled	20	76.9%	19.1%	4.1%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>90.5%</b>	<b>4.7%</b>	<b>4.7%</b>	<b>0</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	86.0%	14.0%	0.0%	0
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>81.9%</b>	<b>0.0%</b>	<b>18.1%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	81.0%	0.0%	19.0%
2008 Committee for Purchase from Blind/Severely Disabled	16	63.2%	13.1%	23.7%
2006 Committee for Purchase from Blind/Severely Disabled	20	64.6%	20.7%	14.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>77.3%</b>	<b>4.6%</b>	<b>18.1%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	71.1%	4.3%	24.6%
2008 Committee for Purchase from Blind/Severely Disabled	16	63.3%	0.0%	36.7%
2006 Committee for Purchase from Blind/Severely Disabled	20	60.2%	13.8%	26.0%

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>82.2%</b>	<b>9.1%</b>	<b>8.7%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	86.0%	9.3%	4.7%
2008 Committee for Purchase from Blind/Severely Disabled	16	57.0%	6.2%	36.8%
2006 Committee for Purchase from Blind/Severely Disabled	20	74.8%	10.5%	14.7%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>81.9%</b>	<b>0.0%</b>	<b>18.1%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	75.4%	9.6%	14.9%
2008 Committee for Purchase from Blind/Severely Disabled	16	63.2%	12.4%	24.4%
2006 Committee for Purchase from Blind/Severely Disabled	20	64.1%	21.8%	14.1%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>38.1%</b>	<b>39.5%</b>	<b>22.4%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	56.8%	29.3%	14.0%
2008 Committee for Purchase from Blind/Severely Disabled	16	38.2%	11.8%	50.0%
2006 Committee for Purchase from Blind/Severely Disabled	20	49.4%	23.8%	26.8%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>62.2%</b>	<b>33.9%</b>	<b>3.9%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	82.0%	18.0%	0.0%
2008 Committee for Purchase from Blind/Severely Disabled	16	44.9%	42.0%	13.1%
2006 Committee for Purchase from Blind/Severely Disabled	20	90.3%	9.7%	0.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>86.6%</b>	<b>0.0%</b>	<b>13.4%</b>
2010 Committee for Purchase from Blind/Severely Disabled	20	89.9%	0.0%	10.1%
2008 Committee for Purchase from Blind/Severely Disabled	16	62.7%	19.3%	18.0%
2006 Committee for Purchase from Blind/Severely Disabled	20	64.2%	14.6%	21.2%

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>68.3%</b>	<b>13.7%</b>	<b>18.0%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	90.9%	4.4%	4.7%
2008 Committee for Purchase from Blind/Severely Disabled	16	68.0%	5.9%	26.2%
2006 Committee for Purchase from Blind/Severely Disabled	20	68.6%	15.5%	15.9%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>81.9%</b>	<b>0.0%</b>	<b>18.1%</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	86.0%	4.4%	9.6%
2008 Committee for Purchase from Blind/Severely Disabled	16	63.2%	12.4%	24.4%
2006 Committee for Purchase from Blind/Severely Disabled	20	69.7%	21.1%	9.2%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>93.8%</b>	<b>6.2%</b>	<b>0.0%</b>
2010 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>9.1%</b>	<b>33.5%</b>	<b>17.3%</b>	<b>24.6%</b>
2010 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

(continued)

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>6.2%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>9.3%</b>
2010 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>31.7%</b>	<b>68.3%</b>	<b>0.0%</b>
2010 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>0.0%</b>	<b>43.9%</b>	<b>56.1%</b>
2010 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>18.6%</b>	<b>72.1%</b>	<b>9.3%</b>
2010 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>0.0%</b>	<b>37.7%</b>	<b>62.3%</b>
2010 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>19</b>	<b>0.0%</b>	<b>37.7%</b>	<b>62.3%</b>
2010 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>17</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2</b>
2010 Committee for Purchase from Blind/Severely Disabled	21	88.7%	11.3%	0.0%	0
2008 Committee for Purchase from Blind/Severely Disabled	12	59.4%	16.5%	24.1%	4
2006 Committee for Purchase from Blind/Severely Disabled	17	94.0%	0.0%	6.0%	3

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>11</b>	<b>77.0%</b>	<b>15.2%</b>	<b>7.9%</b>	<b>8</b>
2010 Committee for Purchase from Blind/Severely Disabled	14	84.5%	15.5%	0.0%	7
2008 Committee for Purchase from Blind/Severely Disabled	13	76.4%	15.7%	7.9%	3
2006 Committee for Purchase from Blind/Severely Disabled	16	94.3%	5.7%	0.0%	4

# Committee for Purchase from Blind/Severely Disabled

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>5</b>	<b>0.0%</b>	<b>50.9%</b>	<b>49.1%</b>	<b>14</b>
2010 Committee for Purchase from Blind/Severely Disabled	14	14.0%	41.5%	44.5%	7
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>8</b>	<b>34.1%</b>	<b>54.7%</b>	<b>11.1%</b>	<b>11</b>
2010 Committee for Purchase from Blind/Severely Disabled	15	39.8%	60.2%	0.0%	6
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>3</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>16</b>
2010 Committee for Purchase from Blind/Severely Disabled	7	14.2%	85.8%	0.0%	14
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Committee for Purchase from Blind/Severely Disabled</b>	<b>3</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>16</b>
2010 Committee for Purchase from Blind/Severely Disabled	6	0.0%	100.0%	0.0%	14
2008 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--
2006 Committee for Purchase from Blind/Severely Disabled	--	--	--	--	--



# Commodity Futures Trading Commission

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Commodity Futures Trading Commission</b>	<b>387</b>
2010 Commodity Futures Trading Commission	301
2008 Commodity Futures Trading Commission	282
2006 Commodity Futures Trading Commission	262

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Commodity Futures Trading Commission</b>	<b>385</b>	<b>70.2%</b>	<b>16.2%</b>	<b>13.6%</b>
2010 Commodity Futures Trading Commission	301	70.8%	16.3%	12.9%
2008 Commodity Futures Trading Commission	282	67.4%	18.1%	14.5%
2006 Commodity Futures Trading Commission	262	56.9%	21.7%	21.3%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Commodity Futures Trading Commission</b>	<b>387</b>	<b>69.4%</b>	<b>19.4%</b>	<b>11.2%</b>
2010 Commodity Futures Trading Commission	301	75.9%	13.7%	10.4%
2008 Commodity Futures Trading Commission	282	74.7%	15.8%	9.5%
2006 Commodity Futures Trading Commission	262	70.0%	14.1%	15.9%

# Commodity Futures Trading Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Commodity Futures Trading Commission</b>	<b>387</b>	<b>65.4%</b>	<b>19.0%</b>	<b>15.7%</b>
2010 Commodity Futures Trading Commission	299	68.6%	17.6%	13.9%
2008 Commodity Futures Trading Commission	282	66.5%	17.3%	16.2%
2006 Commodity Futures Trading Commission	262	50.5%	25.1%	24.4%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Commodity Futures Trading Commission</b>	<b>387</b>	<b>71.7%</b>	<b>17.1%</b>	<b>11.2%</b>
2010 Commodity Futures Trading Commission	301	75.7%	16.4%	7.9%
2008 Commodity Futures Trading Commission	282	76.1%	15.1%	8.8%
2006 Commodity Futures Trading Commission	262	61.6%	21.7%	16.6%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Commodity Futures Trading Commission</b>	<b>386</b>	<b>80.5%</b>	<b>13.6%</b>	<b>5.9%</b>
2010 Commodity Futures Trading Commission	301	82.2%	14.8%	3.1%
2008 Commodity Futures Trading Commission	282	80.4%	15.0%	4.6%
2006 Commodity Futures Trading Commission	262	75.3%	16.6%	8.0%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Commodity Futures Trading Commission</b>	<b>384</b>	<b>81.0%</b>	<b>11.1%</b>	<b>8.0%</b>
2010 Commodity Futures Trading Commission	300	79.9%	11.1%	9.0%
2008 Commodity Futures Trading Commission	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Commodity Futures Trading Commission</b>	<b>386</b>	<b>96.5%</b>	<b>2.6%</b>	<b>1.0%</b>
2010 Commodity Futures Trading Commission	301	96.2%	1.9%	1.9%
2008 Commodity Futures Trading Commission	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--

# Commodity Futures Trading Commission

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Commodity Futures Trading Commission</b>	<b>386</b>	<b>91.3%</b>	<b>6.4%</b>	<b>2.3%</b>
2010 Commodity Futures Trading Commission	301	90.7%	8.3%	1.0%
2008 Commodity Futures Trading Commission	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Commodity Futures Trading Commission</b>	<b>384</b>	<b>35.4%</b>	<b>21.2%</b>	<b>43.5%</b>	<b>2</b>
2010 Commodity Futures Trading Commission	300	57.8%	15.5%	26.7%	1
2008 Commodity Futures Trading Commission	281	48.2%	22.5%	29.2%	1
2006 Commodity Futures Trading Commission	261	46.6%	13.4%	40.0%	1

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Commodity Futures Trading Commission</b>	<b>387</b>	<b>61.1%</b>	<b>19.1%</b>	<b>19.9%</b>	<b>0</b>
2010 Commodity Futures Trading Commission	298	67.9%	14.8%	17.3%	2
2008 Commodity Futures Trading Commission	282	71.2%	13.1%	15.7%	0
2006 Commodity Futures Trading Commission	261	68.4%	15.2%	16.4%	1

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Commodity Futures Trading Commission</b>	<b>385</b>	<b>61.8%</b>	<b>18.3%</b>	<b>19.8%</b>	<b>0</b>
2010 Commodity Futures Trading Commission	299	64.2%	19.2%	16.6%	2
2008 Commodity Futures Trading Commission	279	65.5%	17.2%	17.3%	3
2006 Commodity Futures Trading Commission	259	53.8%	19.6%	26.7%	3

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Commodity Futures Trading Commission</b>	<b>386</b>	<b>85.3%</b>	<b>9.0%</b>	<b>5.7%</b>	<b>0</b>
2010 Commodity Futures Trading Commission	298	83.1%	12.7%	4.1%	3
2008 Commodity Futures Trading Commission	279	81.6%	12.4%	6.0%	3
2006 Commodity Futures Trading Commission	259	81.8%	9.9%	8.2%	3

# Commodity Futures Trading Commission

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Commodity Futures Trading Commission</b>	<b>385</b>	<b>87.8%</b>	<b>7.6%</b>	<b>4.6%</b>	<b>2</b>
2010 Commodity Futures Trading Commission	294	89.8%	9.1%	1.2%	1
2008 Commodity Futures Trading Commission	278	83.6%	12.3%	4.1%	4
2006 Commodity Futures Trading Commission	257	81.5%	10.6%	8.0%	5

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Commodity Futures Trading Commission</b>	<b>385</b>	<b>86.8%</b>	<b>8.1%</b>	<b>5.1%</b>	<b>0</b>
2010 Commodity Futures Trading Commission	300	88.2%	7.3%	4.5%	0
2008 Commodity Futures Trading Commission	282	88.8%	6.6%	4.6%	0
2006 Commodity Futures Trading Commission	261	86.2%	5.6%	8.2%	1

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Commodity Futures Trading Commission</b>	<b>367</b>	<b>74.6%</b>	<b>15.9%</b>	<b>9.5%</b>	<b>19</b>
2010 Commodity Futures Trading Commission	296	75.1%	16.0%	8.9%	3
2008 Commodity Futures Trading Commission	281	68.9%	16.6%	14.6%	1
2006 Commodity Futures Trading Commission	249	69.5%	14.9%	15.6%	13

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Commodity Futures Trading Commission</b>	<b>382</b>	<b>84.6%</b>	<b>11.9%</b>	<b>3.5%</b>	<b>2</b>
2010 Commodity Futures Trading Commission	299	83.9%	13.7%	2.5%	1
2008 Commodity Futures Trading Commission	280	82.6%	15.0%	2.4%	2
2006 Commodity Futures Trading Commission	258	76.9%	16.9%	6.2%	4

# Commodity Futures Trading Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Commodity Futures Trading Commission</b>	<b>355</b>	<b>69.9%</b>	<b>21.1%</b>	<b>9.0%</b>	<b>29</b>
2010 Commodity Futures Trading Commission	272	67.6%	24.0%	8.4%	26
2008 Commodity Futures Trading Commission	248	56.0%	25.1%	18.9%	34
2006 Commodity Futures Trading Commission	212	48.9%	29.9%	21.2%	50

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Commodity Futures Trading Commission</b>	<b>377</b>	<b>47.9%</b>	<b>25.8%</b>	<b>26.3%</b>	<b>9</b>
2010 Commodity Futures Trading Commission	292	53.8%	25.9%	20.3%	8
2008 Commodity Futures Trading Commission	277	54.1%	28.0%	17.9%	5
2006 Commodity Futures Trading Commission	255	40.3%	24.4%	35.3%	7

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Commodity Futures Trading Commission</b>	<b>372</b>	<b>64.5%</b>	<b>19.2%</b>	<b>16.3%</b>	<b>15</b>
2010 Commodity Futures Trading Commission	299	69.3%	16.6%	14.1%	2
2008 Commodity Futures Trading Commission	279	63.8%	18.6%	17.6%	3
2006 Commodity Futures Trading Commission	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Commodity Futures Trading Commission</b>	<b>376</b>	<b>82.5%</b>	<b>8.5%</b>	<b>8.9%</b>
2010 Commodity Futures Trading Commission	287	79.2%	13.8%	7.0%
2008 Commodity Futures Trading Commission	282	88.3%	8.0%	3.7%
2006 Commodity Futures Trading Commission	262	81.1%	10.4%	8.5%

# Commodity Futures Trading Commission

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Commodity Futures Trading Commission</b>	<b>379</b>	<b>61.0%</b>	<b>18.9%</b>	<b>20.1%</b>	<b>8</b>
2010 Commodity Futures Trading Commission	291	76.2%	16.8%	6.9%	9
2008 Commodity Futures Trading Commission	272	59.0%	23.4%	17.6%	10
2006 Commodity Futures Trading Commission	254	44.8%	24.5%	30.7%	8

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Commodity Futures Trading Commission</b>	<b>346</b>	<b>48.2%</b>	<b>30.2%</b>	<b>21.6%</b>	<b>41</b>
2010 Commodity Futures Trading Commission	279	46.7%	31.3%	22.0%	21
2008 Commodity Futures Trading Commission	269	47.3%	26.3%	26.3%	13
2006 Commodity Futures Trading Commission	241	34.8%	29.5%	35.8%	21

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Commodity Futures Trading Commission</b>	<b>325</b>	<b>39.1%</b>	<b>33.1%</b>	<b>27.8%</b>	<b>60</b>
2010 Commodity Futures Trading Commission	272	45.1%	32.0%	22.8%	28
2008 Commodity Futures Trading Commission	251	38.3%	30.9%	30.8%	31
2006 Commodity Futures Trading Commission	230	33.2%	24.0%	42.9%	32

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Commodity Futures Trading Commission</b>	<b>340</b>	<b>35.8%</b>	<b>33.0%</b>	<b>31.2%</b>	<b>47</b>
2010 Commodity Futures Trading Commission	284	42.5%	28.5%	29.0%	14
2008 Commodity Futures Trading Commission	263	37.4%	32.6%	30.1%	19
2006 Commodity Futures Trading Commission	237	27.5%	26.8%	45.7%	25

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Commodity Futures Trading Commission</b>	<b>332</b>	<b>49.2%</b>	<b>29.2%</b>	<b>21.6%</b>	<b>53</b>
2010 Commodity Futures Trading Commission	280	53.4%	22.3%	24.2%	19
2008 Commodity Futures Trading Commission	263	54.5%	23.8%	21.7%	19
2006 Commodity Futures Trading Commission	239	38.1%	25.0%	36.9%	23

# Commodity Futures Trading Commission

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Commodity Futures Trading Commission</b>	<b>385</b>	<b>76.6%</b>	<b>12.2%</b>	<b>11.2%</b>	<b>2</b>
2010 Commodity Futures Trading Commission	297	75.5%	13.8%	10.6%	1
2008 Commodity Futures Trading Commission	280	76.0%	14.3%	9.6%	2
2006 Commodity Futures Trading Commission	259	66.6%	15.1%	18.3%	3

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Commodity Futures Trading Commission</b>	<b>367</b>	<b>71.5%</b>	<b>20.8%</b>	<b>7.7%</b>	<b>18</b>
2010 Commodity Futures Trading Commission	294	72.3%	19.9%	7.9%	4
2008 Commodity Futures Trading Commission	278	62.0%	25.7%	12.3%	4
2006 Commodity Futures Trading Commission	252	44.6%	36.9%	18.5%	10

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Commodity Futures Trading Commission</b>	<b>385</b>	<b>88.9%</b>	<b>10.0%</b>	<b>1.1%</b>
2010 Commodity Futures Trading Commission	298	92.0%	6.9%	1.1%
2008 Commodity Futures Trading Commission	282	87.6%	11.0%	1.4%
2006 Commodity Futures Trading Commission	262	84.2%	12.7%	3.1%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Commodity Futures Trading Commission</b>	<b>377</b>	<b>72.9%</b>	<b>16.8%</b>	<b>10.3%</b>	<b>6</b>
2010 Commodity Futures Trading Commission	293	80.7%	10.4%	8.9%	2
2008 Commodity Futures Trading Commission	281	79.2%	13.2%	7.5%	1
2006 Commodity Futures Trading Commission	257	71.2%	17.4%	11.4%	5

# Commodity Futures Trading Commission

## *Trend Report*

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Commodity Futures Trading Commission</b>	<b>373</b>	<b>54.2%</b>	<b>24.3%</b>	<b>21.5%</b>	<b>11</b>
2010 Commodity Futures Trading Commission	286	53.0%	27.3%	19.7%	8
2008 Commodity Futures Trading Commission	275	43.5%	34.7%	21.7%	7
2006 Commodity Futures Trading Commission	248	35.9%	31.4%	32.7%	14

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Commodity Futures Trading Commission</b>	<b>372</b>	<b>59.4%</b>	<b>24.5%</b>	<b>16.1%</b>	<b>13</b>
2010 Commodity Futures Trading Commission	292	61.3%	21.7%	17.0%	3
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Commodity Futures Trading Commission</b>	<b>361</b>	<b>49.9%</b>	<b>28.4%</b>	<b>21.7%</b>	<b>23</b>
2010 Commodity Futures Trading Commission	285	47.6%	33.8%	18.6%	8
2008 Commodity Futures Trading Commission	274	51.0%	25.8%	23.3%	8
2006 Commodity Futures Trading Commission	252	30.3%	30.4%	39.3%	10

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Commodity Futures Trading Commission</b>	<b>337</b>	<b>41.9%</b>	<b>29.8%</b>	<b>28.2%</b>	<b>47</b>
2010 Commodity Futures Trading Commission	282	47.3%	24.9%	27.8%	10
2008 Commodity Futures Trading Commission	270	54.6%	21.4%	24.0%	12
2006 Commodity Futures Trading Commission	242	23.1%	26.4%	50.4%	20

# Commodity Futures Trading Commission

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Commodity Futures Trading Commission</b>	<b>344</b>	<b>61.1%</b>	<b>26.3%</b>	<b>12.6%</b>	<b>40</b>
2010 Commodity Futures Trading Commission	269	56.3%	27.2%	16.5%	24
2008 Commodity Futures Trading Commission	255	63.3%	24.2%	12.5%	27
2006 Commodity Futures Trading Commission	235	52.1%	28.7%	19.2%	27

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Commodity Futures Trading Commission</b>	<b>376</b>	<b>91.3%</b>	<b>7.0%</b>	<b>1.7%</b>	<b>8</b>
2010 Commodity Futures Trading Commission	286	87.9%	10.4%	1.7%	7
2008 Commodity Futures Trading Commission	278	89.0%	9.0%	2.0%	4
2006 Commodity Futures Trading Commission	259	86.3%	8.8%	4.9%	3

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Commodity Futures Trading Commission</b>	<b>372</b>	<b>81.0%</b>	<b>14.0%</b>	<b>4.9%</b>	<b>10</b>
2010 Commodity Futures Trading Commission	286	81.2%	13.3%	5.5%	6
2008 Commodity Futures Trading Commission	275	84.8%	10.3%	4.9%	7
2006 Commodity Futures Trading Commission	256	74.1%	13.6%	12.3%	6

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Commodity Futures Trading Commission</b>	<b>344</b>	<b>59.4%</b>	<b>26.1%</b>	<b>14.5%</b>	<b>38</b>
2010 Commodity Futures Trading Commission	260	56.5%	27.9%	15.6%	32
2008 Commodity Futures Trading Commission	247	53.7%	22.5%	23.8%	35
2006 Commodity Futures Trading Commission	229	45.5%	27.8%	26.7%	33

# Commodity Futures Trading Commission

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Commodity Futures Trading Commission</b>	<b>333</b>	<b>74.9%</b>	<b>17.6%</b>	<b>7.5%</b>	<b>52</b>
2010 Commodity Futures Trading Commission	262	73.9%	18.6%	7.5%	32
2008 Commodity Futures Trading Commission	244	71.4%	20.0%	8.7%	38
2006 Commodity Futures Trading Commission	226	66.7%	19.9%	13.4%	36

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Commodity Futures Trading Commission</b>	<b>377</b>	<b>80.6%</b>	<b>15.3%</b>	<b>4.1%</b>	<b>6</b>
2010 Commodity Futures Trading Commission	280	84.0%	12.3%	3.7%	4
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Commodity Futures Trading Commission</b>	<b>385</b>	<b>78.7%</b>	<b>14.8%</b>	<b>6.5%</b>
2010 Commodity Futures Trading Commission	292	83.4%	12.8%	3.8%
2008 Commodity Futures Trading Commission	282	75.9%	16.7%	7.3%
2006 Commodity Futures Trading Commission	262	62.3%	24.2%	13.6%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Commodity Futures Trading Commission</b>	<b>342</b>	<b>57.9%</b>	<b>25.5%</b>	<b>16.5%</b>	<b>42</b>
2010 Commodity Futures Trading Commission	253	50.4%	29.5%	20.1%	41
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

# Commodity Futures Trading Commission

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Commodity Futures Trading Commission</b>	<b>380</b>	<b>91.1%</b>	<b>5.3%</b>	<b>3.6%</b>	<b>4</b>
2010 Commodity Futures Trading Commission	292	86.9%	7.3%	5.8%	2
2008 Commodity Futures Trading Commission	280	92.7%	5.0%	2.3%	2
2006 Commodity Futures Trading Commission	258	85.1%	10.1%	4.8%	4

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Commodity Futures Trading Commission</b>	<b>383</b>	<b>75.9%</b>	<b>12.4%</b>	<b>11.7%</b>	<b>0</b>
2010 Commodity Futures Trading Commission	292	74.0%	15.0%	11.0%	3
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Commodity Futures Trading Commission</b>	<b>379</b>	<b>71.8%</b>	<b>15.5%</b>	<b>12.6%</b>	<b>4</b>
2010 Commodity Futures Trading Commission	292	70.2%	17.7%	12.0%	2
2008 Commodity Futures Trading Commission	281	67.1%	19.2%	13.8%	1
2006 Commodity Futures Trading Commission	257	60.3%	20.4%	19.3%	5

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Commodity Futures Trading Commission</b>	<b>336</b>	<b>76.4%</b>	<b>19.6%</b>	<b>4.0%</b>	<b>47</b>
2010 Commodity Futures Trading Commission	265	73.5%	19.3%	7.2%	29
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Commodity Futures Trading Commission</b>	<b>381</b>	<b>69.6%</b>	<b>18.0%</b>	<b>12.4%</b>	<b>2</b>
2010 Commodity Futures Trading Commission	291	68.0%	19.4%	12.6%	2
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

# Commodity Futures Trading Commission

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Commodity Futures Trading Commission</b>	<b>381</b>	<b>74.2%</b>	<b>15.6%</b>	<b>10.2%</b>	<b>3</b>
2010 Commodity Futures Trading Commission	288	71.8%	17.4%	10.9%	4
2008 Commodity Futures Trading Commission	278	75.1%	14.2%	10.7%	4
2006 Commodity Futures Trading Commission	259	62.1%	18.7%	19.1%	3

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Commodity Futures Trading Commission</b>	<b>384</b>	<b>84.4%</b>	<b>10.0%</b>	<b>5.6%</b>
2010 Commodity Futures Trading Commission	294	84.2%	10.2%	5.6%
2008 Commodity Futures Trading Commission	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Commodity Futures Trading Commission</b>	<b>383</b>	<b>88.6%</b>	<b>6.8%</b>	<b>4.6%</b>
2010 Commodity Futures Trading Commission	293	86.6%	9.1%	4.3%
2008 Commodity Futures Trading Commission	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Commodity Futures Trading Commission</b>	<b>384</b>	<b>92.1%</b>	<b>4.3%</b>	<b>3.7%</b>
2010 Commodity Futures Trading Commission	292	89.8%	5.3%	4.9%
2008 Commodity Futures Trading Commission	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Commodity Futures Trading Commission</b>	<b>379</b>	<b>78.4%</b>	<b>12.2%</b>	<b>9.4%</b>
2010 Commodity Futures Trading Commission	291	74.4%	16.2%	9.4%
2008 Commodity Futures Trading Commission	282	74.2%	14.6%	11.2%
2006 Commodity Futures Trading Commission	262	65.4%	17.6%	17.0%

# Commodity Futures Trading Commission

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Commodity Futures Trading Commission</b>	<b>383</b>	<b>80.7%</b>	<b>13.1%</b>	<b>6.2%</b>
2010 Commodity Futures Trading Commission	293	80.2%	13.0%	6.8%
2008 Commodity Futures Trading Commission	282	76.7%	17.2%	6.1%
2006 Commodity Futures Trading Commission	262	72.7%	18.8%	8.5%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Commodity Futures Trading Commission</b>	<b>375</b>	<b>56.8%</b>	<b>25.4%</b>	<b>17.8%</b>	<b>7</b>
2010 Commodity Futures Trading Commission	290	52.6%	26.0%	21.4%	3
2008 Commodity Futures Trading Commission	278	53.2%	27.1%	19.6%	4
2006 Commodity Futures Trading Commission	255	35.2%	29.9%	35.0%	7

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Commodity Futures Trading Commission</b>	<b>366</b>	<b>71.0%</b>	<b>19.0%</b>	<b>10.0%</b>	<b>15</b>
2010 Commodity Futures Trading Commission	276	68.0%	23.5%	8.4%	16
2008 Commodity Futures Trading Commission	272	61.5%	24.9%	13.7%	10
2006 Commodity Futures Trading Commission	250	54.0%	26.9%	19.0%	12

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Commodity Futures Trading Commission</b>	<b>365</b>	<b>73.9%</b>	<b>17.6%</b>	<b>8.5%</b>	<b>17</b>
2010 Commodity Futures Trading Commission	274	71.5%	20.8%	7.7%	19
2008 Commodity Futures Trading Commission	270	67.5%	22.8%	9.7%	12
2006 Commodity Futures Trading Commission	245	63.7%	20.3%	15.9%	17

# Commodity Futures Trading Commission

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Commodity Futures Trading Commission</b>	<b>373</b>	<b>61.4%</b>	<b>21.8%</b>	<b>16.8%</b>	<b>9</b>
2010 Commodity Futures Trading Commission	290	61.7%	25.8%	12.5%	3
2008 Commodity Futures Trading Commission	281	60.5%	22.3%	17.2%	1
2006 Commodity Futures Trading Commission	259	47.4%	24.5%	28.1%	3

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Commodity Futures Trading Commission</b>	<b>335</b>	<b>63.7%</b>	<b>25.7%</b>	<b>10.6%</b>	<b>44</b>
2010 Commodity Futures Trading Commission	270	62.6%	26.9%	10.5%	24
2008 Commodity Futures Trading Commission	262	60.4%	26.5%	13.1%	20
2006 Commodity Futures Trading Commission	237	46.1%	32.2%	21.7%	25

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Commodity Futures Trading Commission</b>	<b>365</b>	<b>53.4%</b>	<b>23.9%</b>	<b>22.6%</b>	<b>17</b>
2010 Commodity Futures Trading Commission	285	51.2%	27.6%	21.2%	9
2008 Commodity Futures Trading Commission	273	60.9%	21.5%	17.6%	9
2006 Commodity Futures Trading Commission	246	42.2%	25.9%	31.9%	16

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Commodity Futures Trading Commission</b>	<b>360</b>	<b>58.5%</b>	<b>22.9%</b>	<b>18.7%</b>	<b>19</b>
2010 Commodity Futures Trading Commission	278	54.8%	26.0%	19.2%	11
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Commodity Futures Trading Commission</b>	<b>364</b>	<b>68.2%</b>	<b>20.7%</b>	<b>11.1%</b>	<b>14</b>
2010 Commodity Futures Trading Commission	277	69.2%	20.4%	10.5%	16
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

# Commodity Futures Trading Commission

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Commodity Futures Trading Commission</b>	<b>380</b>	<b>64.9%</b>	<b>22.4%</b>	<b>12.7%</b>	<b>2</b>
2010 Commodity Futures Trading Commission	288	61.5%	23.4%	15.2%	2
2008 Commodity Futures Trading Commission	280	60.2%	22.4%	17.4%	2
2006 Commodity Futures Trading Commission	261	47.7%	28.3%	24.0%	1

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Commodity Futures Trading Commission</b>	<b>353</b>	<b>69.7%</b>	<b>24.3%</b>	<b>6.0%</b>	<b>30</b>
2010 Commodity Futures Trading Commission	280	66.8%	24.7%	8.4%	13
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Commodity Futures Trading Commission</b>	<b>382</b>	<b>60.0%</b>	<b>23.9%</b>	<b>16.1%</b>
2010 Commodity Futures Trading Commission	292	55.7%	26.7%	17.6%
2008 Commodity Futures Trading Commission	282	59.0%	23.4%	17.6%
2006 Commodity Futures Trading Commission	262	44.1%	24.5%	31.4%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Commodity Futures Trading Commission</b>	<b>382</b>	<b>51.8%</b>	<b>25.6%</b>	<b>22.6%</b>
2010 Commodity Futures Trading Commission	293	52.2%	23.5%	24.3%
2008 Commodity Futures Trading Commission	282	56.6%	21.8%	21.6%
2006 Commodity Futures Trading Commission	262	41.2%	26.2%	32.7%

# Commodity Futures Trading Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Commodity Futures Trading Commission</b>	<b>380</b>	<b>61.8%</b>	<b>22.9%</b>	<b>15.3%</b>
2010 Commodity Futures Trading Commission	295	61.6%	23.1%	15.4%
2008 Commodity Futures Trading Commission	282	61.6%	19.6%	18.9%
2006 Commodity Futures Trading Commission	262	47.9%	27.3%	24.8%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Commodity Futures Trading Commission</b>	<b>378</b>	<b>53.5%</b>	<b>28.7%</b>	<b>17.8%</b>
2010 Commodity Futures Trading Commission	294	49.5%	31.7%	18.8%
2008 Commodity Futures Trading Commission	282	51.8%	28.2%	20.0%
2006 Commodity Futures Trading Commission	262	34.5%	34.8%	30.7%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Commodity Futures Trading Commission</b>	<b>381</b>	<b>35.3%</b>	<b>37.4%</b>	<b>27.3%</b>
2010 Commodity Futures Trading Commission	293	41.9%	31.9%	26.1%
2008 Commodity Futures Trading Commission	282	39.3%	28.9%	31.8%
2006 Commodity Futures Trading Commission	262	26.7%	31.7%	41.5%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Commodity Futures Trading Commission</b>	<b>381</b>	<b>49.8%</b>	<b>30.4%</b>	<b>19.8%</b>
2010 Commodity Futures Trading Commission	293	58.6%	25.2%	16.2%
2008 Commodity Futures Trading Commission	282	59.1%	25.2%	15.7%
2006 Commodity Futures Trading Commission	262	44.8%	29.0%	26.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Commodity Futures Trading Commission</b>	<b>381</b>	<b>77.5%</b>	<b>12.7%</b>	<b>9.8%</b>
2010 Commodity Futures Trading Commission	293	77.4%	17.2%	5.4%
2008 Commodity Futures Trading Commission	282	76.7%	17.0%	6.3%
2006 Commodity Futures Trading Commission	262	63.8%	20.2%	16.0%

# Commodity Futures Trading Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Commodity Futures Trading Commission</b>	<b>382</b>	<b>72.1%</b>	<b>16.8%</b>	<b>11.2%</b>
2010 Commodity Futures Trading Commission	294	79.0%	15.2%	5.8%
2008 Commodity Futures Trading Commission	282	78.1%	13.8%	8.1%
2006 Commodity Futures Trading Commission	262	70.6%	13.5%	15.9%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Commodity Futures Trading Commission</b>	<b>381</b>	<b>72.8%</b>	<b>17.9%</b>	<b>9.3%</b>
2010 Commodity Futures Trading Commission	292	73.9%	19.2%	6.9%
2008 Commodity Futures Trading Commission	282	73.5%	16.4%	10.1%
2006 Commodity Futures Trading Commission	262	58.7%	23.7%	17.6%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Commodity Futures Trading Commission</b>	<b>383</b>	<b>87.9%</b>	<b>8.6%</b>	<b>3.4%</b>
2010 Commodity Futures Trading Commission	--	--	--	--
2008 Commodity Futures Trading Commission	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Commodity Futures Trading Commission</b>	<b>383</b>	<b>0.0%</b>	<b>11.4%</b>	<b>28.6%</b>	<b>30.5%</b>
2010 Commodity Futures Trading Commission	--	--	--	--	--
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

(continued)

# Commodity Futures Trading Commission

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Commodity Futures Trading Commission</b>	<b>383</b>	<b>4.1%</b>	<b>1.0%</b>	<b>6.0%</b>	<b>18.4%</b>
2010 Commodity Futures Trading Commission	--	--	--	--	--
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Commodity Futures Trading Commission</b>	<b>382</b>	<b>58.8%</b>	<b>39.4%</b>	<b>1.8%</b>
2010 Commodity Futures Trading Commission	--	--	--	--
2008 Commodity Futures Trading Commission	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Commodity Futures Trading Commission</b>	<b>379</b>	<b>22.0%</b>	<b>73.9%</b>	<b>4.1%</b>
2010 Commodity Futures Trading Commission	--	--	--	--
2008 Commodity Futures Trading Commission	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Commodity Futures Trading Commission</b>	<b>381</b>	<b>11.2%</b>	<b>87.9%</b>	<b>0.9%</b>
2010 Commodity Futures Trading Commission	--	--	--	--
2008 Commodity Futures Trading Commission	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--

# Commodity Futures Trading Commission

## Trend Report

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Commodity Futures Trading Commission</b>	<b>379</b>	<b>1.3%</b>	<b>82.0%</b>	<b>16.7%</b>
2010 Commodity Futures Trading Commission	--	--	--	--
2008 Commodity Futures Trading Commission	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Commodity Futures Trading Commission</b>	<b>380</b>	<b>2.9%</b>	<b>86.7%</b>	<b>10.4%</b>
2010 Commodity Futures Trading Commission	--	--	--	--
2008 Commodity Futures Trading Commission	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Commodity Futures Trading Commission</b>	<b>332</b>	<b>68.7%</b>	<b>18.4%</b>	<b>12.9%</b>	<b>49</b>
2010 Commodity Futures Trading Commission	253	61.1%	24.4%	14.5%	36
2008 Commodity Futures Trading Commission	217	16.5%	24.6%	58.9%	65
2006 Commodity Futures Trading Commission	215	12.2%	22.6%	65.2%	47

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Commodity Futures Trading Commission</b>	<b>295</b>	<b>82.9%</b>	<b>12.8%</b>	<b>4.3%</b>	<b>85</b>
2010 Commodity Futures Trading Commission	256	79.2%	14.0%	6.7%	33
2008 Commodity Futures Trading Commission	256	68.6%	18.6%	12.9%	26
2006 Commodity Futures Trading Commission	237	67.8%	16.5%	15.6%	25

# Commodity Futures Trading Commission

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Commodity Futures Trading Commission</b>	<b>203</b>	<b>45.9%</b>	<b>47.7%</b>	<b>6.4%</b>	<b>178</b>
2010 Commodity Futures Trading Commission	234	64.0%	28.5%	7.4%	57
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Commodity Futures Trading Commission</b>	<b>160</b>	<b>42.0%</b>	<b>56.7%</b>	<b>1.3%</b>	<b>222</b>
2010 Commodity Futures Trading Commission	166	46.8%	49.4%	3.8%	123
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Commodity Futures Trading Commission</b>	<b>115</b>	<b>16.3%</b>	<b>70.3%</b>	<b>13.4%</b>	<b>263</b>
2010 Commodity Futures Trading Commission	126	16.3%	68.2%	15.5%	164
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Commodity Futures Trading Commission</b>	<b>108</b>	<b>19.8%</b>	<b>77.5%</b>	<b>2.7%</b>	<b>274</b>
2010 Commodity Futures Trading Commission	120	19.1%	70.8%	10.1%	171
2008 Commodity Futures Trading Commission	--	--	--	--	--
2006 Commodity Futures Trading Commission	--	--	--	--	--



# Consumer Product Safety Commission

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Consumer Product Safety Commission</b>	<b>230</b>
2010 Consumer Product Safety Commission	210
2008 Consumer Product Safety Commission	187
2006 Consumer Product Safety Commission	283

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Consumer Product Safety Commission</b>	<b>230</b>	<b>69.0%</b>	<b>16.7%</b>	<b>14.3%</b>
2010 Consumer Product Safety Commission	210	69.8%	13.9%	16.2%
2008 Consumer Product Safety Commission	187	58.7%	22.5%	18.8%
2006 Consumer Product Safety Commission	283	57.7%	22.9%	19.4%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Consumer Product Safety Commission</b>	<b>230</b>	<b>74.2%</b>	<b>15.1%</b>	<b>10.7%</b>
2010 Consumer Product Safety Commission	209	67.5%	16.3%	16.2%
2008 Consumer Product Safety Commission	187	71.1%	16.2%	12.7%
2006 Consumer Product Safety Commission	283	77.9%	11.9%	10.2%

# Consumer Product Safety Commission

## Trend Report

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Consumer Product Safety Commission</b>	<b>230</b>	<b>58.1%</b>	<b>21.2%</b>	<b>20.7%</b>
2010 Consumer Product Safety Commission	206	55.1%	20.9%	24.0%
2008 Consumer Product Safety Commission	187	55.7%	13.4%	30.8%
2006 Consumer Product Safety Commission	283	54.9%	24.0%	21.0%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Consumer Product Safety Commission</b>	<b>229</b>	<b>74.9%</b>	<b>11.6%</b>	<b>13.5%</b>
2010 Consumer Product Safety Commission	208	75.3%	13.4%	11.3%
2008 Consumer Product Safety Commission	187	70.9%	18.9%	10.2%
2006 Consumer Product Safety Commission	283	75.8%	15.9%	8.3%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Consumer Product Safety Commission</b>	<b>229</b>	<b>85.6%</b>	<b>9.3%</b>	<b>5.1%</b>
2010 Consumer Product Safety Commission	210	83.9%	9.9%	6.2%
2008 Consumer Product Safety Commission	187	83.0%	13.4%	3.6%
2006 Consumer Product Safety Commission	283	86.1%	9.9%	4.0%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Consumer Product Safety Commission</b>	<b>230</b>	<b>80.9%</b>	<b>9.7%</b>	<b>9.4%</b>
2010 Consumer Product Safety Commission	209	76.8%	13.7%	9.5%
2008 Consumer Product Safety Commission	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Consumer Product Safety Commission</b>	<b>230</b>	<b>97.7%</b>	<b>2.0%</b>	<b>0.3%</b>
2010 Consumer Product Safety Commission	210	97.2%	1.0%	1.9%
2008 Consumer Product Safety Commission	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--

# Consumer Product Safety Commission

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Consumer Product Safety Commission</b>	<b>229</b>	<b>91.4%</b>	<b>8.1%</b>	<b>0.5%</b>
2010 Consumer Product Safety Commission	210	92.6%	6.1%	1.3%
2008 Consumer Product Safety Commission	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Consumer Product Safety Commission</b>	<b>230</b>	<b>50.1%</b>	<b>24.7%</b>	<b>25.2%</b>	<b>0</b>
2010 Consumer Product Safety Commission	210	48.7%	15.4%	35.9%	0
2008 Consumer Product Safety Commission	185	48.9%	26.3%	24.8%	2
2006 Consumer Product Safety Commission	282	47.0%	21.1%	31.9%	1

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Consumer Product Safety Commission</b>	<b>230</b>	<b>58.0%</b>	<b>18.9%</b>	<b>23.1%</b>	<b>0</b>
2010 Consumer Product Safety Commission	208	52.4%	14.1%	33.4%	2
2008 Consumer Product Safety Commission	187	59.9%	18.2%	21.9%	0
2006 Consumer Product Safety Commission	283	64.4%	16.8%	18.8%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Consumer Product Safety Commission</b>	<b>227</b>	<b>59.3%</b>	<b>16.7%</b>	<b>24.1%</b>	<b>2</b>
2010 Consumer Product Safety Commission	207	58.1%	15.6%	26.3%	2
2008 Consumer Product Safety Commission	186	56.4%	19.2%	24.5%	1
2006 Consumer Product Safety Commission	281	58.6%	17.6%	23.8%	2

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Consumer Product Safety Commission</b>	<b>228</b>	<b>86.2%</b>	<b>7.2%</b>	<b>6.6%</b>	<b>1</b>
2010 Consumer Product Safety Commission	208	81.0%	13.0%	6.1%	2
2008 Consumer Product Safety Commission	187	79.5%	12.5%	8.0%	0
2006 Consumer Product Safety Commission	283	83.6%	12.0%	4.4%	0

# Consumer Product Safety Commission

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Consumer Product Safety Commission</b>	<b>228</b>	<b>87.1%</b>	<b>7.6%</b>	<b>5.3%</b>	<b>0</b>
2010 Consumer Product Safety Commission	210	88.2%	10.5%	1.3%	0
2008 Consumer Product Safety Commission	187	86.3%	9.0%	4.8%	0
2006 Consumer Product Safety Commission	282	88.1%	9.0%	2.9%	1

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Consumer Product Safety Commission</b>	<b>228</b>	<b>84.1%</b>	<b>7.5%</b>	<b>8.4%</b>	<b>2</b>
2010 Consumer Product Safety Commission	209	71.7%	12.8%	15.5%	1
2008 Consumer Product Safety Commission	186	74.0%	12.9%	13.0%	1
2006 Consumer Product Safety Commission	281	73.6%	13.1%	13.3%	2

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Consumer Product Safety Commission</b>	<b>221</b>	<b>79.8%</b>	<b>8.6%</b>	<b>11.6%</b>	<b>9</b>
2010 Consumer Product Safety Commission	205	76.7%	9.6%	13.7%	4
2008 Consumer Product Safety Commission	184	71.0%	13.6%	15.4%	3
2006 Consumer Product Safety Commission	272	70.3%	16.0%	13.7%	11

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Consumer Product Safety Commission</b>	<b>225</b>	<b>86.8%</b>	<b>9.4%</b>	<b>3.8%</b>	<b>3</b>
2010 Consumer Product Safety Commission	206	89.8%	6.9%	3.3%	3
2008 Consumer Product Safety Commission	185	83.1%	12.1%	4.9%	2
2006 Consumer Product Safety Commission	283	82.1%	13.7%	4.2%	0

# Consumer Product Safety Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Consumer Product Safety Commission</b>	<b>204</b>	<b>57.7%</b>	<b>23.6%</b>	<b>18.7%</b>	<b>25</b>
2010 Consumer Product Safety Commission	188	57.7%	22.8%	19.5%	20
2008 Consumer Product Safety Commission	159	44.5%	28.5%	26.9%	28
2006 Consumer Product Safety Commission	234	38.1%	32.2%	29.7%	49

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Consumer Product Safety Commission</b>	<b>223</b>	<b>50.5%</b>	<b>24.9%</b>	<b>24.6%</b>	<b>5</b>
2010 Consumer Product Safety Commission	203	50.7%	26.2%	23.1%	5
2008 Consumer Product Safety Commission	185	47.0%	26.3%	26.7%	2
2006 Consumer Product Safety Commission	276	42.9%	29.9%	27.2%	7

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Consumer Product Safety Commission</b>	<b>222</b>	<b>66.6%</b>	<b>13.5%</b>	<b>19.9%</b>	<b>8</b>
2010 Consumer Product Safety Commission	205	70.7%	13.6%	15.7%	4
2008 Consumer Product Safety Commission	184	69.1%	14.3%	16.6%	3
2006 Consumer Product Safety Commission	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Consumer Product Safety Commission</b>	<b>224</b>	<b>77.9%</b>	<b>13.3%</b>	<b>8.8%</b>
2010 Consumer Product Safety Commission	201	79.1%	13.0%	7.9%
2008 Consumer Product Safety Commission	187	87.9%	6.7%	5.3%
2006 Consumer Product Safety Commission	283	86.2%	7.3%	6.5%

# Consumer Product Safety Commission

## Trend Report

### My Work Unit (continued)

21. *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Consumer Product Safety Commission</b>	<b>214</b>	<b>63.0%</b>	<b>21.0%</b>	<b>16.0%</b>	<b>15</b>
2010 Consumer Product Safety Commission	197	56.0%	19.3%	24.8%	12
2008 Consumer Product Safety Commission	180	56.5%	24.1%	19.5%	7
2006 Consumer Product Safety Commission	271	47.6%	29.8%	22.6%	12

22. *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Consumer Product Safety Commission</b>	<b>188</b>	<b>50.0%</b>	<b>21.8%</b>	<b>28.3%</b>	<b>39</b>
2010 Consumer Product Safety Commission	185	40.6%	25.3%	34.2%	25
2008 Consumer Product Safety Commission	169	37.9%	28.5%	33.6%	18
2006 Consumer Product Safety Commission	272	39.4%	31.4%	29.2%	11

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Consumer Product Safety Commission</b>	<b>176</b>	<b>43.9%</b>	<b>32.9%</b>	<b>23.2%</b>	<b>53</b>
2010 Consumer Product Safety Commission	179	34.5%	33.9%	31.6%	31
2008 Consumer Product Safety Commission	158	40.0%	37.5%	22.4%	29
2006 Consumer Product Safety Commission	245	36.7%	32.4%	31.0%	38

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Consumer Product Safety Commission</b>	<b>192</b>	<b>45.8%</b>	<b>26.5%</b>	<b>27.7%</b>	<b>36</b>
2010 Consumer Product Safety Commission	182	37.2%	33.0%	29.8%	28
2008 Consumer Product Safety Commission	168	37.5%	27.8%	34.6%	19
2006 Consumer Product Safety Commission	255	31.8%	36.9%	31.3%	28

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Consumer Product Safety Commission</b>	<b>196</b>	<b>51.9%</b>	<b>24.5%</b>	<b>23.6%</b>	<b>31</b>
2010 Consumer Product Safety Commission	186	44.2%	21.5%	34.3%	23
2008 Consumer Product Safety Commission	176	46.1%	19.9%	34.0%	11
2006 Consumer Product Safety Commission	266	46.8%	28.0%	25.3%	17

# Consumer Product Safety Commission

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Consumer Product Safety Commission</b>	<b>228</b>	<b>78.1%</b>	<b>11.2%</b>	<b>10.7%</b>	<b>0</b>
2010 Consumer Product Safety Commission	209	75.0%	13.5%	11.5%	1
2008 Consumer Product Safety Commission	186	75.2%	14.8%	10.0%	1
2006 Consumer Product Safety Commission	281	81.4%	10.1%	8.5%	2

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Consumer Product Safety Commission</b>	<b>211</b>	<b>68.1%</b>	<b>20.2%</b>	<b>11.7%</b>	<b>18</b>
2010 Consumer Product Safety Commission	196	61.4%	26.8%	11.9%	13
2008 Consumer Product Safety Commission	182	53.7%	33.2%	13.1%	5
2006 Consumer Product Safety Commission	275	48.0%	34.2%	17.8%	8

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Consumer Product Safety Commission</b>	<b>229</b>	<b>86.1%</b>	<b>11.3%</b>	<b>2.6%</b>
2010 Consumer Product Safety Commission	210	88.5%	10.3%	1.3%
2008 Consumer Product Safety Commission	187	87.5%	11.0%	1.5%
2006 Consumer Product Safety Commission	283	88.5%	9.5%	2.0%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Consumer Product Safety Commission</b>	<b>223</b>	<b>81.8%</b>	<b>9.8%</b>	<b>8.4%</b>	<b>5</b>
2010 Consumer Product Safety Commission	201	77.0%	13.6%	9.4%	6
2008 Consumer Product Safety Commission	186	72.9%	16.3%	10.7%	1
2006 Consumer Product Safety Commission	281	78.5%	13.6%	7.9%	2

# Consumer Product Safety Commission

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Consumer Product Safety Commission</b>	<b>215</b>	<b>54.1%</b>	<b>19.6%</b>	<b>26.3%</b>	<b>13</b>
2010 Consumer Product Safety Commission	200	51.4%	19.8%	28.8%	7
2008 Consumer Product Safety Commission	180	36.8%	32.7%	30.5%	7
2006 Consumer Product Safety Commission	271	37.7%	27.5%	34.8%	12

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Consumer Product Safety Commission</b>	<b>219</b>	<b>63.6%</b>	<b>16.5%</b>	<b>19.9%</b>	<b>9</b>
2010 Consumer Product Safety Commission	198	49.5%	24.2%	26.3%	8
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Consumer Product Safety Commission</b>	<b>215</b>	<b>45.9%</b>	<b>26.9%</b>	<b>27.2%</b>	<b>13</b>
2010 Consumer Product Safety Commission	200	43.4%	24.9%	31.7%	8
2008 Consumer Product Safety Commission	182	42.5%	25.8%	31.8%	5
2006 Consumer Product Safety Commission	270	44.4%	29.1%	26.5%	13

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Consumer Product Safety Commission</b>	<b>192</b>	<b>32.1%</b>	<b>32.3%</b>	<b>35.6%</b>	<b>36</b>
2010 Consumer Product Safety Commission	189	32.5%	29.2%	38.3%	18
2008 Consumer Product Safety Commission	170	25.8%	30.5%	43.8%	17
2006 Consumer Product Safety Commission	262	29.6%	34.0%	36.5%	21

# Consumer Product Safety Commission

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Consumer Product Safety Commission</b>	<b>204</b>	<b>68.6%</b>	<b>17.1%</b>	<b>14.3%</b>	<b>24</b>
2010 Consumer Product Safety Commission	183	62.3%	22.4%	15.3%	24
2008 Consumer Product Safety Commission	165	68.4%	20.9%	10.7%	22
2006 Consumer Product Safety Commission	256	59.9%	25.2%	14.9%	27

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Consumer Product Safety Commission</b>	<b>215</b>	<b>73.3%</b>	<b>19.2%</b>	<b>7.5%</b>	<b>12</b>
2010 Consumer Product Safety Commission	200	73.5%	14.4%	12.1%	7
2008 Consumer Product Safety Commission	177	70.2%	21.9%	7.8%	10
2006 Consumer Product Safety Commission	276	71.4%	21.0%	7.5%	7

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Consumer Product Safety Commission</b>	<b>209</b>	<b>54.9%</b>	<b>23.5%</b>	<b>21.6%</b>	<b>17</b>
2010 Consumer Product Safety Commission	189	55.1%	21.9%	23.0%	17
2008 Consumer Product Safety Commission	174	56.7%	22.0%	21.3%	13
2006 Consumer Product Safety Commission	269	46.6%	24.7%	28.7%	14

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Consumer Product Safety Commission</b>	<b>200</b>	<b>51.1%</b>	<b>22.9%</b>	<b>25.9%</b>	<b>26</b>
2010 Consumer Product Safety Commission	182	45.5%	25.3%	29.2%	24
2008 Consumer Product Safety Commission	153	41.8%	29.1%	29.1%	34
2006 Consumer Product Safety Commission	237	34.3%	30.1%	35.6%	46

# Consumer Product Safety Commission

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Consumer Product Safety Commission</b>	<b>189</b>	<b>63.6%</b>	<b>19.6%</b>	<b>16.9%</b>	<b>37</b>
2010 Consumer Product Safety Commission	178	57.5%	25.0%	17.5%	30
2008 Consumer Product Safety Commission	144	51.8%	29.3%	18.9%	43
2006 Consumer Product Safety Commission	227	52.7%	25.8%	21.5%	56

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Consumer Product Safety Commission</b>	<b>224</b>	<b>83.1%</b>	<b>13.0%</b>	<b>3.9%</b>	<b>3</b>
2010 Consumer Product Safety Commission	204	74.7%	16.6%	8.7%	1
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Consumer Product Safety Commission</b>	<b>229</b>	<b>69.3%</b>	<b>17.8%</b>	<b>12.9%</b>
2010 Consumer Product Safety Commission	206	66.6%	21.1%	12.2%
2008 Consumer Product Safety Commission	187	58.6%	24.0%	17.3%
2006 Consumer Product Safety Commission	283	60.0%	23.5%	16.6%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Consumer Product Safety Commission</b>	<b>205</b>	<b>44.1%</b>	<b>32.8%</b>	<b>23.2%</b>	<b>23</b>
2010 Consumer Product Safety Commission	187	42.7%	29.0%	28.3%	21
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

# Consumer Product Safety Commission

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Consumer Product Safety Commission</b>	<b>222</b>	<b>88.0%</b>	<b>6.5%</b>	<b>5.5%</b>	<b>3</b>
2010 Consumer Product Safety Commission	204	80.3%	12.0%	7.7%	4
2008 Consumer Product Safety Commission	186	79.3%	11.8%	8.9%	1
2006 Consumer Product Safety Commission	279	83.6%	12.1%	4.3%	4

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Consumer Product Safety Commission</b>	<b>224</b>	<b>67.6%</b>	<b>16.6%</b>	<b>15.8%</b>	<b>1</b>
2010 Consumer Product Safety Commission	206	67.3%	14.4%	18.3%	1
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Consumer Product Safety Commission</b>	<b>218</b>	<b>67.8%</b>	<b>16.6%</b>	<b>15.6%</b>	<b>5</b>
2010 Consumer Product Safety Commission	207	64.7%	17.6%	17.6%	0
2008 Consumer Product Safety Commission	182	59.5%	18.8%	21.7%	5
2006 Consumer Product Safety Commission	278	59.6%	21.7%	18.7%	5

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Consumer Product Safety Commission</b>	<b>197</b>	<b>73.3%</b>	<b>17.6%</b>	<b>9.1%</b>	<b>26</b>
2010 Consumer Product Safety Commission	191	67.7%	22.6%	9.7%	16
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Consumer Product Safety Commission</b>	<b>223</b>	<b>66.8%</b>	<b>18.8%</b>	<b>14.3%</b>	<b>1</b>
2010 Consumer Product Safety Commission	205	63.2%	17.8%	19.1%	1
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

# Consumer Product Safety Commission

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Consumer Product Safety Commission</b>	<b>215</b>	<b>76.0%</b>	<b>11.8%</b>	<b>12.1%</b>	<b>8</b>
2010 Consumer Product Safety Commission	201	70.5%	14.8%	14.7%	5
2008 Consumer Product Safety Commission	185	65.4%	17.4%	17.2%	2
2006 Consumer Product Safety Commission	280	63.2%	22.4%	14.4%	3

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Consumer Product Safety Commission</b>	<b>223</b>	<b>84.8%</b>	<b>7.5%</b>	<b>7.8%</b>
2010 Consumer Product Safety Commission	207	76.0%	12.9%	11.1%
2008 Consumer Product Safety Commission	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Consumer Product Safety Commission</b>	<b>224</b>	<b>83.1%</b>	<b>9.1%</b>	<b>7.8%</b>
2010 Consumer Product Safety Commission	207	80.9%	8.4%	10.7%
2008 Consumer Product Safety Commission	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Consumer Product Safety Commission</b>	<b>224</b>	<b>82.1%</b>	<b>6.3%</b>	<b>11.6%</b>
2010 Consumer Product Safety Commission	207	81.6%	9.7%	8.7%
2008 Consumer Product Safety Commission	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Consumer Product Safety Commission</b>	<b>223</b>	<b>73.8%</b>	<b>11.3%</b>	<b>14.9%</b>
2010 Consumer Product Safety Commission	206	70.5%	12.8%	16.7%
2008 Consumer Product Safety Commission	187	63.9%	14.8%	21.4%
2006 Consumer Product Safety Commission	283	65.0%	17.1%	17.9%

# Consumer Product Safety Commission

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Consumer Product Safety Commission</b>	<b>223</b>	<b>73.9%</b>	<b>15.6%</b>	<b>10.5%</b>
2010 Consumer Product Safety Commission	206	73.1%	14.0%	12.9%
2008 Consumer Product Safety Commission	187	66.3%	20.0%	13.7%
2006 Consumer Product Safety Commission	283	69.4%	15.9%	14.7%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Consumer Product Safety Commission</b>	<b>216</b>	<b>47.3%</b>	<b>25.6%</b>	<b>27.1%</b>	<b>6</b>
2010 Consumer Product Safety Commission	199	44.0%	23.8%	32.2%	6
2008 Consumer Product Safety Commission	183	30.5%	31.0%	38.5%	4
2006 Consumer Product Safety Commission	280	25.0%	31.8%	43.2%	3

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Consumer Product Safety Commission</b>	<b>204</b>	<b>57.4%</b>	<b>22.1%</b>	<b>20.5%</b>	<b>18</b>
2010 Consumer Product Safety Commission	191	51.9%	24.2%	23.9%	13
2008 Consumer Product Safety Commission	168	40.0%	33.4%	26.6%	19
2006 Consumer Product Safety Commission	264	37.7%	35.9%	26.4%	19

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Consumer Product Safety Commission</b>	<b>200</b>	<b>69.6%</b>	<b>18.5%</b>	<b>11.9%</b>	<b>20</b>
2010 Consumer Product Safety Commission	197	65.2%	22.4%	12.4%	8
2008 Consumer Product Safety Commission	166	62.5%	22.7%	14.8%	21
2006 Consumer Product Safety Commission	267	62.2%	21.4%	16.3%	16

# Consumer Product Safety Commission

## Trend Report

### Leadership (continued)

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Consumer Product Safety Commission</b>	<b>218</b>	<b>59.6%</b>	<b>21.6%</b>	<b>18.7%</b>	<b>4</b>
2010 Consumer Product Safety Commission	205	55.1%	21.3%	23.6%	0
2008 Consumer Product Safety Commission	183	46.7%	31.8%	21.5%	4
2006 Consumer Product Safety Commission	281	50.7%	29.5%	19.9%	2

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Consumer Product Safety Commission</b>	<b>199</b>	<b>65.1%</b>	<b>22.2%</b>	<b>12.7%</b>	<b>22</b>
2010 Consumer Product Safety Commission	188	66.4%	18.3%	15.3%	15
2008 Consumer Product Safety Commission	174	60.0%	29.0%	10.9%	13
2006 Consumer Product Safety Commission	261	61.1%	29.5%	9.4%	22

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Consumer Product Safety Commission</b>	<b>214</b>	<b>51.2%</b>	<b>21.7%</b>	<b>27.0%</b>	<b>8</b>
2010 Consumer Product Safety Commission	196	44.6%	23.0%	32.4%	9
2008 Consumer Product Safety Commission	182	46.7%	24.6%	28.7%	5
2006 Consumer Product Safety Commission	274	55.7%	24.2%	20.1%	9

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Consumer Product Safety Commission</b>	<b>212</b>	<b>61.8%</b>	<b>17.3%</b>	<b>20.9%</b>	<b>7</b>
2010 Consumer Product Safety Commission	197	53.3%	22.7%	24.0%	5
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Consumer Product Safety Commission</b>	<b>210</b>	<b>61.9%</b>	<b>21.7%</b>	<b>16.3%</b>	<b>12</b>
2010 Consumer Product Safety Commission	195	56.0%	25.3%	18.7%	8
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

# Consumer Product Safety Commission

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Consumer Product Safety Commission</b>	<b>214</b>	<b>54.4%</b>	<b>22.6%</b>	<b>23.0%</b>	<b>5</b>
2010 Consumer Product Safety Commission	198	53.2%	24.7%	22.1%	4
2008 Consumer Product Safety Commission	187	42.5%	24.8%	32.6%	0
2006 Consumer Product Safety Commission	280	36.5%	30.3%	33.2%	3

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Consumer Product Safety Commission</b>	<b>192</b>	<b>60.6%</b>	<b>23.5%</b>	<b>15.9%</b>	<b>28</b>
2010 Consumer Product Safety Commission	173	51.8%	29.3%	18.8%	31
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Consumer Product Safety Commission</b>	<b>219</b>	<b>52.1%</b>	<b>24.3%</b>	<b>23.6%</b>
2010 Consumer Product Safety Commission	203	48.7%	26.1%	25.2%
2008 Consumer Product Safety Commission	187	46.8%	27.0%	26.2%
2006 Consumer Product Safety Commission	283	48.8%	27.0%	24.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Consumer Product Safety Commission</b>	<b>218</b>	<b>42.7%</b>	<b>26.8%</b>	<b>30.4%</b>
2010 Consumer Product Safety Commission	203	44.5%	22.0%	33.5%
2008 Consumer Product Safety Commission	187	43.7%	25.5%	30.8%
2006 Consumer Product Safety Commission	283	40.7%	25.5%	33.8%

# Consumer Product Safety Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Consumer Product Safety Commission</b>	<b>218</b>	<b>57.1%</b>	<b>21.9%</b>	<b>21.0%</b>
2010 Consumer Product Safety Commission	203	53.9%	22.8%	23.3%
2008 Consumer Product Safety Commission	187	50.4%	23.9%	25.7%
2006 Consumer Product Safety Commission	283	53.4%	19.6%	27.0%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Consumer Product Safety Commission</b>	<b>217</b>	<b>47.3%</b>	<b>31.8%</b>	<b>20.9%</b>
2010 Consumer Product Safety Commission	203	39.6%	32.9%	27.6%
2008 Consumer Product Safety Commission	187	32.8%	31.8%	35.4%
2006 Consumer Product Safety Commission	283	32.7%	32.1%	35.3%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Consumer Product Safety Commission</b>	<b>218</b>	<b>35.4%</b>	<b>29.5%</b>	<b>35.0%</b>
2010 Consumer Product Safety Commission	203	35.0%	29.8%	35.3%
2008 Consumer Product Safety Commission	187	29.2%	31.1%	39.7%
2006 Consumer Product Safety Commission	283	29.1%	33.9%	37.0%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Consumer Product Safety Commission</b>	<b>218</b>	<b>52.4%</b>	<b>26.4%</b>	<b>21.1%</b>
2010 Consumer Product Safety Commission	203	58.1%	22.1%	19.8%
2008 Consumer Product Safety Commission	187	48.3%	32.4%	19.3%
2006 Consumer Product Safety Commission	283	45.7%	34.0%	20.3%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Consumer Product Safety Commission</b>	<b>218</b>	<b>71.6%</b>	<b>13.3%</b>	<b>15.1%</b>
2010 Consumer Product Safety Commission	203	71.6%	14.5%	13.9%
2008 Consumer Product Safety Commission	187	66.3%	18.9%	14.8%
2006 Consumer Product Safety Commission	283	65.2%	18.1%	16.7%

# Consumer Product Safety Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Consumer Product Safety Commission</b>	<b>218</b>	<b>66.0%</b>	<b>16.6%</b>	<b>17.5%</b>
2010 Consumer Product Safety Commission	202	66.2%	13.3%	20.4%
2008 Consumer Product Safety Commission	187	61.4%	17.2%	21.4%
2006 Consumer Product Safety Commission	283	63.7%	17.5%	18.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Consumer Product Safety Commission</b>	<b>217</b>	<b>71.1%</b>	<b>13.8%</b>	<b>15.1%</b>
2010 Consumer Product Safety Commission	203	64.3%	21.0%	14.7%
2008 Consumer Product Safety Commission	187	52.0%	25.4%	22.7%
2006 Consumer Product Safety Commission	283	53.6%	22.9%	23.5%

### Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Consumer Product Safety Commission</b>	<b>216</b>	<b>73.6%</b>	<b>24.0%</b>	<b>2.5%</b>
2010 Consumer Product Safety Commission	--	--	--	--
2008 Consumer Product Safety Commission	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--

73. *Please select the response below that BEST describes your current teleworking situation:*

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Consumer Product Safety Commission</b>	<b>215</b>	<b>36.0%</b>	<b>15.8%</b>	<b>3.0%</b>	<b>10.0%</b>
2010 Consumer Product Safety Commission	--	--	--	--	--
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

(continued)

# Consumer Product Safety Commission

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Consumer Product Safety Commission</b>	<b>215</b>	<b>6.1%</b>	<b>1.2%</b>	<b>15.9%</b>	<b>11.8%</b>
2010 Consumer Product Safety Commission	--	--	--	--	--
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Consumer Product Safety Commission</b>	<b>216</b>	<b>64.1%</b>	<b>35.1%</b>	<b>0.8%</b>
2010 Consumer Product Safety Commission	--	--	--	--
2008 Consumer Product Safety Commission	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Consumer Product Safety Commission</b>	<b>217</b>	<b>32.2%</b>	<b>58.3%</b>	<b>9.5%</b>
2010 Consumer Product Safety Commission	--	--	--	--
2008 Consumer Product Safety Commission	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Consumer Product Safety Commission</b>	<b>216</b>	<b>18.7%</b>	<b>80.5%</b>	<b>0.8%</b>
2010 Consumer Product Safety Commission	--	--	--	--
2008 Consumer Product Safety Commission	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--

# Consumer Product Safety Commission

## Trend Report

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Consumer Product Safety Commission</b>	<b>217</b>	<b>1.6%</b>	<b>76.8%</b>	<b>21.6%</b>
2010 Consumer Product Safety Commission	--	--	--	--
2008 Consumer Product Safety Commission	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Consumer Product Safety Commission</b>	<b>216</b>	<b>3.1%</b>	<b>81.3%</b>	<b>15.6%</b>
2010 Consumer Product Safety Commission	--	--	--	--
2008 Consumer Product Safety Commission	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Consumer Product Safety Commission</b>	<b>179</b>	<b>74.9%</b>	<b>7.4%</b>	<b>17.7%</b>	<b>38</b>
2010 Consumer Product Safety Commission	171	66.6%	18.9%	14.5%	32
2008 Consumer Product Safety Commission	147	67.7%	14.6%	17.8%	40
2006 Consumer Product Safety Commission	221	68.6%	18.2%	13.2%	62

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Consumer Product Safety Commission</b>	<b>179</b>	<b>84.8%</b>	<b>13.0%</b>	<b>2.3%</b>	<b>38</b>
2010 Consumer Product Safety Commission	180	85.8%	8.7%	5.5%	23
2008 Consumer Product Safety Commission	161	90.2%	3.8%	6.0%	26
2006 Consumer Product Safety Commission	257	86.6%	9.0%	4.4%	26

# Consumer Product Safety Commission

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Consumer Product Safety Commission</b>	<b>131</b>	<b>56.5%</b>	<b>32.7%</b>	<b>10.8%</b>	<b>82</b>
2010 Consumer Product Safety Commission	139	51.6%	29.8%	18.6%	64
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Consumer Product Safety Commission</b>	<b>93</b>	<b>53.1%</b>	<b>44.7%</b>	<b>2.1%</b>	<b>124</b>
2010 Consumer Product Safety Commission	109	47.0%	45.9%	7.1%	94
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Consumer Product Safety Commission</b>	<b>50</b>	<b>23.3%</b>	<b>66.7%</b>	<b>10.1%</b>	<b>166</b>
2010 Consumer Product Safety Commission	70	13.9%	63.0%	23.2%	132
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Consumer Product Safety Commission</b>	<b>52</b>	<b>27.6%</b>	<b>65.1%</b>	<b>7.3%</b>	<b>163</b>
2010 Consumer Product Safety Commission	62	20.6%	64.4%	15.0%	140
2008 Consumer Product Safety Commission	--	--	--	--	--
2006 Consumer Product Safety Commission	--	--	--	--	--



# Corporation for National and Community Service

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Corporation for National and Community Service</b>	<b>405</b>
2010 Corporation for National and Community Service	352
2008 Corporation for National and Community Service	367
2006 Corporation for National and Community Service	324

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Corporation for National and Community Service</b>	<b>404</b>	<b>62.6%</b>	<b>14.9%</b>	<b>22.4%</b>
2010 Corporation for National and Community Service	351	69.9%	13.6%	16.5%
2008 Corporation for National and Community Service	367	63.0%	17.6%	19.4%
2006 Corporation for National and Community Service	324	65.8%	15.5%	18.7%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Corporation for National and Community Service</b>	<b>405</b>	<b>68.6%</b>	<b>15.1%</b>	<b>16.3%</b>
2010 Corporation for National and Community Service	352	71.0%	14.4%	14.6%
2008 Corporation for National and Community Service	367	69.1%	13.3%	17.6%
2006 Corporation for National and Community Service	324	71.0%	15.6%	13.4%

# Corporation for National and Community Service

## *Trend Report*

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Corporation for National and Community Service</b>	<b>405</b>	<b>63.8%</b>	<b>18.9%</b>	<b>17.3%</b>
2010 Corporation for National and Community Service	350	70.8%	13.5%	15.7%
2008 Corporation for National and Community Service	367	68.4%	17.5%	14.1%
2006 Corporation for National and Community Service	324	65.7%	15.0%	19.2%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Corporation for National and Community Service</b>	<b>405</b>	<b>73.8%</b>	<b>13.4%</b>	<b>12.7%</b>
2010 Corporation for National and Community Service	352	79.0%	11.2%	9.8%
2008 Corporation for National and Community Service	367	80.4%	10.6%	9.0%
2006 Corporation for National and Community Service	324	79.7%	10.8%	9.5%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Corporation for National and Community Service</b>	<b>402</b>	<b>82.1%</b>	<b>10.6%</b>	<b>7.3%</b>
2010 Corporation for National and Community Service	351	86.4%	8.3%	5.4%
2008 Corporation for National and Community Service	367	84.5%	10.6%	4.8%
2006 Corporation for National and Community Service	324	87.3%	7.6%	5.1%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Corporation for National and Community Service</b>	<b>404</b>	<b>78.4%</b>	<b>12.1%</b>	<b>9.5%</b>
2010 Corporation for National and Community Service	352	79.6%	9.1%	11.3%
2008 Corporation for National and Community Service	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Corporation for National and Community Service</b>	<b>405</b>	<b>96.8%</b>	<b>1.8%</b>	<b>1.4%</b>
2010 Corporation for National and Community Service	352	99.4%	0.3%	0.3%
2008 Corporation for National and Community Service	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--

# Corporation for National and Community Service

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Corporation for National and Community Service</b>	<b>403</b>	<b>91.8%</b>	<b>7.3%</b>	<b>0.9%</b>
2010 Corporation for National and Community Service	351	95.1%	3.9%	1.0%
2008 Corporation for National and Community Service	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Corporation for National and Community Service</b>	<b>404</b>	<b>47.7%</b>	<b>16.2%</b>	<b>36.1%</b>	<b>1</b>
2010 Corporation for National and Community Service	350	49.0%	16.8%	34.2%	1
2008 Corporation for National and Community Service	363	43.1%	18.2%	38.6%	4
2006 Corporation for National and Community Service	322	51.0%	15.6%	33.4%	2

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Corporation for National and Community Service</b>	<b>402</b>	<b>53.8%</b>	<b>18.7%</b>	<b>27.5%</b>	<b>1</b>
2010 Corporation for National and Community Service	351	49.3%	17.0%	33.8%	1
2008 Corporation for National and Community Service	364	54.0%	16.8%	29.1%	3
2006 Corporation for National and Community Service	322	56.8%	11.9%	31.4%	2

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Corporation for National and Community Service</b>	<b>402</b>	<b>58.1%</b>	<b>14.4%</b>	<b>27.5%</b>	<b>0</b>
2010 Corporation for National and Community Service	349	62.6%	15.1%	22.3%	2
2008 Corporation for National and Community Service	365	62.8%	15.9%	21.4%	2
2006 Corporation for National and Community Service	321	61.3%	15.9%	22.8%	3

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Corporation for National and Community Service</b>	<b>400</b>	<b>90.3%</b>	<b>5.4%</b>	<b>4.3%</b>	<b>3</b>
2010 Corporation for National and Community Service	349	90.9%	4.7%	4.4%	1
2008 Corporation for National and Community Service	367	87.7%	7.1%	5.2%	0
2006 Corporation for National and Community Service	324	90.1%	4.7%	5.2%	0

# Corporation for National and Community Service

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Corporation for National and Community Service</b>	<b>394</b>	<b>90.7%</b>	<b>6.9%</b>	<b>2.4%</b>	<b>3</b>
2010 Corporation for National and Community Service	349	92.4%	5.9%	1.7%	0
2008 Corporation for National and Community Service	366	92.8%	5.6%	1.6%	1
2006 Corporation for National and Community Service	324	91.3%	7.2%	1.5%	0

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Corporation for National and Community Service</b>	<b>402</b>	<b>76.7%</b>	<b>11.3%</b>	<b>12.0%</b>	<b>2</b>
2010 Corporation for National and Community Service	350	79.9%	7.9%	12.3%	1
2008 Corporation for National and Community Service	366	79.5%	11.9%	8.5%	1
2006 Corporation for National and Community Service	322	75.1%	12.8%	12.2%	2

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Corporation for National and Community Service</b>	<b>398</b>	<b>71.4%</b>	<b>14.5%</b>	<b>14.1%</b>	<b>6</b>
2010 Corporation for National and Community Service	340	71.9%	16.5%	11.7%	10
2008 Corporation for National and Community Service	352	74.8%	11.6%	13.6%	15
2006 Corporation for National and Community Service	322	68.1%	13.1%	18.8%	2

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Corporation for National and Community Service</b>	<b>402</b>	<b>87.2%</b>	<b>9.8%</b>	<b>3.0%</b>	<b>2</b>
2010 Corporation for National and Community Service	348	87.8%	7.8%	4.4%	2
2008 Corporation for National and Community Service	361	87.3%	9.5%	3.1%	6
2006 Corporation for National and Community Service	324	90.2%	5.4%	4.4%	0

# Corporation for National and Community Service

## *Trend Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Corporation for National and Community Service</b>	<b>384</b>	<b>70.0%</b>	<b>15.4%</b>	<b>14.6%</b>	<b>21</b>
2010 Corporation for National and Community Service	334	69.2%	13.4%	17.4%	16
2008 Corporation for National and Community Service	328	66.9%	19.3%	13.8%	39
2006 Corporation for National and Community Service	290	59.1%	23.0%	17.9%	34

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Corporation for National and Community Service</b>	<b>396</b>	<b>40.2%</b>	<b>24.6%</b>	<b>35.2%</b>	<b>7</b>
2010 Corporation for National and Community Service	344	48.6%	20.8%	30.6%	7
2008 Corporation for National and Community Service	362	37.8%	23.2%	39.0%	5
2006 Corporation for National and Community Service	320	45.8%	23.6%	30.6%	4

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Corporation for National and Community Service</b>	<b>396</b>	<b>63.7%</b>	<b>14.7%</b>	<b>21.6%</b>	<b>9</b>
2010 Corporation for National and Community Service	339	63.4%	13.3%	23.3%	13
2008 Corporation for National and Community Service	352	67.9%	13.2%	18.9%	15
2006 Corporation for National and Community Service	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Corporation for National and Community Service</b>	<b>392</b>	<b>79.9%</b>	<b>12.7%</b>	<b>7.4%</b>
2010 Corporation for National and Community Service	343	81.2%	8.9%	9.9%
2008 Corporation for National and Community Service	367	90.4%	5.5%	4.1%
2006 Corporation for National and Community Service	324	86.0%	7.3%	6.7%

# Corporation for National and Community Service

## *Trend Report*

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Corporation for National and Community Service</b>	<b>387</b>	<b>65.5%</b>	<b>18.3%</b>	<b>16.2%</b>	<b>17</b>
2010 Corporation for National and Community Service	335	65.1%	19.3%	15.6%	15
2008 Corporation for National and Community Service	356	62.4%	22.4%	15.2%	11
2006 Corporation for National and Community Service	308	64.4%	22.3%	13.3%	16

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Corporation for National and Community Service</b>	<b>353</b>	<b>38.4%</b>	<b>34.9%</b>	<b>26.7%</b>	<b>52</b>
2010 Corporation for National and Community Service	309	44.4%	26.5%	29.1%	40
2008 Corporation for National and Community Service	328	45.5%	26.5%	28.1%	39
2006 Corporation for National and Community Service	298	45.9%	23.3%	30.8%	26

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Corporation for National and Community Service</b>	<b>335</b>	<b>40.8%</b>	<b>29.0%</b>	<b>30.2%</b>	<b>68</b>
2010 Corporation for National and Community Service	301	39.3%	26.6%	34.1%	49
2008 Corporation for National and Community Service	325	41.0%	29.3%	29.7%	42
2006 Corporation for National and Community Service	294	40.1%	27.2%	32.8%	30

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Corporation for National and Community Service</b>	<b>372</b>	<b>40.5%</b>	<b>24.7%</b>	<b>34.9%</b>	<b>31</b>
2010 Corporation for National and Community Service	325	42.8%	24.3%	32.9%	26
2008 Corporation for National and Community Service	339	38.2%	28.9%	32.9%	28
2006 Corporation for National and Community Service	304	38.8%	28.5%	32.7%	20

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Corporation for National and Community Service</b>	<b>356</b>	<b>40.0%</b>	<b>28.3%</b>	<b>31.7%</b>	<b>47</b>
2010 Corporation for National and Community Service	308	50.1%	20.6%	29.3%	42
2008 Corporation for National and Community Service	326	50.5%	21.5%	28.0%	41
2006 Corporation for National and Community Service	302	58.0%	16.7%	25.3%	22

# Corporation for National and Community Service

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Corporation for National and Community Service</b>	<b>401</b>	<b>74.2%</b>	<b>14.6%</b>	<b>11.2%</b>	<b>2</b>
2010 Corporation for National and Community Service	348	79.2%	8.7%	12.1%	3
2008 Corporation for National and Community Service	364	79.2%	8.1%	12.7%	3
2006 Corporation for National and Community Service	322	75.6%	10.1%	14.3%	2

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Corporation for National and Community Service</b>	<b>380</b>	<b>60.8%</b>	<b>28.0%</b>	<b>11.2%</b>	<b>22</b>
2010 Corporation for National and Community Service	329	65.1%	20.2%	14.7%	19
2008 Corporation for National and Community Service	359	65.0%	21.9%	13.0%	8
2006 Corporation for National and Community Service	310	65.1%	25.0%	10.0%	14

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Corporation for National and Community Service</b>	<b>404</b>	<b>86.9%</b>	<b>11.1%</b>	<b>2.0%</b>
2010 Corporation for National and Community Service	347	87.7%	10.0%	2.3%
2008 Corporation for National and Community Service	367	86.6%	10.8%	2.6%
2006 Corporation for National and Community Service	324	86.0%	12.1%	1.9%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Corporation for National and Community Service</b>	<b>389</b>	<b>76.4%</b>	<b>14.9%</b>	<b>8.6%</b>	<b>4</b>
2010 Corporation for National and Community Service	337	75.7%	13.4%	10.9%	8
2008 Corporation for National and Community Service	364	72.5%	15.5%	12.0%	3
2006 Corporation for National and Community Service	317	72.3%	18.0%	9.7%	7

# Corporation for National and Community Service

## *Trend Report*

### My Agency (continued)

#### 30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Corporation for National and Community Service</b>	<b>377</b>	<b>51.0%</b>	<b>24.5%</b>	<b>24.5%</b>	<b>17</b>
2010 Corporation for National and Community Service	337	55.4%	21.0%	23.7%	8
2008 Corporation for National and Community Service	357	54.8%	21.9%	23.3%	10
2006 Corporation for National and Community Service	317	57.0%	21.3%	21.7%	7

#### 31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Corporation for National and Community Service</b>	<b>384</b>	<b>51.3%</b>	<b>22.4%</b>	<b>26.3%</b>	<b>11</b>
2010 Corporation for National and Community Service	332	58.5%	21.2%	20.3%	14
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

#### 32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Corporation for National and Community Service</b>	<b>377</b>	<b>42.1%</b>	<b>32.6%</b>	<b>25.3%</b>	<b>14</b>
2010 Corporation for National and Community Service	327	48.3%	24.6%	27.1%	17
2008 Corporation for National and Community Service	352	48.2%	25.8%	26.0%	15
2006 Corporation for National and Community Service	317	49.6%	24.5%	26.0%	7

#### 33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Corporation for National and Community Service</b>	<b>330</b>	<b>26.9%</b>	<b>31.2%</b>	<b>41.9%</b>	<b>58</b>
2010 Corporation for National and Community Service	301	37.0%	26.0%	37.0%	45
2008 Corporation for National and Community Service	329	40.9%	25.2%	34.0%	38
2006 Corporation for National and Community Service	297	47.1%	19.5%	33.3%	27

# Corporation for National and Community Service

## *Trend Report*

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Corporation for National and Community Service</b>	<b>371</b>	<b>71.9%</b>	<b>17.3%</b>	<b>10.8%</b>	<b>24</b>
2010 Corporation for National and Community Service	324	70.8%	19.1%	10.1%	20
2008 Corporation for National and Community Service	355	69.9%	18.9%	11.2%	12
2006 Corporation for National and Community Service	308	65.5%	16.4%	18.2%	16

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Corporation for National and Community Service</b>	<b>382</b>	<b>86.0%</b>	<b>10.2%</b>	<b>3.8%</b>	<b>11</b>
2010 Corporation for National and Community Service	338	86.6%	9.8%	3.6%	8
2008 Corporation for National and Community Service	354	86.1%	9.7%	4.2%	13
2006 Corporation for National and Community Service	317	80.9%	10.0%	9.1%	7

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Corporation for National and Community Service</b>	<b>377</b>	<b>68.5%</b>	<b>16.9%</b>	<b>14.5%</b>	<b>16</b>
2010 Corporation for National and Community Service	340	67.9%	17.6%	14.5%	7
2008 Corporation for National and Community Service	352	63.5%	19.8%	16.8%	15
2006 Corporation for National and Community Service	309	57.4%	22.7%	19.9%	15

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Corporation for National and Community Service</b>	<b>367</b>	<b>64.1%</b>	<b>18.2%</b>	<b>17.7%</b>	<b>27</b>
2010 Corporation for National and Community Service	325	67.6%	16.9%	15.5%	19
2008 Corporation for National and Community Service	337	62.9%	20.0%	17.1%	30
2006 Corporation for National and Community Service	297	54.4%	25.0%	20.5%	27

# Corporation for National and Community Service

## *Trend Report*

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Corporation for National and Community Service</b>	<b>358</b>	<b>77.6%</b>	<b>13.3%</b>	<b>9.1%</b>	<b>35</b>
2010 Corporation for National and Community Service	312	79.8%	13.5%	6.8%	34
2008 Corporation for National and Community Service	321	77.2%	14.8%	8.0%	46
2006 Corporation for National and Community Service	282	74.4%	17.4%	8.3%	42

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Corporation for National and Community Service</b>	<b>388</b>	<b>84.3%</b>	<b>11.8%</b>	<b>3.9%</b>	<b>3</b>
2010 Corporation for National and Community Service	341	87.7%	10.2%	2.0%	3
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Corporation for National and Community Service</b>	<b>392</b>	<b>69.8%</b>	<b>17.9%</b>	<b>12.3%</b>
2010 Corporation for National and Community Service	346	70.0%	19.2%	10.8%
2008 Corporation for National and Community Service	367	67.2%	15.6%	17.2%
2006 Corporation for National and Community Service	324	61.7%	20.2%	18.1%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Corporation for National and Community Service</b>	<b>354</b>	<b>54.5%</b>	<b>24.1%</b>	<b>21.4%</b>	<b>38</b>
2010 Corporation for National and Community Service	315	52.9%	22.4%	24.7%	32
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

# Corporation for National and Community Service

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Corporation for National and Community Service</b>	<b>389</b>	<b>84.8%</b>	<b>7.5%</b>	<b>7.7%</b>	<b>3</b>
2010 Corporation for National and Community Service	341	83.6%	7.5%	9.0%	3
2008 Corporation for National and Community Service	367	86.6%	7.6%	5.8%	0
2006 Corporation for National and Community Service	319	87.3%	6.7%	6.0%	5

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Corporation for National and Community Service</b>	<b>386</b>	<b>72.7%</b>	<b>13.8%</b>	<b>13.4%</b>	<b>4</b>
2010 Corporation for National and Community Service	342	75.0%	12.2%	12.8%	1
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Corporation for National and Community Service</b>	<b>388</b>	<b>66.5%</b>	<b>16.0%</b>	<b>17.5%</b>	<b>4</b>
2010 Corporation for National and Community Service	335	67.2%	16.2%	16.7%	6
2008 Corporation for National and Community Service	363	64.1%	18.0%	17.9%	4
2006 Corporation for National and Community Service	323	66.5%	14.6%	18.8%	1

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Corporation for National and Community Service</b>	<b>370</b>	<b>72.2%</b>	<b>20.4%</b>	<b>7.4%</b>	<b>20</b>
2010 Corporation for National and Community Service	318	81.0%	12.9%	6.1%	26
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Corporation for National and Community Service</b>	<b>384</b>	<b>61.3%</b>	<b>18.4%</b>	<b>20.3%</b>	<b>6</b>
2010 Corporation for National and Community Service	339	67.1%	15.0%	18.0%	3
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

# Corporation for National and Community Service

## *Trend Report*

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Corporation for National and Community Service</b>	<b>387</b>	<b>65.0%</b>	<b>19.9%</b>	<b>15.1%</b>	<b>5</b>
2010 Corporation for National and Community Service	339	73.1%	16.6%	10.4%	4
2008 Corporation for National and Community Service	363	69.8%	14.9%	15.3%	4
2006 Corporation for National and Community Service	324	71.5%	17.0%	11.5%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Corporation for National and Community Service</b>	<b>391</b>	<b>84.5%</b>	<b>10.0%</b>	<b>5.6%</b>
2010 Corporation for National and Community Service	345	79.8%	11.9%	8.4%
2008 Corporation for National and Community Service	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Corporation for National and Community Service</b>	<b>392</b>	<b>84.1%</b>	<b>9.7%</b>	<b>6.3%</b>
2010 Corporation for National and Community Service	345	83.5%	7.0%	9.5%
2008 Corporation for National and Community Service	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Corporation for National and Community Service</b>	<b>390</b>	<b>86.5%</b>	<b>6.9%</b>	<b>6.7%</b>
2010 Corporation for National and Community Service	344	83.0%	7.9%	9.1%
2008 Corporation for National and Community Service	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Corporation for National and Community Service</b>	<b>389</b>	<b>73.6%</b>	<b>12.6%</b>	<b>13.8%</b>
2010 Corporation for National and Community Service	344	69.8%	14.0%	16.1%
2008 Corporation for National and Community Service	367	67.3%	15.0%	17.7%
2006 Corporation for National and Community Service	324	69.3%	13.9%	16.7%

# Corporation for National and Community Service

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Corporation for National and Community Service</b>	<b>392</b>	<b>72.3%</b>	<b>18.3%</b>	<b>9.3%</b>
2010 Corporation for National and Community Service	344	73.4%	15.5%	11.1%
2008 Corporation for National and Community Service	367	69.4%	19.3%	11.4%
2006 Corporation for National and Community Service	324	73.1%	12.9%	14.0%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Corporation for National and Community Service</b>	<b>379</b>	<b>45.4%</b>	<b>25.6%</b>	<b>29.0%</b>	<b>8</b>
2010 Corporation for National and Community Service	338	53.0%	23.7%	23.3%	4
2008 Corporation for National and Community Service	362	42.3%	26.7%	31.1%	5
2006 Corporation for National and Community Service	317	40.8%	24.6%	34.6%	7

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Corporation for National and Community Service</b>	<b>374</b>	<b>58.6%</b>	<b>23.9%</b>	<b>17.6%</b>	<b>14</b>
2010 Corporation for National and Community Service	327	64.2%	20.5%	15.3%	15
2008 Corporation for National and Community Service	353	54.8%	24.9%	20.3%	14
2006 Corporation for National and Community Service	310	54.2%	23.5%	22.3%	14

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Corporation for National and Community Service</b>	<b>369</b>	<b>75.5%</b>	<b>14.8%</b>	<b>9.7%</b>	<b>18</b>
2010 Corporation for National and Community Service	325	72.5%	17.4%	10.1%	17
2008 Corporation for National and Community Service	358	76.4%	14.2%	9.5%	9
2006 Corporation for National and Community Service	315	71.4%	14.5%	14.1%	9

# Corporation for National and Community Service

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Corporation for National and Community Service</b>	<b>383</b>	<b>68.2%</b>	<b>19.5%</b>	<b>12.2%</b>	<b>2</b>
2010 Corporation for National and Community Service	342	71.5%	17.6%	10.8%	0
2008 Corporation for National and Community Service	364	70.2%	18.1%	11.6%	3
2006 Corporation for National and Community Service	322	70.1%	15.2%	14.7%	2

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Corporation for National and Community Service</b>	<b>369</b>	<b>66.4%</b>	<b>22.5%</b>	<b>11.1%</b>	<b>18</b>
2010 Corporation for National and Community Service	312	68.8%	20.9%	10.3%	28
2008 Corporation for National and Community Service	336	67.1%	22.3%	10.6%	31
2006 Corporation for National and Community Service	309	64.9%	22.9%	12.2%	15

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Corporation for National and Community Service</b>	<b>372</b>	<b>54.5%</b>	<b>22.2%</b>	<b>23.3%</b>	<b>13</b>
2010 Corporation for National and Community Service	333	53.4%	25.2%	21.4%	8
2008 Corporation for National and Community Service	363	58.6%	19.6%	21.8%	4
2006 Corporation for National and Community Service	315	60.3%	19.0%	20.7%	9

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Corporation for National and Community Service</b>	<b>377</b>	<b>57.9%</b>	<b>21.7%</b>	<b>20.5%</b>	<b>9</b>
2010 Corporation for National and Community Service	333	59.0%	22.3%	18.7%	9
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Corporation for National and Community Service</b>	<b>369</b>	<b>63.3%</b>	<b>22.5%</b>	<b>14.2%</b>	<b>17</b>
2010 Corporation for National and Community Service	326	65.9%	19.7%	14.4%	15
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

# Corporation for National and Community Service

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Corporation for National and Community Service</b>	<b>385</b>	<b>51.7%</b>	<b>24.3%</b>	<b>24.0%</b>	<b>1</b>
2010 Corporation for National and Community Service	330	59.8%	22.2%	18.0%	7
2008 Corporation for National and Community Service	364	49.8%	22.6%	27.7%	3
2006 Corporation for National and Community Service	322	49.7%	20.9%	29.4%	2

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Corporation for National and Community Service</b>	<b>354</b>	<b>61.7%</b>	<b>25.4%</b>	<b>12.9%</b>	<b>33</b>
2010 Corporation for National and Community Service	303	63.2%	23.3%	13.5%	38
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Corporation for National and Community Service</b>	<b>387</b>	<b>57.2%</b>	<b>19.1%</b>	<b>23.7%</b>
2010 Corporation for National and Community Service	341	60.5%	16.7%	22.8%
2008 Corporation for National and Community Service	367	61.1%	16.7%	22.2%
2006 Corporation for National and Community Service	324	56.3%	19.8%	23.9%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Corporation for National and Community Service</b>	<b>385</b>	<b>52.0%</b>	<b>20.4%</b>	<b>27.6%</b>
2010 Corporation for National and Community Service	340	61.5%	16.7%	21.8%
2008 Corporation for National and Community Service	367	58.6%	19.2%	22.2%
2006 Corporation for National and Community Service	324	51.6%	23.5%	24.9%

# Corporation for National and Community Service

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Corporation for National and Community Service</b>	<b>385</b>	<b>49.5%</b>	<b>26.0%</b>	<b>24.5%</b>
2010 Corporation for National and Community Service	340	51.1%	20.9%	28.0%
2008 Corporation for National and Community Service	367	53.7%	20.2%	26.1%
2006 Corporation for National and Community Service	324	50.5%	22.1%	27.4%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Corporation for National and Community Service</b>	<b>386</b>	<b>44.5%</b>	<b>30.0%</b>	<b>25.5%</b>
2010 Corporation for National and Community Service	339	50.3%	29.8%	19.9%
2008 Corporation for National and Community Service	367	44.9%	24.3%	30.8%
2006 Corporation for National and Community Service	324	42.1%	30.3%	27.6%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Corporation for National and Community Service</b>	<b>387</b>	<b>29.8%</b>	<b>29.7%</b>	<b>40.5%</b>
2010 Corporation for National and Community Service	340	31.5%	34.2%	34.3%
2008 Corporation for National and Community Service	367	30.8%	35.5%	33.6%
2006 Corporation for National and Community Service	324	32.1%	29.8%	38.1%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Corporation for National and Community Service</b>	<b>386</b>	<b>37.7%</b>	<b>28.4%</b>	<b>33.8%</b>
2010 Corporation for National and Community Service	339	41.8%	30.6%	27.5%
2008 Corporation for National and Community Service	367	41.9%	22.8%	35.3%
2006 Corporation for National and Community Service	324	44.7%	29.1%	26.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Corporation for National and Community Service</b>	<b>386</b>	<b>68.6%</b>	<b>15.9%</b>	<b>15.5%</b>
2010 Corporation for National and Community Service	341	72.6%	13.1%	14.3%
2008 Corporation for National and Community Service	367	68.5%	14.9%	16.6%
2006 Corporation for National and Community Service	324	72.2%	13.9%	13.9%

# Corporation for National and Community Service

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Corporation for National and Community Service</b>	<b>386</b>	<b>59.1%</b>	<b>16.7%</b>	<b>24.2%</b>
2010 Corporation for National and Community Service	341	62.6%	14.2%	23.2%
2008 Corporation for National and Community Service	367	56.4%	18.4%	25.2%
2006 Corporation for National and Community Service	324	56.5%	13.5%	30.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Corporation for National and Community Service</b>	<b>384</b>	<b>65.6%</b>	<b>18.1%</b>	<b>16.4%</b>
2010 Corporation for National and Community Service	340	69.1%	17.0%	13.9%
2008 Corporation for National and Community Service	367	64.1%	16.4%	19.4%
2006 Corporation for National and Community Service	324	60.6%	19.9%	19.5%

### Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Corporation for National and Community Service</b>	<b>384</b>	<b>93.8%</b>	<b>4.9%</b>	<b>1.3%</b>
2010 Corporation for National and Community Service	--	--	--	--
2008 Corporation for National and Community Service	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--

73. *Please select the response below that BEST describes your current teleworking situation:*

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Corporation for National and Community Service</b>	<b>385</b>	<b>2.7%</b>	<b>26.1%</b>	<b>19.0%</b>	<b>31.2%</b>
2010 Corporation for National and Community Service	--	--	--	--	--
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

(continued)

# Corporation for National and Community Service

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Corporation for National and Community Service</b>	<b>385</b>	<b>2.3%</b>	<b>2.5%</b>	<b>7.3%</b>	<b>8.9%</b>
2010 Corporation for National and Community Service	--	--	--	--	--
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Corporation for National and Community Service</b>	<b>383</b>	<b>22.2%</b>	<b>70.6%</b>	<b>7.2%</b>
2010 Corporation for National and Community Service	--	--	--	--
2008 Corporation for National and Community Service	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Corporation for National and Community Service</b>	<b>383</b>	<b>19.0%</b>	<b>63.7%</b>	<b>17.3%</b>
2010 Corporation for National and Community Service	--	--	--	--
2008 Corporation for National and Community Service	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Corporation for National and Community Service</b>	<b>384</b>	<b>15.1%</b>	<b>81.6%</b>	<b>3.3%</b>
2010 Corporation for National and Community Service	--	--	--	--
2008 Corporation for National and Community Service	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--

# Corporation for National and Community Service

## *Trend Report*

### Work/Life (continued)

77. *Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Corporation for National and Community Service</b>	<b>382</b>	<b>1.7%</b>	<b>74.3%</b>	<b>24.0%</b>
2010 Corporation for National and Community Service	--	--	--	--
2008 Corporation for National and Community Service	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--

78. *Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)*

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Corporation for National and Community Service</b>	<b>382</b>	<b>0.6%</b>	<b>76.2%</b>	<b>23.2%</b>
2010 Corporation for National and Community Service	--	--	--	--
2008 Corporation for National and Community Service	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--

79. *How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Corporation for National and Community Service</b>	<b>349</b>	<b>77.2%</b>	<b>13.5%</b>	<b>9.3%</b>	<b>36</b>
2010 Corporation for National and Community Service	297	71.8%	14.4%	13.8%	44
2008 Corporation for National and Community Service	278	63.7%	15.8%	20.4%	89
2006 Corporation for National and Community Service	230	53.7%	22.5%	23.8%	94

80. *How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Corporation for National and Community Service</b>	<b>218</b>	<b>64.1%</b>	<b>27.7%</b>	<b>8.1%</b>	<b>165</b>
2010 Corporation for National and Community Service	223	71.2%	22.4%	6.4%	116
2008 Corporation for National and Community Service	262	70.4%	18.0%	11.6%	105
2006 Corporation for National and Community Service	232	72.0%	18.7%	9.4%	92

# Corporation for National and Community Service

## *Trend Report*

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Corporation for National and Community Service</b>	<b>171</b>	<b>53.7%</b>	<b>37.8%</b>	<b>8.5%</b>	<b>212</b>
2010 Corporation for National and Community Service	218	46.7%	38.3%	15.0%	122
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Corporation for National and Community Service</b>	<b>159</b>	<b>48.2%</b>	<b>45.6%</b>	<b>6.2%</b>	<b>226</b>
2010 Corporation for National and Community Service	160	52.5%	43.0%	4.5%	179
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Corporation for National and Community Service</b>	<b>83</b>	<b>16.5%</b>	<b>69.8%</b>	<b>13.7%</b>	<b>300</b>
2010 Corporation for National and Community Service	85	12.8%	64.4%	22.9%	254
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Corporation for National and Community Service</b>	<b>77</b>	<b>11.7%</b>	<b>78.9%</b>	<b>9.4%</b>	<b>306</b>
2010 Corporation for National and Community Service	84	14.9%	74.5%	10.6%	256
2008 Corporation for National and Community Service	--	--	--	--	--
2006 Corporation for National and Community Service	--	--	--	--	--



# Defense Nuclear Facilities Safety Board

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>
2010 Defense Nuclear Facilities Safety Board	68
2008 Defense Nuclear Facilities Safety Board	60
2006 Defense Nuclear Facilities Safety Board	74

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>88.2%</b>	<b>6.1%</b>	<b>5.7%</b>
2010 Defense Nuclear Facilities Safety Board	68	81.5%	12.7%	5.8%
2008 Defense Nuclear Facilities Safety Board	60	77.1%	14.9%	8.0%
2006 Defense Nuclear Facilities Safety Board	74	88.1%	8.1%	3.8%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>91.2%</b>	<b>6.9%</b>	<b>2.0%</b>
2010 Defense Nuclear Facilities Safety Board	68	84.6%	11.0%	4.5%
2008 Defense Nuclear Facilities Safety Board	60	76.6%	13.2%	10.2%
2006 Defense Nuclear Facilities Safety Board	74	80.4%	15.7%	3.9%

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>67.7%</b>	<b>19.8%</b>	<b>12.5%</b>
2010 Defense Nuclear Facilities Safety Board	68	62.7%	17.2%	20.1%
2008 Defense Nuclear Facilities Safety Board	60	64.4%	18.4%	17.2%
2006 Defense Nuclear Facilities Safety Board	74	68.8%	15.1%	16.2%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>86.9%</b>	<b>7.7%</b>	<b>5.4%</b>
2010 Defense Nuclear Facilities Safety Board	68	80.7%	13.5%	5.9%
2008 Defense Nuclear Facilities Safety Board	60	82.9%	10.6%	6.5%
2006 Defense Nuclear Facilities Safety Board	74	74.2%	12.6%	13.2%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>91.0%</b>	<b>8.0%</b>	<b>1.0%</b>
2010 Defense Nuclear Facilities Safety Board	68	88.5%	8.4%	3.1%
2008 Defense Nuclear Facilities Safety Board	60	87.9%	10.3%	1.8%
2006 Defense Nuclear Facilities Safety Board	74	77.6%	14.2%	8.2%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>82.1%</b>	<b>8.6%</b>	<b>9.3%</b>
2010 Defense Nuclear Facilities Safety Board	68	81.5%	8.2%	10.3%
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Defense Nuclear Facilities Safety Board	68	98.7%	0.0%	1.3%
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>91.3%</b>	<b>8.7%</b>	<b>0.0%</b>
2010 Defense Nuclear Facilities Safety Board	67	94.2%	4.4%	1.4%
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>82.1%</b>	<b>10.8%</b>	<b>7.2%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	68	79.1%	9.2%	11.7%	0
2008 Defense Nuclear Facilities Safety Board	60	77.9%	14.1%	8.0%	0
2006 Defense Nuclear Facilities Safety Board	74	75.7%	9.5%	14.8%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>80.5%</b>	<b>8.4%</b>	<b>11.1%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	67	75.1%	14.6%	10.3%	1
2008 Defense Nuclear Facilities Safety Board	60	75.1%	7.0%	17.9%	0
2006 Defense Nuclear Facilities Safety Board	74	72.8%	17.2%	10.0%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>75.5%</b>	<b>15.2%</b>	<b>9.3%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	67	74.8%	15.4%	9.8%	0
2008 Defense Nuclear Facilities Safety Board	60	69.2%	10.3%	20.6%	0
2006 Defense Nuclear Facilities Safety Board	74	65.3%	16.5%	18.2%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>86.0%</b>	<b>7.5%</b>	<b>6.4%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	67	83.8%	10.4%	5.8%	0
2008 Defense Nuclear Facilities Safety Board	60	86.2%	5.0%	8.9%	0
2006 Defense Nuclear Facilities Safety Board	74	81.7%	11.9%	6.4%	0

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>82</b>	<b>92.1%</b>	<b>7.9%</b>	<b>0.0%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	67	92.7%	4.6%	2.7%	0
2008 Defense Nuclear Facilities Safety Board	59	94.7%	5.3%	0.0%	1
2006 Defense Nuclear Facilities Safety Board	74	85.2%	7.0%	7.7%	0

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>93.7%</b>	<b>3.2%</b>	<b>3.1%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	68	89.7%	9.0%	1.3%	0
2008 Defense Nuclear Facilities Safety Board	60	91.8%	4.9%	3.3%	0
2006 Defense Nuclear Facilities Safety Board	74	93.3%	4.0%	2.7%	0

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>85.9%</b>	<b>12.1%</b>	<b>1.9%</b>	<b>1</b>
2010 Defense Nuclear Facilities Safety Board	65	81.7%	12.0%	6.3%	1
2008 Defense Nuclear Facilities Safety Board	60	84.9%	6.8%	8.3%	0
2006 Defense Nuclear Facilities Safety Board	73	82.8%	12.2%	5.0%	1

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>77.1%</b>	<b>13.8%</b>	<b>9.1%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	68	74.0%	20.3%	5.7%	0
2008 Defense Nuclear Facilities Safety Board	60	76.5%	14.6%	8.9%	0
2006 Defense Nuclear Facilities Safety Board	74	80.1%	14.0%	6.0%	0

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>81</b>	<b>88.0%</b>	<b>8.3%</b>	<b>3.7%</b>	<b>3</b>
2010 Defense Nuclear Facilities Safety Board	66	86.7%	10.2%	3.1%	2
2008 Defense Nuclear Facilities Safety Board	55	82.5%	11.1%	6.4%	5
2006 Defense Nuclear Facilities Safety Board	69	73.8%	21.0%	5.2%	5

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>69.0%</b>	<b>17.2%</b>	<b>13.9%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	67	59.4%	24.4%	16.2%	0
2008 Defense Nuclear Facilities Safety Board	60	53.8%	22.2%	24.0%	0
2006 Defense Nuclear Facilities Safety Board	74	52.6%	26.1%	21.3%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>74.3%</b>	<b>12.8%</b>	<b>12.9%</b>	<b>1</b>
2010 Defense Nuclear Facilities Safety Board	67	82.6%	7.4%	9.9%	1
2008 Defense Nuclear Facilities Safety Board	59	81.2%	8.4%	10.4%	1
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>81</b>	<b>89.2%</b>	<b>7.7%</b>	<b>3.1%</b>
2010 Defense Nuclear Facilities Safety Board	62	81.0%	12.7%	6.3%
2008 Defense Nuclear Facilities Safety Board	60	90.6%	3.4%	6.0%
2006 Defense Nuclear Facilities Safety Board	74	81.3%	9.1%	9.6%

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Work Unit (continued)

21. *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>82</b>	<b>80.0%</b>	<b>14.1%</b>	<b>5.9%</b>	<b>2</b>
2010 Defense Nuclear Facilities Safety Board	68	70.9%	15.9%	13.2%	0
2008 Defense Nuclear Facilities Safety Board	58	67.3%	14.6%	18.1%	2
2006 Defense Nuclear Facilities Safety Board	72	50.4%	33.0%	16.6%	2

22. *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>78</b>	<b>56.5%</b>	<b>32.2%</b>	<b>11.3%</b>	<b>6</b>
2010 Defense Nuclear Facilities Safety Board	64	59.1%	20.9%	19.9%	4
2008 Defense Nuclear Facilities Safety Board	53	62.1%	23.2%	14.7%	7
2006 Defense Nuclear Facilities Safety Board	71	55.2%	25.4%	19.4%	3

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>76</b>	<b>42.2%</b>	<b>24.5%</b>	<b>33.3%</b>	<b>8</b>
2010 Defense Nuclear Facilities Safety Board	56	37.3%	24.7%	38.0%	12
2008 Defense Nuclear Facilities Safety Board	50	37.3%	26.9%	35.8%	10
2006 Defense Nuclear Facilities Safety Board	67	24.0%	41.2%	34.8%	7

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>81</b>	<b>51.7%</b>	<b>20.9%</b>	<b>27.4%</b>	<b>3</b>
2010 Defense Nuclear Facilities Safety Board	65	44.4%	28.1%	27.5%	3
2008 Defense Nuclear Facilities Safety Board	55	47.0%	23.9%	29.1%	5
2006 Defense Nuclear Facilities Safety Board	72	42.7%	32.8%	24.6%	2

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>80</b>	<b>69.6%</b>	<b>20.5%</b>	<b>10.0%</b>	<b>4</b>
2010 Defense Nuclear Facilities Safety Board	68	60.3%	17.7%	22.0%	0
2008 Defense Nuclear Facilities Safety Board	56	72.3%	17.8%	9.9%	4
2006 Defense Nuclear Facilities Safety Board	74	58.5%	25.9%	15.6%	0

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>88.9%</b>	<b>5.4%</b>	<b>5.7%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	66	80.8%	10.8%	8.4%	0
2008 Defense Nuclear Facilities Safety Board	60	75.5%	13.3%	11.2%	0
2006 Defense Nuclear Facilities Safety Board	74	81.8%	8.4%	9.9%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>82</b>	<b>65.3%</b>	<b>32.6%</b>	<b>2.1%</b>	<b>2</b>
2010 Defense Nuclear Facilities Safety Board	67	50.8%	33.7%	15.5%	1
2008 Defense Nuclear Facilities Safety Board	56	55.1%	28.8%	16.1%	4
2006 Defense Nuclear Facilities Safety Board	72	40.1%	33.4%	26.5%	2

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>89.6%</b>	<b>9.3%</b>	<b>1.1%</b>
2010 Defense Nuclear Facilities Safety Board	67	85.8%	14.2%	0.0%
2008 Defense Nuclear Facilities Safety Board	60	88.5%	7.1%	4.4%
2006 Defense Nuclear Facilities Safety Board	74	78.3%	19.0%	2.7%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>92.2%</b>	<b>5.5%</b>	<b>2.2%</b>	<b>1</b>
2010 Defense Nuclear Facilities Safety Board	67	83.9%	14.8%	1.2%	1
2008 Defense Nuclear Facilities Safety Board	59	88.0%	10.4%	1.6%	1
2006 Defense Nuclear Facilities Safety Board	74	87.9%	4.0%	8.1%	0

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>82</b>	<b>66.2%</b>	<b>21.8%</b>	<b>12.0%</b>	<b>2</b>
2010 Defense Nuclear Facilities Safety Board	68	55.9%	29.3%	14.7%	0
2008 Defense Nuclear Facilities Safety Board	59	56.5%	19.6%	24.0%	1
2006 Defense Nuclear Facilities Safety Board	72	53.4%	29.0%	17.6%	2

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>82.4%</b>	<b>14.4%</b>	<b>3.2%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	67	62.4%	19.9%	17.6%	1
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>58.8%</b>	<b>28.8%</b>	<b>12.3%</b>	<b>1</b>
2010 Defense Nuclear Facilities Safety Board	68	47.6%	25.5%	26.9%	0
2008 Defense Nuclear Facilities Safety Board	59	49.3%	29.0%	21.8%	1
2006 Defense Nuclear Facilities Safety Board	71	47.9%	29.9%	22.2%	3

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>75</b>	<b>57.3%</b>	<b>27.8%</b>	<b>15.0%</b>	<b>9</b>
2010 Defense Nuclear Facilities Safety Board	58	47.2%	28.4%	24.3%	9
2008 Defense Nuclear Facilities Safety Board	51	61.5%	24.7%	13.9%	9
2006 Defense Nuclear Facilities Safety Board	71	52.9%	21.3%	25.7%	3

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>79</b>	<b>71.6%</b>	<b>24.8%</b>	<b>3.6%</b>	<b>5</b>
2010 Defense Nuclear Facilities Safety Board	63	52.6%	28.3%	19.2%	5
2008 Defense Nuclear Facilities Safety Board	58	72.1%	15.0%	13.0%	2
2006 Defense Nuclear Facilities Safety Board	71	57.2%	29.0%	13.8%	3

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>96.6%</b>	<b>3.4%</b>	<b>0.0%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	68	98.7%	1.3%	0.0%	0
2008 Defense Nuclear Facilities Safety Board	60	96.9%	1.4%	1.6%	0
2006 Defense Nuclear Facilities Safety Board	74	96.2%	2.6%	1.2%	0

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>83.0%</b>	<b>14.1%</b>	<b>2.9%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	68	77.7%	16.5%	5.9%	0
2008 Defense Nuclear Facilities Safety Board	60	92.1%	6.5%	1.4%	0
2006 Defense Nuclear Facilities Safety Board	73	87.2%	10.0%	2.8%	1

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>74</b>	<b>89.8%</b>	<b>10.2%</b>	<b>0.0%</b>	<b>9</b>
2010 Defense Nuclear Facilities Safety Board	63	80.9%	10.6%	8.5%	5
2008 Defense Nuclear Facilities Safety Board	56	87.9%	5.4%	6.6%	4
2006 Defense Nuclear Facilities Safety Board	66	71.3%	21.9%	6.7%	8

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>77</b>	<b>88.0%</b>	<b>10.4%</b>	<b>1.6%</b>	<b>6</b>
2010 Defense Nuclear Facilities Safety Board	64	93.3%	4.9%	1.8%	4
2008 Defense Nuclear Facilities Safety Board	52	92.7%	3.5%	3.7%	8
2006 Defense Nuclear Facilities Safety Board	66	87.2%	9.8%	3.0%	8

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>93.4%</b>	<b>6.6%</b>	<b>0.0%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	67	87.6%	11.2%	1.2%	0
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>94.3%</b>	<b>2.2%</b>	<b>3.4%</b>
2010 Defense Nuclear Facilities Safety Board	68	88.6%	5.7%	5.7%
2008 Defense Nuclear Facilities Safety Board	60	76.7%	14.0%	9.3%
2006 Defense Nuclear Facilities Safety Board	74	68.4%	16.2%	15.4%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>81</b>	<b>73.7%</b>	<b>20.3%</b>	<b>6.0%</b>	<b>3</b>
2010 Defense Nuclear Facilities Safety Board	66	40.8%	33.8%	25.4%	2
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>95.4%</b>	<b>1.4%</b>	<b>3.2%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	68	91.4%	6.0%	2.6%	0
2008 Defense Nuclear Facilities Safety Board	60	89.9%	1.9%	8.3%	0
2006 Defense Nuclear Facilities Safety Board	72	93.9%	3.8%	2.4%	2

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>80.4%</b>	<b>16.0%</b>	<b>3.6%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	67	74.7%	17.2%	8.2%	1
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>74.3%</b>	<b>10.9%</b>	<b>14.8%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	65	76.2%	8.8%	15.0%	2
2008 Defense Nuclear Facilities Safety Board	60	65.0%	22.3%	12.8%	0
2006 Defense Nuclear Facilities Safety Board	74	69.2%	21.7%	9.1%	0

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>77.6%</b>	<b>17.5%</b>	<b>4.9%</b>	<b>12</b>
2010 Defense Nuclear Facilities Safety Board	64	73.5%	24.7%	1.8%	3
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>65.0%</b>	<b>24.0%</b>	<b>11.0%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	68	70.1%	17.4%	12.6%	0
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>82</b>	<b>88.1%</b>	<b>9.4%</b>	<b>2.5%</b>	<b>1</b>
2010 Defense Nuclear Facilities Safety Board	67	79.5%	18.8%	1.7%	0
2008 Defense Nuclear Facilities Safety Board	60	77.6%	12.6%	9.8%	0
2006 Defense Nuclear Facilities Safety Board	74	90.6%	5.7%	3.7%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>87.9%</b>	<b>8.6%</b>	<b>3.5%</b>
2010 Defense Nuclear Facilities Safety Board	68	87.0%	8.9%	4.1%
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>94.3%</b>	<b>3.3%</b>	<b>2.4%</b>
2010 Defense Nuclear Facilities Safety Board	68	91.5%	4.7%	3.8%
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>87.0%</b>	<b>6.0%</b>	<b>7.1%</b>
2010 Defense Nuclear Facilities Safety Board	67	91.9%	3.8%	4.3%
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>83.0%</b>	<b>11.2%</b>	<b>5.8%</b>
2010 Defense Nuclear Facilities Safety Board	65	80.5%	11.0%	8.5%
2008 Defense Nuclear Facilities Safety Board	60	73.2%	16.0%	10.8%
2006 Defense Nuclear Facilities Safety Board	74	78.7%	16.3%	5.0%

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>79.4%</b>	<b>15.0%</b>	<b>5.6%</b>
2010 Defense Nuclear Facilities Safety Board	68	81.0%	15.0%	4.0%
2008 Defense Nuclear Facilities Safety Board	60	67.9%	22.8%	9.3%
2006 Defense Nuclear Facilities Safety Board	74	73.6%	20.1%	6.3%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>67.7%</b>	<b>17.4%</b>	<b>14.8%</b>	<b>1</b>
2010 Defense Nuclear Facilities Safety Board	67	55.8%	27.2%	17.0%	0
2008 Defense Nuclear Facilities Safety Board	60	54.5%	24.3%	21.3%	0
2006 Defense Nuclear Facilities Safety Board	74	42.3%	33.5%	24.2%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>89.3%</b>	<b>7.1%</b>	<b>3.6%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	68	84.2%	12.2%	3.7%	0
2008 Defense Nuclear Facilities Safety Board	59	78.7%	16.4%	4.9%	1
2006 Defense Nuclear Facilities Safety Board	74	76.8%	13.3%	9.9%	0

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>76</b>	<b>87.6%</b>	<b>11.1%</b>	<b>1.3%</b>	<b>8</b>
2010 Defense Nuclear Facilities Safety Board	67	81.1%	14.8%	4.2%	1
2008 Defense Nuclear Facilities Safety Board	57	79.6%	15.3%	5.1%	3
2006 Defense Nuclear Facilities Safety Board	73	76.4%	14.6%	8.9%	1

# Defense Nuclear Facilities Safety Board

## Trend Report

### Leadership (continued)

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>74.9%</b>	<b>14.7%</b>	<b>10.3%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	67	69.3%	14.4%	16.3%	0
2008 Defense Nuclear Facilities Safety Board	60	72.1%	11.1%	16.7%	0
2006 Defense Nuclear Facilities Safety Board	73	62.2%	19.0%	18.9%	1

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>80</b>	<b>69.7%</b>	<b>17.2%</b>	<b>13.1%</b>	<b>4</b>
2010 Defense Nuclear Facilities Safety Board	63	66.8%	17.9%	15.2%	4
2008 Defense Nuclear Facilities Safety Board	55	75.1%	14.6%	10.3%	5
2006 Defense Nuclear Facilities Safety Board	69	61.1%	27.1%	11.8%	5

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>68.7%</b>	<b>16.4%</b>	<b>14.9%</b>	<b>1</b>
2010 Defense Nuclear Facilities Safety Board	67	70.4%	18.5%	11.1%	1
2008 Defense Nuclear Facilities Safety Board	59	72.0%	11.7%	16.3%	1
2006 Defense Nuclear Facilities Safety Board	74	52.0%	32.6%	15.4%	0

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>81.4%</b>	<b>11.9%</b>	<b>6.7%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	68	73.2%	18.6%	8.2%	0
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>77.5%</b>	<b>16.1%</b>	<b>6.4%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	68	67.3%	23.5%	9.2%	0
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>84</b>	<b>85.3%</b>	<b>6.6%</b>	<b>8.1%</b>	<b>0</b>
2010 Defense Nuclear Facilities Safety Board	68	78.9%	14.1%	7.0%	0
2008 Defense Nuclear Facilities Safety Board	60	76.6%	12.6%	10.8%	0
2006 Defense Nuclear Facilities Safety Board	74	64.3%	22.2%	13.5%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>80</b>	<b>95.2%</b>	<b>2.2%</b>	<b>2.6%</b>	<b>4</b>
2010 Defense Nuclear Facilities Safety Board	67	72.2%	15.4%	12.4%	1
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>78.0%</b>	<b>14.2%</b>	<b>7.7%</b>
2010 Defense Nuclear Facilities Safety Board	67	79.0%	11.4%	9.6%
2008 Defense Nuclear Facilities Safety Board	60	71.6%	13.7%	14.6%
2006 Defense Nuclear Facilities Safety Board	74	58.7%	22.8%	18.5%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>82</b>	<b>77.2%</b>	<b>15.5%</b>	<b>7.3%</b>
2010 Defense Nuclear Facilities Safety Board	68	68.1%	13.0%	18.9%
2008 Defense Nuclear Facilities Safety Board	60	68.1%	12.6%	19.4%
2006 Defense Nuclear Facilities Safety Board	74	51.8%	23.5%	24.7%

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>70.9%</b>	<b>20.9%</b>	<b>8.2%</b>
2010 Defense Nuclear Facilities Safety Board	68	71.0%	14.0%	15.0%
2008 Defense Nuclear Facilities Safety Board	60	60.2%	20.2%	19.5%
2006 Defense Nuclear Facilities Safety Board	74	55.7%	24.2%	20.1%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>81.3%</b>	<b>10.1%</b>	<b>8.6%</b>
2010 Defense Nuclear Facilities Safety Board	68	68.4%	17.6%	14.0%
2008 Defense Nuclear Facilities Safety Board	60	63.0%	19.5%	17.6%
2006 Defense Nuclear Facilities Safety Board	74	54.5%	17.1%	28.5%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>54.1%</b>	<b>30.8%</b>	<b>15.1%</b>
2010 Defense Nuclear Facilities Safety Board	68	52.6%	30.3%	17.1%
2008 Defense Nuclear Facilities Safety Board	60	47.1%	31.5%	21.3%
2006 Defense Nuclear Facilities Safety Board	74	43.4%	32.7%	23.9%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>78.5%</b>	<b>15.4%</b>	<b>6.1%</b>
2010 Defense Nuclear Facilities Safety Board	68	66.9%	22.0%	11.1%
2008 Defense Nuclear Facilities Safety Board	60	56.8%	28.3%	14.9%
2006 Defense Nuclear Facilities Safety Board	74	71.4%	20.3%	8.3%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>87.6%</b>	<b>12.4%</b>	<b>0.0%</b>
2010 Defense Nuclear Facilities Safety Board	68	83.0%	8.5%	8.4%
2008 Defense Nuclear Facilities Safety Board	60	81.3%	7.5%	11.2%
2006 Defense Nuclear Facilities Safety Board	74	66.2%	23.3%	10.5%

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>82</b>	<b>86.7%</b>	<b>8.1%</b>	<b>5.2%</b>
2010 Defense Nuclear Facilities Safety Board	68	88.8%	8.7%	2.5%
2008 Defense Nuclear Facilities Safety Board	60	78.4%	10.3%	11.3%
2006 Defense Nuclear Facilities Safety Board	74	72.2%	16.1%	11.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>87.2%</b>	<b>12.8%</b>	<b>0.0%</b>
2010 Defense Nuclear Facilities Safety Board	68	79.7%	12.5%	7.8%
2008 Defense Nuclear Facilities Safety Board	60	71.3%	14.4%	14.3%
2006 Defense Nuclear Facilities Safety Board	74	60.0%	17.2%	22.8%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>79.2%</b>	<b>17.5%</b>	<b>3.3%</b>
2010 Defense Nuclear Facilities Safety Board	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>82</b>	<b>0.0%</b>	<b>15.4%</b>	<b>4.3%</b>	<b>37.1%</b>
2010 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

(continued)

# Defense Nuclear Facilities Safety Board

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>82</b>	<b>15.9%</b>	<b>1.0%</b>	<b>2.5%</b>	<b>23.8%</b>
2010 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>5.6%</b>	<b>22.9%</b>	<b>71.6%</b>
2010 Defense Nuclear Facilities Safety Board	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>82</b>	<b>30.8%</b>	<b>59.6%</b>	<b>9.6%</b>
2010 Defense Nuclear Facilities Safety Board	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>82</b>	<b>9.4%</b>	<b>83.0%</b>	<b>7.6%</b>
2010 Defense Nuclear Facilities Safety Board	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>0.0%</b>	<b>76.7%</b>	<b>23.3%</b>
2010 Defense Nuclear Facilities Safety Board	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>83</b>	<b>0.0%</b>	<b>79.8%</b>	<b>20.2%</b>
2010 Defense Nuclear Facilities Safety Board	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>68</b>	<b>55.3%</b>	<b>37.3%</b>	<b>7.4%</b>	<b>15</b>
2010 Defense Nuclear Facilities Safety Board	58	7.9%	41.5%	50.5%	10
2008 Defense Nuclear Facilities Safety Board	41	4.9%	17.7%	77.5%	19
2006 Defense Nuclear Facilities Safety Board	52	6.9%	17.3%	75.7%	22

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>41</b>	<b>7.0%</b>	<b>36.4%</b>	<b>56.6%</b>	<b>42</b>
2010 Defense Nuclear Facilities Safety Board	60	6.4%	22.3%	71.3%	8
2008 Defense Nuclear Facilities Safety Board	43	9.0%	12.7%	78.2%	17
2006 Defense Nuclear Facilities Safety Board	55	3.3%	21.7%	75.0%	19

# Defense Nuclear Facilities Safety Board

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>51</b>	<b>62.7%</b>	<b>32.8%</b>	<b>4.5%</b>	<b>31</b>
2010 Defense Nuclear Facilities Safety Board	66	74.9%	20.5%	4.7%	2
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>37</b>	<b>39.9%</b>	<b>60.1%</b>	<b>0.0%</b>	<b>46</b>
2010 Defense Nuclear Facilities Safety Board	47	58.0%	37.1%	4.9%	21
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>23</b>	<b>12.0%</b>	<b>84.4%</b>	<b>3.6%</b>	<b>60</b>
2010 Defense Nuclear Facilities Safety Board	21	4.6%	80.1%	15.3%	46
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Defense Nuclear Facilities Safety Board</b>	<b>21</b>	<b>13.3%</b>	<b>86.7%</b>	<b>0.0%</b>	<b>62</b>
2010 Defense Nuclear Facilities Safety Board	21	18.1%	72.1%	9.8%	46
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--



# Export-Import Bank of the United States

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Export-Import Bank of the United States</b>	<b>163</b>
2010 Export-Import Bank of the United States	--
2008 Export-Import Bank of the United States	193
2006 Export-Import Bank of the United States	173

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Export-Import Bank of the United States</b>	<b>163</b>	<b>54.8%</b>	<b>18.5%</b>	<b>26.7%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	66.2%	18.2%	15.6%
2006 Export-Import Bank of the United States	173	72.1%	14.6%	13.3%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Export-Import Bank of the United States</b>	<b>162</b>	<b>66.5%</b>	<b>17.5%</b>	<b>16.1%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	80.6%	9.6%	9.9%
2006 Export-Import Bank of the United States	173	81.1%	12.1%	6.8%

# Export-Import Bank of the United States

## *Trend Report*

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Export-Import Bank of the United States</b>	<b>161</b>	<b>58.4%</b>	<b>18.6%</b>	<b>23.0%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	69.2%	15.9%	14.9%
2006 Export-Import Bank of the United States	173	67.9%	16.9%	15.2%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Export-Import Bank of the United States</b>	<b>163</b>	<b>73.4%</b>	<b>14.7%</b>	<b>11.9%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	76.7%	17.3%	6.1%
2006 Export-Import Bank of the United States	173	78.4%	12.8%	8.8%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Export-Import Bank of the United States</b>	<b>163</b>	<b>82.8%</b>	<b>11.6%</b>	<b>5.6%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	83.8%	12.2%	4.1%
2006 Export-Import Bank of the United States	173	84.3%	12.8%	2.9%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Export-Import Bank of the United States</b>	<b>162</b>	<b>82.1%</b>	<b>8.9%</b>	<b>9.0%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Export-Import Bank of the United States</b>	<b>162</b>	<b>97.2%</b>	<b>0.9%</b>	<b>1.9%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--

# Export-Import Bank of the United States

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Export-Import Bank of the United States</b>	<b>161</b>	<b>89.8%</b>	<b>8.4%</b>	<b>1.9%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Export-Import Bank of the United States</b>	<b>163</b>	<b>31.0%</b>	<b>15.1%</b>	<b>53.9%</b>	<b>0</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	193	66.4%	11.6%	22.0%	0
2006 Export-Import Bank of the United States	173	59.5%	17.4%	23.2%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Export-Import Bank of the United States</b>	<b>163</b>	<b>54.5%</b>	<b>17.9%</b>	<b>27.6%</b>	<b>0</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	193	74.5%	11.0%	14.5%	0
2006 Export-Import Bank of the United States	173	70.1%	14.5%	15.4%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Export-Import Bank of the United States</b>	<b>163</b>	<b>59.5%</b>	<b>18.1%</b>	<b>22.5%</b>	<b>0</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	193	67.6%	16.1%	16.4%	0
2006 Export-Import Bank of the United States	172	67.3%	15.2%	17.5%	1

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Export-Import Bank of the United States</b>	<b>161</b>	<b>83.8%</b>	<b>8.3%</b>	<b>7.9%</b>	<b>1</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	193	91.2%	3.3%	5.4%	0
2006 Export-Import Bank of the United States	173	83.4%	11.9%	4.7%	0

# Export-Import Bank of the United States

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Export-Import Bank of the United States</b>	<b>163</b>	<b>88.6%</b>	<b>8.2%</b>	<b>3.2%</b>	<b>0</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	193	88.8%	8.8%	2.4%	0
2006 Export-Import Bank of the United States	173	91.9%	6.0%	2.1%	0

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Export-Import Bank of the United States</b>	<b>161</b>	<b>50.5%</b>	<b>11.2%</b>	<b>38.4%</b>	<b>2</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	193	65.8%	18.5%	15.7%	0
2006 Export-Import Bank of the United States	173	60.1%	18.0%	21.9%	0

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>77.1%</b>	<b>14.4%</b>	<b>8.5%</b>	<b>6</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	191	75.0%	11.0%	14.0%	2
2006 Export-Import Bank of the United States	168	79.7%	8.6%	11.6%	5

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Export-Import Bank of the United States</b>	<b>159</b>	<b>81.6%</b>	<b>9.2%</b>	<b>9.2%</b>	<b>1</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	193	83.4%	13.0%	3.6%	0
2006 Export-Import Bank of the United States	172	82.5%	11.0%	6.5%	1

# Export-Import Bank of the United States

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Export-Import Bank of the United States</b>	<b>149</b>	<b>53.2%</b>	<b>26.8%</b>	<b>20.0%</b>	<b>13</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	168	54.4%	28.3%	17.3%	25
2006 Export-Import Bank of the United States	151	54.0%	30.9%	15.0%	22

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Export-Import Bank of the United States</b>	<b>154</b>	<b>28.8%</b>	<b>26.5%</b>	<b>44.6%</b>	<b>6</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	188	47.3%	24.7%	28.0%	5
2006 Export-Import Bank of the United States	171	49.6%	27.9%	22.6%	2

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Export-Import Bank of the United States</b>	<b>156</b>	<b>69.0%</b>	<b>18.8%</b>	<b>12.2%</b>	<b>7</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	190	70.9%	18.0%	11.1%	3
2006 Export-Import Bank of the United States	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Export-Import Bank of the United States</b>	<b>160</b>	<b>78.4%</b>	<b>12.7%</b>	<b>8.9%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	86.6%	7.8%	5.6%
2006 Export-Import Bank of the United States	173	87.4%	7.5%	5.1%

# Export-Import Bank of the United States

## *Trend Report*

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Export-Import Bank of the United States</b>	<b>158</b>	<b>54.0%</b>	<b>19.1%</b>	<b>26.9%</b>	<b>5</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	188	57.5%	26.2%	16.3%	5
2006 Export-Import Bank of the United States	164	67.1%	23.0%	10.0%	9

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Export-Import Bank of the United States</b>	<b>146</b>	<b>37.0%</b>	<b>30.3%</b>	<b>32.8%</b>	<b>17</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	176	44.4%	23.4%	32.2%	17
2006 Export-Import Bank of the United States	160	50.8%	26.6%	22.6%	13

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Export-Import Bank of the United States</b>	<b>147</b>	<b>35.7%</b>	<b>29.5%</b>	<b>34.8%</b>	<b>16</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	171	36.6%	35.7%	27.7%	22
2006 Export-Import Bank of the United States	154	41.7%	36.1%	22.3%	19

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Export-Import Bank of the United States</b>	<b>149</b>	<b>31.7%</b>	<b>32.2%</b>	<b>36.2%</b>	<b>14</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	181	42.4%	27.8%	29.7%	12
2006 Export-Import Bank of the United States	161	42.0%	28.3%	29.7%	12

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Export-Import Bank of the United States</b>	<b>145</b>	<b>41.5%</b>	<b>25.8%</b>	<b>32.7%</b>	<b>16</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	186	54.0%	19.6%	26.4%	7
2006 Export-Import Bank of the United States	160	56.2%	18.9%	24.9%	13

# Export-Import Bank of the United States

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Export-Import Bank of the United States</b>	<b>159</b>	<b>74.5%</b>	<b>13.3%</b>	<b>12.2%</b>	<b>4</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	193	81.0%	12.8%	6.2%	0
2006 Export-Import Bank of the United States	172	79.4%	12.3%	8.3%	1

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Export-Import Bank of the United States</b>	<b>158</b>	<b>60.3%</b>	<b>24.6%</b>	<b>15.1%</b>	<b>5</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	191	56.8%	30.1%	13.0%	2
2006 Export-Import Bank of the United States	169	63.1%	28.7%	8.2%	4

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Export-Import Bank of the United States</b>	<b>163</b>	<b>86.7%</b>	<b>11.3%</b>	<b>2.0%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	86.7%	11.5%	1.8%
2006 Export-Import Bank of the United States	173	89.9%	8.2%	1.9%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Export-Import Bank of the United States</b>	<b>159</b>	<b>73.9%</b>	<b>15.9%</b>	<b>10.2%</b>	<b>3</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	192	78.8%	13.8%	7.4%	1
2006 Export-Import Bank of the United States	172	83.3%	11.1%	5.6%	1

# Export-Import Bank of the United States

## *Trend Report*

### My Agency (continued)

#### 30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Export-Import Bank of the United States</b>	<b>158</b>	<b>38.0%</b>	<b>24.6%</b>	<b>37.4%</b>	<b>4</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	186	45.5%	30.1%	24.4%	7
2006 Export-Import Bank of the United States	169	50.3%	33.4%	16.3%	4

#### 31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>40.5%</b>	<b>22.9%</b>	<b>36.6%</b>	<b>5</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

#### 32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>32.7%</b>	<b>29.4%</b>	<b>37.9%</b>	<b>4</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	188	46.3%	27.4%	26.3%	5
2006 Export-Import Bank of the United States	169	52.6%	24.1%	23.4%	4

#### 33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Export-Import Bank of the United States</b>	<b>148</b>	<b>16.7%</b>	<b>30.7%</b>	<b>52.6%</b>	<b>14</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	185	33.7%	25.3%	41.1%	8
2006 Export-Import Bank of the United States	157	41.5%	25.0%	33.6%	16

# Export-Import Bank of the United States

## *Trend Report*

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Export-Import Bank of the United States</b>	<b>143</b>	<b>48.4%</b>	<b>32.5%</b>	<b>19.2%</b>	<b>18</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	179	65.1%	24.9%	9.9%	14
2006 Export-Import Bank of the United States	165	65.8%	24.7%	9.5%	8

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Export-Import Bank of the United States</b>	<b>159</b>	<b>43.2%</b>	<b>15.1%</b>	<b>41.7%</b>	<b>0</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	187	76.1%	18.9%	5.1%	6
2006 Export-Import Bank of the United States	168	74.4%	15.1%	10.5%	5

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Export-Import Bank of the United States</b>	<b>159</b>	<b>53.8%</b>	<b>19.2%</b>	<b>27.0%</b>	<b>2</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	192	80.4%	13.8%	5.9%	1
2006 Export-Import Bank of the United States	171	80.1%	11.1%	8.8%	2

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Export-Import Bank of the United States</b>	<b>141</b>	<b>46.3%</b>	<b>27.1%</b>	<b>26.6%</b>	<b>20</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	174	51.8%	32.8%	15.4%	19
2006 Export-Import Bank of the United States	154	55.7%	30.1%	14.2%	19

# Export-Import Bank of the United States

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Export-Import Bank of the United States</b>	<b>142</b>	<b>58.9%</b>	<b>27.0%</b>	<b>14.1%</b>	<b>19</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	172	62.7%	26.7%	10.6%	21
2006 Export-Import Bank of the United States	148	70.9%	20.7%	8.4%	25

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>77.4%</b>	<b>18.3%</b>	<b>4.3%</b>	<b>4</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Export-Import Bank of the United States</b>	<b>161</b>	<b>52.6%</b>	<b>27.5%</b>	<b>19.9%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	63.6%	22.8%	13.6%
2006 Export-Import Bank of the United States	173	71.2%	20.1%	8.7%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Export-Import Bank of the United States</b>	<b>146</b>	<b>34.7%</b>	<b>32.2%</b>	<b>33.0%</b>	<b>16</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

# Export-Import Bank of the United States

## *Trend Report*

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Export-Import Bank of the United States</b>	<b>159</b>	<b>77.6%</b>	<b>7.3%</b>	<b>15.1%</b>	<b>0</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	191	84.2%	10.3%	5.5%	2
2006 Export-Import Bank of the United States	173	85.9%	7.8%	6.3%	0

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Export-Import Bank of the United States</b>	<b>159</b>	<b>64.9%</b>	<b>13.6%</b>	<b>21.5%</b>	<b>2</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Export-Import Bank of the United States</b>	<b>156</b>	<b>64.5%</b>	<b>16.0%</b>	<b>19.5%</b>	<b>4</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	193	63.2%	21.6%	15.2%	0
2006 Export-Import Bank of the United States	172	64.9%	21.3%	13.8%	1

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Export-Import Bank of the United States</b>	<b>151</b>	<b>70.5%</b>	<b>18.3%</b>	<b>11.2%</b>	<b>10</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>58.6%</b>	<b>23.6%</b>	<b>17.8%</b>	<b>3</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

# Export-Import Bank of the United States

## *Trend Report*

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Export-Import Bank of the United States</b>	<b>154</b>	<b>64.3%</b>	<b>19.4%</b>	<b>16.3%</b>	<b>4</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	193	72.8%	13.1%	14.0%	0
2006 Export-Import Bank of the United States	171	74.8%	15.9%	9.3%	2

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Export-Import Bank of the United States</b>	<b>161</b>	<b>75.5%</b>	<b>13.4%</b>	<b>11.2%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Export-Import Bank of the United States</b>	<b>160</b>	<b>81.8%</b>	<b>8.0%</b>	<b>10.3%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Export-Import Bank of the United States</b>	<b>161</b>	<b>68.8%</b>	<b>10.8%</b>	<b>20.4%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Export-Import Bank of the United States</b>	<b>160</b>	<b>67.9%</b>	<b>13.0%</b>	<b>19.1%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	73.0%	13.5%	13.5%
2006 Export-Import Bank of the United States	173	71.4%	16.2%	12.4%

# Export-Import Bank of the United States

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Export-Import Bank of the United States</b>	<b>160</b>	<b>72.7%</b>	<b>12.5%</b>	<b>14.8%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	78.0%	10.3%	11.7%
2006 Export-Import Bank of the United States	173	76.0%	16.6%	7.4%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Export-Import Bank of the United States</b>	<b>155</b>	<b>36.5%</b>	<b>17.8%</b>	<b>45.7%</b>	<b>2</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	191	40.2%	29.0%	30.8%	2
2006 Export-Import Bank of the United States	169	42.0%	32.8%	25.2%	4

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Export-Import Bank of the United States</b>	<b>149</b>	<b>45.5%</b>	<b>22.1%</b>	<b>32.4%</b>	<b>9</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	191	58.6%	25.9%	15.5%	2
2006 Export-Import Bank of the United States	162	61.4%	28.9%	9.7%	11

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Export-Import Bank of the United States</b>	<b>146</b>	<b>63.0%</b>	<b>20.5%</b>	<b>16.5%</b>	<b>11</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	189	69.1%	22.1%	8.8%	4
2006 Export-Import Bank of the United States	167	72.7%	19.3%	7.9%	6

# Export-Import Bank of the United States

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Export-Import Bank of the United States</b>	<b>152</b>	<b>56.6%</b>	<b>22.0%</b>	<b>21.4%</b>	<b>3</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	193	54.4%	21.3%	24.3%	0
2006 Export-Import Bank of the United States	172	65.8%	14.8%	19.3%	1

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Export-Import Bank of the United States</b>	<b>145</b>	<b>56.7%</b>	<b>25.1%</b>	<b>18.2%</b>	<b>13</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	180	57.3%	25.1%	17.6%	13
2006 Export-Import Bank of the United States	164	61.3%	23.5%	15.2%	9

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Export-Import Bank of the United States</b>	<b>153</b>	<b>40.5%</b>	<b>20.1%</b>	<b>39.4%</b>	<b>4</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	191	55.6%	23.1%	21.4%	2
2006 Export-Import Bank of the United States	166	57.4%	24.1%	18.5%	7

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Export-Import Bank of the United States</b>	<b>153</b>	<b>38.1%</b>	<b>29.9%</b>	<b>32.0%</b>	<b>3</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Export-Import Bank of the United States</b>	<b>155</b>	<b>47.8%</b>	<b>25.6%</b>	<b>26.5%</b>	<b>3</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

# Export-Import Bank of the United States

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Export-Import Bank of the United States</b>	<b>155</b>	<b>39.2%</b>	<b>19.2%</b>	<b>41.6%</b>	<b>2</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	193	55.9%	24.3%	19.9%	0
2006 Export-Import Bank of the United States	173	64.4%	22.4%	13.1%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Export-Import Bank of the United States</b>	<b>150</b>	<b>35.2%</b>	<b>27.1%</b>	<b>37.6%</b>	<b>8</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>42.6%</b>	<b>30.2%</b>	<b>27.2%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	61.2%	18.7%	20.0%
2006 Export-Import Bank of the United States	173	58.1%	21.5%	20.4%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>42.1%</b>	<b>24.5%</b>	<b>33.4%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	51.6%	25.9%	22.5%
2006 Export-Import Bank of the United States	173	53.4%	21.5%	25.0%

# Export-Import Bank of the United States

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>46.7%</b>	<b>19.9%</b>	<b>33.4%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	60.7%	18.3%	20.9%
2006 Export-Import Bank of the United States	173	58.1%	20.5%	21.3%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>30.8%</b>	<b>29.6%</b>	<b>39.6%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	47.2%	27.2%	25.6%
2006 Export-Import Bank of the United States	173	49.0%	34.4%	16.6%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Export-Import Bank of the United States</b>	<b>156</b>	<b>25.2%</b>	<b>32.2%</b>	<b>42.5%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	38.6%	26.8%	34.6%
2006 Export-Import Bank of the United States	173	33.8%	32.9%	33.4%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>32.6%</b>	<b>29.4%</b>	<b>38.1%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	55.6%	28.4%	16.0%
2006 Export-Import Bank of the United States	173	58.0%	23.5%	18.5%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Export-Import Bank of the United States</b>	<b>158</b>	<b>65.1%</b>	<b>17.7%</b>	<b>17.2%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	73.6%	15.6%	10.9%
2006 Export-Import Bank of the United States	173	76.3%	15.8%	7.9%

# Export-Import Bank of the United States

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>42.1%</b>	<b>27.7%</b>	<b>30.3%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	49.8%	20.0%	30.2%
2006 Export-Import Bank of the United States	173	52.7%	22.7%	24.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>50.3%</b>	<b>22.3%</b>	<b>27.4%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	193	62.9%	19.0%	18.0%
2006 Export-Import Bank of the United States	173	66.0%	24.1%	9.8%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>60.8%</b>	<b>34.0%</b>	<b>5.3%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Export-Import Bank of the United States</b>	<b>156</b>	<b>0.0%</b>	<b>4.9%</b>	<b>3.4%</b>	<b>33.2%</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

(continued)

# Export-Import Bank of the United States

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Export-Import Bank of the United States</b>	<b>156</b>	<b>12.6%</b>	<b>4.6%</b>	<b>18.9%</b>	<b>22.5%</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>20.4%</b>	<b>62.3%</b>	<b>17.3%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>17.8%</b>	<b>70.1%</b>	<b>12.2%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>7.9%</b>	<b>85.3%</b>	<b>6.8%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--

# Export-Import Bank of the United States

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>0.6%</b>	<b>89.1%</b>	<b>10.3%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Export-Import Bank of the United States</b>	<b>157</b>	<b>2.5%</b>	<b>84.9%</b>	<b>12.6%</b>
2010 Export-Import Bank of the United States	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Export-Import Bank of the United States</b>	<b>121</b>	<b>30.8%</b>	<b>34.8%</b>	<b>34.3%</b>	<b>36</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	111	28.3%	29.0%	42.7%	82
2006 Export-Import Bank of the United States	96	20.4%	31.0%	48.6%	77

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Export-Import Bank of the United States</b>	<b>100</b>	<b>43.2%</b>	<b>33.1%</b>	<b>23.6%</b>	<b>55</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	151	57.4%	25.0%	17.6%	42
2006 Export-Import Bank of the United States	147	65.0%	19.1%	15.9%	26

# Export-Import Bank of the United States

## *Trend Report*

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Export-Import Bank of the United States</b>	<b>78</b>	<b>39.3%</b>	<b>49.8%</b>	<b>10.9%</b>	<b>78</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Export-Import Bank of the United States</b>	<b>65</b>	<b>30.3%</b>	<b>65.2%</b>	<b>4.4%</b>	<b>90</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Export-Import Bank of the United States</b>	<b>51</b>	<b>16.3%</b>	<b>74.1%</b>	<b>9.6%</b>	<b>105</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Export-Import Bank of the United States</b>	<b>48</b>	<b>15.7%</b>	<b>73.3%</b>	<b>11.0%</b>	<b>108</b>
2010 Export-Import Bank of the United States	--	--	--	--	--
2008 Export-Import Bank of the United States	--	--	--	--	--
2006 Export-Import Bank of the United States	--	--	--	--	--



# Federal Election Commission

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Federal Election Commission</b>	<b>158</b>
2010 Federal Election Commission	185
2008 Federal Election Commission	190
2006 Federal Election Commission	225

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Federal Election Commission</b>	<b>158</b>	<b>59.6%</b>	<b>15.5%</b>	<b>24.9%</b>
2010 Federal Election Commission	185	65.4%	11.0%	23.5%
2008 Federal Election Commission	190	63.1%	16.5%	20.3%
2006 Federal Election Commission	225	56.6%	18.2%	25.3%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Federal Election Commission</b>	<b>157</b>	<b>69.8%</b>	<b>14.7%</b>	<b>15.5%</b>
2010 Federal Election Commission	185	76.5%	10.3%	13.2%
2008 Federal Election Commission	190	71.5%	15.1%	13.4%
2006 Federal Election Commission	225	73.4%	14.0%	12.6%

# Federal Election Commission

## *Trend Report*

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Federal Election Commission</b>	<b>158</b>	<b>55.3%</b>	<b>18.8%</b>	<b>26.0%</b>
2010 Federal Election Commission	184	61.3%	13.4%	25.3%
2008 Federal Election Commission	190	59.5%	20.3%	20.2%
2006 Federal Election Commission	225	55.6%	22.0%	22.4%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Federal Election Commission</b>	<b>156</b>	<b>61.3%</b>	<b>18.8%</b>	<b>19.9%</b>
2010 Federal Election Commission	185	64.6%	20.1%	15.2%
2008 Federal Election Commission	190	70.2%	15.8%	14.0%
2006 Federal Election Commission	225	61.9%	18.1%	20.1%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Federal Election Commission</b>	<b>158</b>	<b>78.2%</b>	<b>14.0%</b>	<b>7.9%</b>
2010 Federal Election Commission	185	81.6%	11.0%	7.4%
2008 Federal Election Commission	190	76.6%	16.9%	6.5%
2006 Federal Election Commission	225	76.7%	17.2%	6.1%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Federal Election Commission</b>	<b>158</b>	<b>76.8%</b>	<b>11.9%</b>	<b>11.3%</b>
2010 Federal Election Commission	185	80.1%	9.6%	10.3%
2008 Federal Election Commission	--	--	--	--
2006 Federal Election Commission	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Federal Election Commission</b>	<b>158</b>	<b>97.2%</b>	<b>0.8%</b>	<b>1.9%</b>
2010 Federal Election Commission	184	98.4%	1.6%	0.0%
2008 Federal Election Commission	--	--	--	--
2006 Federal Election Commission	--	--	--	--

# Federal Election Commission

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Federal Election Commission</b>	<b>157</b>	<b>89.5%</b>	<b>7.7%</b>	<b>2.8%</b>
2010 Federal Election Commission	185	92.4%	4.6%	3.0%
2008 Federal Election Commission	--	--	--	--
2006 Federal Election Commission	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Federal Election Commission</b>	<b>157</b>	<b>60.3%</b>	<b>13.5%</b>	<b>26.2%</b>	<b>0</b>
2010 Federal Election Commission	185	58.2%	16.2%	25.6%	0
2008 Federal Election Commission	190	57.9%	19.6%	22.5%	0
2006 Federal Election Commission	222	60.4%	22.7%	17.0%	3

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Federal Election Commission</b>	<b>158</b>	<b>67.5%</b>	<b>15.2%</b>	<b>17.3%</b>	<b>0</b>
2010 Federal Election Commission	185	66.5%	15.3%	18.1%	0
2008 Federal Election Commission	190	71.3%	14.1%	14.6%	0
2006 Federal Election Commission	222	74.6%	17.0%	8.5%	3

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Federal Election Commission</b>	<b>157</b>	<b>54.2%</b>	<b>18.5%</b>	<b>27.3%</b>	<b>1</b>
2010 Federal Election Commission	182	53.4%	16.7%	29.8%	2
2008 Federal Election Commission	187	59.8%	16.2%	24.0%	3
2006 Federal Election Commission	218	58.3%	16.6%	25.1%	7

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Federal Election Commission</b>	<b>156</b>	<b>82.0%</b>	<b>10.6%</b>	<b>7.4%</b>	<b>0</b>
2010 Federal Election Commission	184	85.6%	7.1%	7.2%	1
2008 Federal Election Commission	188	85.5%	10.8%	3.6%	2
2006 Federal Election Commission	224	85.8%	8.5%	5.7%	1

# Federal Election Commission

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Federal Election Commission</b>	<b>157</b>	<b>78.9%</b>	<b>12.0%</b>	<b>9.0%</b>	<b>0</b>
2010 Federal Election Commission	181	85.9%	9.3%	4.8%	2
2008 Federal Election Commission	190	84.9%	9.5%	5.7%	0
2006 Federal Election Commission	224	82.2%	10.6%	7.3%	1

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Federal Election Commission</b>	<b>157</b>	<b>70.7%</b>	<b>19.6%</b>	<b>9.8%</b>	<b>0</b>
2010 Federal Election Commission	182	71.2%	12.6%	16.2%	3
2008 Federal Election Commission	187	62.7%	13.4%	23.9%	3
2006 Federal Election Commission	221	65.3%	14.7%	20.0%	4

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Federal Election Commission</b>	<b>153</b>	<b>74.1%</b>	<b>12.6%</b>	<b>13.4%</b>	<b>5</b>
2010 Federal Election Commission	177	75.8%	11.9%	12.3%	7
2008 Federal Election Commission	185	70.6%	15.1%	14.3%	5
2006 Federal Election Commission	217	72.3%	14.9%	12.9%	8

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Federal Election Commission</b>	<b>156</b>	<b>79.2%</b>	<b>12.4%</b>	<b>8.4%</b>	<b>2</b>
2010 Federal Election Commission	181	84.9%	11.1%	4.0%	1
2008 Federal Election Commission	190	81.5%	11.6%	6.9%	0
2006 Federal Election Commission	220	83.9%	11.1%	5.0%	5

# Federal Election Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Federal Election Commission</b>	<b>141</b>	<b>57.6%</b>	<b>22.7%</b>	<b>19.7%</b>	<b>16</b>
2010 Federal Election Commission	161	59.0%	20.5%	20.5%	23
2008 Federal Election Commission	165	46.2%	31.1%	22.7%	25
2006 Federal Election Commission	188	44.9%	33.5%	21.6%	37

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Federal Election Commission</b>	<b>157</b>	<b>46.6%</b>	<b>24.3%</b>	<b>29.1%</b>	<b>1</b>
2010 Federal Election Commission	177	56.0%	16.2%	27.8%	7
2008 Federal Election Commission	188	56.2%	20.2%	23.6%	2
2006 Federal Election Commission	221	38.7%	24.2%	37.1%	4

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Federal Election Commission</b>	<b>155</b>	<b>71.7%</b>	<b>11.9%</b>	<b>16.4%</b>	<b>3</b>
2010 Federal Election Commission	179	71.7%	11.6%	16.7%	6
2008 Federal Election Commission	183	69.7%	14.0%	16.3%	7
2006 Federal Election Commission	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Federal Election Commission</b>	<b>156</b>	<b>75.8%</b>	<b>12.7%</b>	<b>11.5%</b>
2010 Federal Election Commission	178	74.1%	13.2%	12.6%
2008 Federal Election Commission	190	83.1%	11.2%	5.7%
2006 Federal Election Commission	225	81.9%	8.3%	9.8%

# Federal Election Commission

## *Trend Report*

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Federal Election Commission</b>	<b>152</b>	<b>53.8%</b>	<b>29.5%</b>	<b>16.6%</b>	<b>5</b>
2010 Federal Election Commission	175	54.3%	25.8%	19.9%	10
2008 Federal Election Commission	184	55.5%	28.2%	16.3%	6
2006 Federal Election Commission	217	62.9%	24.0%	13.1%	8

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Federal Election Commission</b>	<b>141</b>	<b>42.1%</b>	<b>29.8%</b>	<b>28.1%</b>	<b>16</b>
2010 Federal Election Commission	168	39.8%	28.4%	31.8%	17
2008 Federal Election Commission	181	41.7%	22.8%	35.5%	9
2006 Federal Election Commission	212	48.7%	23.2%	28.1%	13

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Federal Election Commission</b>	<b>137</b>	<b>30.0%</b>	<b>28.2%</b>	<b>41.8%</b>	<b>21</b>
2010 Federal Election Commission	156	34.1%	31.3%	34.6%	29
2008 Federal Election Commission	175	30.5%	29.0%	40.5%	15
2006 Federal Election Commission	197	33.8%	31.6%	34.5%	28

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Federal Election Commission</b>	<b>144</b>	<b>33.6%</b>	<b>32.2%</b>	<b>34.2%</b>	<b>14</b>
2010 Federal Election Commission	170	36.5%	27.5%	36.1%	15
2008 Federal Election Commission	181	37.9%	25.5%	36.6%	9
2006 Federal Election Commission	210	28.3%	36.8%	34.9%	15

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Federal Election Commission</b>	<b>148</b>	<b>48.5%</b>	<b>20.1%</b>	<b>31.4%</b>	<b>10</b>
2010 Federal Election Commission	170	47.7%	20.0%	32.3%	15
2008 Federal Election Commission	182	44.5%	23.7%	31.7%	8
2006 Federal Election Commission	205	49.9%	23.3%	26.8%	20

# Federal Election Commission

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Federal Election Commission</b>	<b>157</b>	<b>74.2%</b>	<b>12.5%</b>	<b>13.3%</b>	<b>1</b>
2010 Federal Election Commission	183	70.9%	16.0%	13.1%	2
2008 Federal Election Commission	189	76.6%	11.0%	12.4%	1
2006 Federal Election Commission	222	80.4%	9.8%	9.8%	3

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Federal Election Commission</b>	<b>148</b>	<b>53.1%</b>	<b>27.4%</b>	<b>19.5%</b>	<b>7</b>
2010 Federal Election Commission	174	54.2%	28.2%	17.6%	11
2008 Federal Election Commission	185	58.0%	24.3%	17.7%	5
2006 Federal Election Commission	214	54.6%	30.6%	14.8%	11

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Federal Election Commission</b>	<b>157</b>	<b>86.3%</b>	<b>13.7%</b>	<b>0.0%</b>
2010 Federal Election Commission	184	82.0%	15.1%	2.9%
2008 Federal Election Commission	190	87.7%	8.9%	3.4%
2006 Federal Election Commission	225	88.4%	9.9%	1.7%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Federal Election Commission</b>	<b>150</b>	<b>73.8%</b>	<b>16.3%</b>	<b>10.0%</b>	<b>4</b>
2010 Federal Election Commission	179	70.3%	14.7%	15.0%	2
2008 Federal Election Commission	190	74.6%	18.0%	7.4%	0
2006 Federal Election Commission	224	76.5%	14.4%	9.1%	1

# Federal Election Commission

## *Trend Report*

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Federal Election Commission</b>	<b>149</b>	<b>42.1%</b>	<b>21.3%</b>	<b>36.6%</b>	<b>5</b>
2010 Federal Election Commission	176	45.2%	22.8%	32.0%	6
2008 Federal Election Commission	187	37.2%	27.9%	34.9%	3
2006 Federal Election Commission	218	32.8%	29.2%	38.0%	7

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Federal Election Commission</b>	<b>154</b>	<b>49.4%</b>	<b>25.0%</b>	<b>25.7%</b>	<b>0</b>
2010 Federal Election Commission	181	56.5%	19.6%	24.0%	2
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Federal Election Commission</b>	<b>152</b>	<b>47.9%</b>	<b>21.1%</b>	<b>31.0%</b>	<b>1</b>
2010 Federal Election Commission	175	48.3%	24.8%	26.9%	8
2008 Federal Election Commission	188	46.0%	21.4%	32.6%	2
2006 Federal Election Commission	216	37.6%	23.9%	38.5%	9

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Federal Election Commission</b>	<b>142</b>	<b>28.2%</b>	<b>28.5%</b>	<b>43.2%</b>	<b>12</b>
2010 Federal Election Commission	162	29.7%	31.1%	39.3%	20
2008 Federal Election Commission	183	31.7%	25.3%	43.1%	7
2006 Federal Election Commission	212	30.7%	34.8%	34.4%	13

# Federal Election Commission

## *Trend Report*

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Federal Election Commission</b>	<b>142</b>	<b>59.3%</b>	<b>22.7%</b>	<b>18.1%</b>	<b>12</b>
2010 Federal Election Commission	170	58.2%	27.0%	14.8%	12
2008 Federal Election Commission	177	65.7%	21.9%	12.5%	13
2006 Federal Election Commission	203	53.7%	29.5%	16.8%	22

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Federal Election Commission</b>	<b>150</b>	<b>74.1%</b>	<b>20.4%</b>	<b>5.5%</b>	<b>4</b>
2010 Federal Election Commission	181	75.6%	17.3%	7.2%	2
2008 Federal Election Commission	188	64.8%	14.0%	21.2%	2
2006 Federal Election Commission	218	73.2%	17.4%	9.4%	7

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Federal Election Commission</b>	<b>153</b>	<b>65.5%</b>	<b>19.3%</b>	<b>15.2%</b>	<b>1</b>
2010 Federal Election Commission	180	69.5%	21.8%	8.7%	3
2008 Federal Election Commission	185	68.1%	14.1%	17.8%	5
2006 Federal Election Commission	221	75.3%	16.1%	8.6%	4

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Federal Election Commission</b>	<b>145</b>	<b>54.2%</b>	<b>18.9%</b>	<b>26.8%</b>	<b>9</b>
2010 Federal Election Commission	169	49.4%	25.5%	25.1%	13
2008 Federal Election Commission	176	50.1%	21.9%	28.0%	14
2006 Federal Election Commission	200	50.8%	26.2%	23.0%	25

# Federal Election Commission

## *Trend Report*

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Federal Election Commission</b>	<b>126</b>	<b>67.8%</b>	<b>19.2%</b>	<b>13.0%</b>	<b>26</b>
2010 Federal Election Commission	164	58.8%	22.6%	18.5%	19
2008 Federal Election Commission	162	60.8%	23.3%	15.9%	28
2006 Federal Election Commission	188	64.1%	25.0%	10.9%	37

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Federal Election Commission</b>	<b>149</b>	<b>50.2%</b>	<b>21.5%</b>	<b>28.3%</b>	<b>3</b>
2010 Federal Election Commission	178	55.0%	21.3%	23.7%	5
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Federal Election Commission</b>	<b>153</b>	<b>51.0%</b>	<b>28.2%</b>	<b>20.9%</b>
2010 Federal Election Commission	180	49.7%	27.6%	22.7%
2008 Federal Election Commission	190	54.0%	20.0%	26.0%
2006 Federal Election Commission	225	54.7%	24.9%	20.4%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Federal Election Commission</b>	<b>139</b>	<b>39.2%</b>	<b>31.3%</b>	<b>29.5%</b>	<b>15</b>
2010 Federal Election Commission	163	44.2%	25.1%	30.7%	20
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

# Federal Election Commission

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Federal Election Commission</b>	<b>152</b>	<b>90.1%</b>	<b>6.5%</b>	<b>3.4%</b>	<b>1</b>
2010 Federal Election Commission	179	89.7%	4.0%	6.3%	2
2008 Federal Election Commission	190	84.9%	12.1%	3.1%	0
2006 Federal Election Commission	224	88.5%	6.0%	5.5%	1

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Federal Election Commission</b>	<b>153</b>	<b>72.8%</b>	<b>13.1%</b>	<b>14.1%</b>	<b>0</b>
2010 Federal Election Commission	178	72.4%	12.9%	14.7%	1
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Federal Election Commission</b>	<b>151</b>	<b>70.4%</b>	<b>14.7%</b>	<b>14.9%</b>	<b>1</b>
2010 Federal Election Commission	177	69.5%	15.5%	15.1%	3
2008 Federal Election Commission	185	62.3%	20.7%	17.0%	5
2006 Federal Election Commission	219	65.5%	17.4%	17.1%	6

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Federal Election Commission</b>	<b>129</b>	<b>73.1%</b>	<b>20.5%</b>	<b>6.4%</b>	<b>24</b>
2010 Federal Election Commission	163	67.5%	21.5%	11.0%	16
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Federal Election Commission</b>	<b>153</b>	<b>66.3%</b>	<b>17.0%</b>	<b>16.7%</b>	<b>0</b>
2010 Federal Election Commission	178	72.3%	10.7%	17.0%	1
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

# Federal Election Commission

## *Trend Report*

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Federal Election Commission</b>	<b>153</b>	<b>70.1%</b>	<b>21.3%</b>	<b>8.6%</b>	<b>0</b>
2010 Federal Election Commission	176	74.4%	12.9%	12.8%	3
2008 Federal Election Commission	190	68.2%	15.7%	16.1%	0
2006 Federal Election Commission	222	69.3%	15.1%	15.7%	3

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Federal Election Commission</b>	<b>153</b>	<b>79.0%</b>	<b>8.2%</b>	<b>12.8%</b>
2010 Federal Election Commission	178	81.5%	6.4%	12.0%
2008 Federal Election Commission	--	--	--	--
2006 Federal Election Commission	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Federal Election Commission</b>	<b>152</b>	<b>85.1%</b>	<b>7.5%</b>	<b>7.4%</b>
2010 Federal Election Commission	180	85.4%	5.7%	8.9%
2008 Federal Election Commission	--	--	--	--
2006 Federal Election Commission	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Federal Election Commission</b>	<b>153</b>	<b>84.9%</b>	<b>6.2%</b>	<b>8.9%</b>
2010 Federal Election Commission	180	77.9%	7.5%	14.7%
2008 Federal Election Commission	--	--	--	--
2006 Federal Election Commission	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Federal Election Commission</b>	<b>151</b>	<b>70.2%</b>	<b>17.5%</b>	<b>12.3%</b>
2010 Federal Election Commission	179	72.2%	13.3%	14.5%
2008 Federal Election Commission	190	67.9%	18.6%	13.5%
2006 Federal Election Commission	225	72.4%	12.6%	15.0%

# Federal Election Commission

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Federal Election Commission</b>	<b>153</b>	<b>76.5%</b>	<b>15.6%</b>	<b>8.0%</b>
2010 Federal Election Commission	180	73.0%	15.2%	11.8%
2008 Federal Election Commission	190	67.6%	22.9%	9.5%
2006 Federal Election Commission	225	74.5%	13.8%	11.8%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Federal Election Commission</b>	<b>149</b>	<b>31.6%</b>	<b>30.9%</b>	<b>37.5%</b>	<b>2</b>
2010 Federal Election Commission	176	35.4%	26.5%	38.1%	4
2008 Federal Election Commission	187	31.6%	25.0%	43.4%	3
2006 Federal Election Commission	220	25.8%	27.4%	46.8%	5

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Federal Election Commission</b>	<b>143</b>	<b>48.5%</b>	<b>28.5%</b>	<b>23.0%</b>	<b>7</b>
2010 Federal Election Commission	174	44.8%	26.2%	29.0%	6
2008 Federal Election Commission	185	38.3%	31.1%	30.7%	5
2006 Federal Election Commission	216	40.0%	28.2%	31.8%	9

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Federal Election Commission</b>	<b>139</b>	<b>58.8%</b>	<b>23.7%</b>	<b>17.5%</b>	<b>10</b>
2010 Federal Election Commission	172	63.6%	20.4%	16.0%	9
2008 Federal Election Commission	182	68.9%	16.9%	14.2%	8
2006 Federal Election Commission	211	69.0%	17.9%	13.1%	14

# Federal Election Commission

## Trend Report

### Leadership (continued)

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Federal Election Commission</b>	<b>147</b>	<b>54.1%</b>	<b>20.8%</b>	<b>25.1%</b>	<b>3</b>
2010 Federal Election Commission	176	53.2%	21.0%	25.8%	4
2008 Federal Election Commission	188	52.5%	21.8%	25.7%	2
2006 Federal Election Commission	219	49.7%	22.0%	28.3%	6

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Federal Election Commission</b>	<b>131</b>	<b>57.3%</b>	<b>23.8%</b>	<b>19.0%</b>	<b>18</b>
2010 Federal Election Commission	165	58.5%	20.5%	21.0%	15
2008 Federal Election Commission	176	55.2%	25.2%	19.6%	14
2006 Federal Election Commission	200	51.1%	25.5%	23.5%	25

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Federal Election Commission</b>	<b>145</b>	<b>50.5%</b>	<b>21.4%</b>	<b>28.1%</b>	<b>4</b>
2010 Federal Election Commission	175	51.9%	23.1%	25.0%	3
2008 Federal Election Commission	188	56.3%	21.5%	22.2%	2
2006 Federal Election Commission	215	47.5%	17.9%	34.6%	10

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Federal Election Commission</b>	<b>148</b>	<b>55.4%</b>	<b>21.6%</b>	<b>23.0%</b>	<b>2</b>
2010 Federal Election Commission	174	57.9%	21.4%	20.7%	4
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Federal Election Commission</b>	<b>147</b>	<b>52.9%</b>	<b>21.8%</b>	<b>25.3%</b>	<b>2</b>
2010 Federal Election Commission	173	52.7%	23.2%	24.1%	7
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

# Federal Election Commission

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Federal Election Commission</b>	<b>150</b>	<b>39.6%</b>	<b>21.5%</b>	<b>38.9%</b>	<b>0</b>
2010 Federal Election Commission	174	44.7%	20.7%	34.5%	4
2008 Federal Election Commission	189	40.1%	22.5%	37.4%	1
2006 Federal Election Commission	221	43.4%	19.9%	36.8%	4

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Federal Election Commission</b>	<b>140</b>	<b>56.2%</b>	<b>27.0%</b>	<b>16.8%</b>	<b>9</b>
2010 Federal Election Commission	168	54.5%	26.5%	19.0%	12
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Federal Election Commission</b>	<b>150</b>	<b>49.4%</b>	<b>27.1%</b>	<b>23.6%</b>
2010 Federal Election Commission	181	53.3%	21.0%	25.7%
2008 Federal Election Commission	190	51.0%	21.0%	28.0%
2006 Federal Election Commission	225	48.5%	22.2%	29.3%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Federal Election Commission</b>	<b>150</b>	<b>46.9%</b>	<b>21.7%</b>	<b>31.5%</b>
2010 Federal Election Commission	181	41.2%	21.1%	37.7%
2008 Federal Election Commission	190	41.0%	22.4%	36.6%
2006 Federal Election Commission	225	36.8%	18.4%	44.8%

# Federal Election Commission

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Federal Election Commission</b>	<b>150</b>	<b>53.3%</b>	<b>23.1%</b>	<b>23.7%</b>
2010 Federal Election Commission	180	52.7%	22.1%	25.2%
2008 Federal Election Commission	190	51.6%	19.9%	28.6%
2006 Federal Election Commission	225	53.7%	21.1%	25.2%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Federal Election Commission</b>	<b>150</b>	<b>36.0%</b>	<b>24.7%</b>	<b>39.3%</b>
2010 Federal Election Commission	181	37.1%	27.9%	35.0%
2008 Federal Election Commission	190	32.5%	30.6%	36.9%
2006 Federal Election Commission	225	32.7%	27.2%	40.1%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Federal Election Commission</b>	<b>150</b>	<b>32.2%</b>	<b>27.5%</b>	<b>40.3%</b>
2010 Federal Election Commission	180	29.4%	32.9%	37.7%
2008 Federal Election Commission	190	31.5%	24.8%	43.7%
2006 Federal Election Commission	225	22.9%	29.0%	48.0%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Federal Election Commission</b>	<b>149</b>	<b>51.1%</b>	<b>23.7%</b>	<b>25.2%</b>
2010 Federal Election Commission	181	55.7%	21.6%	22.7%
2008 Federal Election Commission	190	55.4%	21.6%	23.0%
2006 Federal Election Commission	225	45.5%	28.3%	26.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Federal Election Commission</b>	<b>149</b>	<b>61.5%</b>	<b>19.5%</b>	<b>19.0%</b>
2010 Federal Election Commission	180	65.2%	18.4%	16.4%
2008 Federal Election Commission	190	66.5%	19.1%	14.3%
2006 Federal Election Commission	225	62.6%	18.4%	19.0%

# Federal Election Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Federal Election Commission</b>	<b>148</b>	<b>64.4%</b>	<b>19.9%</b>	<b>15.7%</b>
2010 Federal Election Commission	181	65.1%	14.5%	20.4%
2008 Federal Election Commission	190	54.1%	21.2%	24.7%
2006 Federal Election Commission	225	55.1%	23.7%	21.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Federal Election Commission</b>	<b>150</b>	<b>44.3%</b>	<b>30.2%</b>	<b>25.5%</b>
2010 Federal Election Commission	181	52.1%	23.5%	24.5%
2008 Federal Election Commission	190	49.3%	25.9%	24.8%
2006 Federal Election Commission	225	45.4%	24.7%	29.9%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Federal Election Commission</b>	<b>150</b>	<b>77.1%</b>	<b>20.2%</b>	<b>2.8%</b>
2010 Federal Election Commission	--	--	--	--
2008 Federal Election Commission	--	--	--	--
2006 Federal Election Commission	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Federal Election Commission</b>	<b>148</b>	<b>1.4%</b>	<b>24.4%</b>	<b>8.4%</b>	<b>22.2%</b>
2010 Federal Election Commission	--	--	--	--	--
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

(continued)

# Federal Election Commission

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Federal Election Commission</b>	<b>148</b>	<b>8.9%</b>	<b>3.4%</b>	<b>13.3%</b>	<b>17.9%</b>
2010 Federal Election Commission	--	--	--	--	--
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Federal Election Commission</b>	<b>149</b>	<b>43.2%</b>	<b>42.7%</b>	<b>14.1%</b>
2010 Federal Election Commission	--	--	--	--
2008 Federal Election Commission	--	--	--	--
2006 Federal Election Commission	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Federal Election Commission</b>	<b>150</b>	<b>17.6%</b>	<b>56.0%</b>	<b>26.4%</b>
2010 Federal Election Commission	--	--	--	--
2008 Federal Election Commission	--	--	--	--
2006 Federal Election Commission	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Federal Election Commission</b>	<b>149</b>	<b>8.4%</b>	<b>83.9%</b>	<b>7.8%</b>
2010 Federal Election Commission	--	--	--	--
2008 Federal Election Commission	--	--	--	--
2006 Federal Election Commission	--	--	--	--

# Federal Election Commission

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Federal Election Commission</b>	<b>150</b>	<b>1.6%</b>	<b>53.1%</b>	<b>45.3%</b>
2010 Federal Election Commission	--	--	--	--
2008 Federal Election Commission	--	--	--	--
2006 Federal Election Commission	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Federal Election Commission</b>	<b>148</b>	<b>0.9%</b>	<b>56.3%</b>	<b>42.8%</b>
2010 Federal Election Commission	--	--	--	--
2008 Federal Election Commission	--	--	--	--
2006 Federal Election Commission	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Federal Election Commission</b>	<b>117</b>	<b>61.3%</b>	<b>17.6%</b>	<b>21.1%</b>	<b>32</b>
2010 Federal Election Commission	146	61.9%	23.2%	14.9%	34
2008 Federal Election Commission	120	47.4%	26.0%	26.6%	70
2006 Federal Election Commission	139	27.6%	25.1%	47.3%	86

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Federal Election Commission</b>	<b>113</b>	<b>74.0%</b>	<b>17.3%</b>	<b>8.7%</b>	<b>36</b>
2010 Federal Election Commission	144	76.2%	20.5%	3.3%	37
2008 Federal Election Commission	146	65.0%	20.4%	14.6%	44
2006 Federal Election Commission	171	58.0%	17.4%	24.6%	54

# Federal Election Commission

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Federal Election Commission</b>	<b>69</b>	<b>29.2%</b>	<b>47.6%</b>	<b>23.1%</b>	<b>81</b>
2010 Federal Election Commission	143	41.9%	27.3%	30.8%	38
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Federal Election Commission</b>	<b>55</b>	<b>44.2%</b>	<b>50.2%</b>	<b>5.5%</b>	<b>94</b>
2010 Federal Election Commission	98	36.7%	58.2%	5.1%	83
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Federal Election Commission</b>	<b>41</b>	<b>13.1%</b>	<b>46.6%</b>	<b>40.3%</b>	<b>109</b>
2010 Federal Election Commission	77	5.4%	56.8%	37.9%	104
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Federal Election Commission</b>	<b>32</b>	<b>13.2%</b>	<b>60.2%</b>	<b>26.6%</b>	<b>117</b>
2010 Federal Election Commission	64	6.5%	66.1%	27.4%	116
2008 Federal Election Commission	--	--	--	--	--
2006 Federal Election Commission	--	--	--	--	--



# Federal Housing Finance Agency

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Federal Housing Finance Agency</b>	<b>314</b>
2010 Federal Housing Finance Agency	291
2008 Federal Housing Finance Agency	255
2006 Federal Housing Finance Agency	90

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Federal Housing Finance Agency</b>	<b>313</b>	<b>69.9%</b>	<b>14.2%</b>	<b>15.9%</b>
2010 Federal Housing Finance Agency	291	66.1%	13.6%	20.3%
2008 Federal Housing Finance Agency	255	68.4%	15.0%	16.6%
2006 Federal Housing Finance Agency	90	69.4%	14.9%	15.7%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Federal Housing Finance Agency</b>	<b>312</b>	<b>57.4%</b>	<b>17.6%</b>	<b>25.1%</b>
2010 Federal Housing Finance Agency	291	60.7%	19.1%	20.2%
2008 Federal Housing Finance Agency	255	66.2%	16.6%	17.2%
2006 Federal Housing Finance Agency	90	66.4%	12.1%	21.6%

# Federal Housing Finance Agency

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Federal Housing Finance Agency</b>	<b>311</b>	<b>50.3%</b>	<b>18.1%</b>	<b>31.6%</b>
2010 Federal Housing Finance Agency	289	52.1%	18.3%	29.6%
2008 Federal Housing Finance Agency	255	62.6%	18.1%	19.4%
2006 Federal Housing Finance Agency	90	58.3%	22.3%	19.4%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Federal Housing Finance Agency</b>	<b>314</b>	<b>60.5%</b>	<b>19.3%</b>	<b>20.2%</b>
2010 Federal Housing Finance Agency	290	61.5%	18.8%	19.7%
2008 Federal Housing Finance Agency	255	66.5%	14.0%	19.5%
2006 Federal Housing Finance Agency	90	66.0%	17.9%	16.1%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Federal Housing Finance Agency</b>	<b>311</b>	<b>77.7%</b>	<b>15.2%</b>	<b>7.2%</b>
2010 Federal Housing Finance Agency	291	76.8%	16.6%	6.6%
2008 Federal Housing Finance Agency	255	77.4%	14.4%	8.2%
2006 Federal Housing Finance Agency	90	82.4%	13.4%	4.2%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Federal Housing Finance Agency</b>	<b>310</b>	<b>60.7%</b>	<b>16.9%</b>	<b>22.4%</b>
2010 Federal Housing Finance Agency	289	64.5%	16.4%	19.1%
2008 Federal Housing Finance Agency	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Federal Housing Finance Agency</b>	<b>313</b>	<b>96.4%</b>	<b>2.3%</b>	<b>1.3%</b>
2010 Federal Housing Finance Agency	290	95.2%	2.6%	2.2%
2008 Federal Housing Finance Agency	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--

# Federal Housing Finance Agency

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Federal Housing Finance Agency</b>	<b>312</b>	<b>89.4%</b>	<b>7.4%</b>	<b>3.1%</b>
2010 Federal Housing Finance Agency	291	86.4%	10.4%	3.1%
2008 Federal Housing Finance Agency	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Federal Housing Finance Agency</b>	<b>310</b>	<b>63.0%</b>	<b>13.5%</b>	<b>23.5%</b>	<b>3</b>
2010 Federal Housing Finance Agency	288	55.2%	18.3%	26.5%	2
2008 Federal Housing Finance Agency	255	58.9%	16.5%	24.6%	0
2006 Federal Housing Finance Agency	90	67.1%	14.8%	18.2%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Federal Housing Finance Agency</b>	<b>312</b>	<b>60.1%</b>	<b>17.6%</b>	<b>22.4%</b>	<b>1</b>
2010 Federal Housing Finance Agency	290	60.3%	16.5%	23.2%	1
2008 Federal Housing Finance Agency	254	65.6%	13.5%	20.9%	1
2006 Federal Housing Finance Agency	90	76.1%	13.3%	10.6%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Federal Housing Finance Agency</b>	<b>310</b>	<b>47.3%</b>	<b>18.4%</b>	<b>34.4%</b>	<b>2</b>
2010 Federal Housing Finance Agency	289	48.9%	17.2%	33.8%	1
2008 Federal Housing Finance Agency	253	52.1%	21.4%	26.4%	2
2006 Federal Housing Finance Agency	88	60.0%	18.7%	21.3%	2

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Federal Housing Finance Agency</b>	<b>305</b>	<b>75.3%</b>	<b>11.8%</b>	<b>12.9%</b>	<b>4</b>
2010 Federal Housing Finance Agency	287	71.3%	11.6%	17.1%	3
2008 Federal Housing Finance Agency	253	82.1%	6.2%	11.7%	2
2006 Federal Housing Finance Agency	89	80.3%	11.0%	8.7%	1

# Federal Housing Finance Agency

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Federal Housing Finance Agency</b>	<b>309</b>	<b>79.4%</b>	<b>11.2%</b>	<b>9.4%</b>	<b>5</b>
2010 Federal Housing Finance Agency	287	75.3%	14.4%	10.3%	2
2008 Federal Housing Finance Agency	253	83.2%	11.5%	5.3%	2
2006 Federal Housing Finance Agency	90	86.8%	9.6%	3.5%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Federal Housing Finance Agency</b>	<b>308</b>	<b>76.9%</b>	<b>10.7%</b>	<b>12.4%</b>	<b>2</b>
2010 Federal Housing Finance Agency	289	69.1%	13.8%	17.1%	0
2008 Federal Housing Finance Agency	254	77.2%	8.0%	14.8%	1
2006 Federal Housing Finance Agency	90	82.0%	11.5%	6.4%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Federal Housing Finance Agency</b>	<b>311</b>	<b>64.4%</b>	<b>13.8%</b>	<b>21.8%</b>	<b>2</b>
2010 Federal Housing Finance Agency	289	64.6%	13.3%	22.1%	1
2008 Federal Housing Finance Agency	250	70.7%	13.5%	15.8%	5
2006 Federal Housing Finance Agency	89	72.4%	11.1%	16.5%	1

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Federal Housing Finance Agency</b>	<b>311</b>	<b>75.2%</b>	<b>15.8%</b>	<b>9.0%</b>	<b>1</b>
2010 Federal Housing Finance Agency	290	77.8%	14.7%	7.5%	1
2008 Federal Housing Finance Agency	253	84.7%	12.3%	3.0%	2
2006 Federal Housing Finance Agency	90	80.9%	13.3%	5.8%	0

# Federal Housing Finance Agency

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Federal Housing Finance Agency</b>	<b>287</b>	<b>55.2%</b>	<b>18.5%</b>	<b>26.3%</b>	<b>27</b>
2010 Federal Housing Finance Agency	258	58.2%	15.7%	26.0%	31
2008 Federal Housing Finance Agency	215	55.6%	28.8%	15.7%	40
2006 Federal Housing Finance Agency	76	57.3%	24.3%	18.5%	14

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Federal Housing Finance Agency</b>	<b>307</b>	<b>50.8%</b>	<b>23.3%</b>	<b>25.9%</b>	<b>7</b>
2010 Federal Housing Finance Agency	285	54.1%	20.8%	25.1%	3
2008 Federal Housing Finance Agency	253	55.5%	23.3%	21.2%	2
2006 Federal Housing Finance Agency	90	43.5%	26.7%	29.8%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Federal Housing Finance Agency</b>	<b>308</b>	<b>55.0%</b>	<b>17.5%</b>	<b>27.5%</b>	<b>2</b>
2010 Federal Housing Finance Agency	288	50.9%	17.3%	31.8%	3
2008 Federal Housing Finance Agency	252	58.2%	20.0%	21.8%	3
2006 Federal Housing Finance Agency	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Federal Housing Finance Agency</b>	<b>254</b>	<b>63.0%</b>	<b>15.2%</b>	<b>21.9%</b>
2010 Federal Housing Finance Agency	276	65.7%	15.5%	18.7%
2008 Federal Housing Finance Agency	255	83.9%	8.6%	7.5%
2006 Federal Housing Finance Agency	90	86.8%	6.7%	6.5%

# Federal Housing Finance Agency

## Trend Report

### My Work Unit (continued)

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Federal Housing Finance Agency</b>	<b>298</b>	<b>53.4%</b>	<b>23.6%</b>	<b>23.0%</b>	<b>14</b>
2010 Federal Housing Finance Agency	276	57.2%	22.7%	20.1%	15
2008 Federal Housing Finance Agency	247	63.8%	16.7%	19.6%	8
2006 Federal Housing Finance Agency	88	53.0%	31.2%	15.9%	2

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Federal Housing Finance Agency</b>	<b>297</b>	<b>39.4%</b>	<b>24.8%</b>	<b>35.8%</b>	<b>17</b>
2010 Federal Housing Finance Agency	265	44.8%	21.1%	34.1%	26
2008 Federal Housing Finance Agency	237	46.6%	23.5%	29.9%	18
2006 Federal Housing Finance Agency	82	55.1%	22.0%	22.9%	8

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Federal Housing Finance Agency</b>	<b>281</b>	<b>25.4%</b>	<b>30.0%</b>	<b>44.5%</b>	<b>33</b>
2010 Federal Housing Finance Agency	241	28.9%	31.3%	39.8%	47
2008 Federal Housing Finance Agency	214	41.0%	27.1%	31.9%	41
2006 Federal Housing Finance Agency	77	28.8%	42.1%	29.1%	13

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Federal Housing Finance Agency</b>	<b>290</b>	<b>33.9%</b>	<b>25.4%</b>	<b>40.7%</b>	<b>23</b>
2010 Federal Housing Finance Agency	259	39.7%	23.1%	37.2%	32
2008 Federal Housing Finance Agency	245	39.0%	30.9%	30.1%	10
2006 Federal Housing Finance Agency	78	36.5%	35.2%	28.3%	12

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Federal Housing Finance Agency</b>	<b>284</b>	<b>38.5%</b>	<b>24.9%</b>	<b>36.5%</b>	<b>28</b>
2010 Federal Housing Finance Agency	265	43.3%	22.6%	34.2%	25
2008 Federal Housing Finance Agency	242	46.9%	25.5%	27.6%	13
2006 Federal Housing Finance Agency	80	46.0%	32.8%	21.1%	10

# Federal Housing Finance Agency

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Federal Housing Finance Agency</b>	<b>311</b>	<b>68.1%</b>	<b>11.9%</b>	<b>20.0%</b>	<b>1</b>
2010 Federal Housing Finance Agency	290	65.3%	17.5%	17.2%	1
2008 Federal Housing Finance Agency	254	76.4%	13.4%	10.2%	1
2006 Federal Housing Finance Agency	90	73.2%	12.9%	13.9%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Federal Housing Finance Agency</b>	<b>295</b>	<b>50.0%</b>	<b>30.7%</b>	<b>19.3%</b>	<b>16</b>
2010 Federal Housing Finance Agency	270	57.2%	26.5%	16.3%	18
2008 Federal Housing Finance Agency	248	60.7%	25.3%	14.1%	7
2006 Federal Housing Finance Agency	87	64.2%	25.4%	10.4%	3

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Federal Housing Finance Agency</b>	<b>309</b>	<b>73.5%</b>	<b>18.4%</b>	<b>8.1%</b>
2010 Federal Housing Finance Agency	288	77.7%	16.2%	6.0%
2008 Federal Housing Finance Agency	255	81.1%	18.1%	0.8%
2006 Federal Housing Finance Agency	90	84.3%	12.5%	3.2%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Federal Housing Finance Agency</b>	<b>301</b>	<b>64.4%</b>	<b>18.0%</b>	<b>17.6%</b>	<b>8</b>
2010 Federal Housing Finance Agency	284	67.3%	14.8%	17.8%	5
2008 Federal Housing Finance Agency	253	77.2%	10.5%	12.2%	2
2006 Federal Housing Finance Agency	90	79.4%	10.8%	9.8%	0

# Federal Housing Finance Agency

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Federal Housing Finance Agency</b>	<b>300</b>	<b>31.8%</b>	<b>21.8%</b>	<b>46.4%</b>	<b>9</b>
2010 Federal Housing Finance Agency	278	29.7%	26.4%	43.9%	12
2008 Federal Housing Finance Agency	245	42.2%	29.4%	28.5%	10
2006 Federal Housing Finance Agency	87	39.8%	26.9%	33.3%	3

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Federal Housing Finance Agency</b>	<b>299</b>	<b>42.0%</b>	<b>22.9%</b>	<b>35.1%</b>	<b>11</b>
2010 Federal Housing Finance Agency	284	45.5%	20.3%	34.2%	5
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Federal Housing Finance Agency</b>	<b>297</b>	<b>30.6%</b>	<b>30.3%</b>	<b>39.1%</b>	<b>12</b>
2010 Federal Housing Finance Agency	281	33.9%	28.0%	38.1%	9
2008 Federal Housing Finance Agency	247	40.4%	28.8%	30.8%	8
2006 Federal Housing Finance Agency	83	42.1%	29.6%	28.3%	7

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Federal Housing Finance Agency</b>	<b>288</b>	<b>32.8%</b>	<b>20.2%</b>	<b>47.1%</b>	<b>23</b>
2010 Federal Housing Finance Agency	267	40.7%	24.8%	34.6%	22
2008 Federal Housing Finance Agency	241	48.8%	24.0%	27.1%	14
2006 Federal Housing Finance Agency	84	53.0%	22.9%	24.1%	6

# Federal Housing Finance Agency

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Federal Housing Finance Agency</b>	<b>278</b>	<b>55.7%</b>	<b>24.9%</b>	<b>19.4%</b>	<b>31</b>
2010 Federal Housing Finance Agency	263	54.3%	29.3%	16.4%	27
2008 Federal Housing Finance Agency	236	70.2%	21.9%	7.8%	19
2006 Federal Housing Finance Agency	84	60.8%	29.7%	9.5%	6

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Federal Housing Finance Agency</b>	<b>300</b>	<b>82.6%</b>	<b>13.0%</b>	<b>4.4%</b>	<b>10</b>
2010 Federal Housing Finance Agency	280	80.1%	15.4%	4.4%	10
2008 Federal Housing Finance Agency	248	86.0%	8.4%	5.6%	7
2006 Federal Housing Finance Agency	89	94.6%	2.1%	3.2%	1

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Federal Housing Finance Agency</b>	<b>303</b>	<b>75.0%</b>	<b>16.3%</b>	<b>8.7%</b>	<b>5</b>
2010 Federal Housing Finance Agency	277	64.7%	24.1%	11.2%	13
2008 Federal Housing Finance Agency	248	85.6%	9.2%	5.2%	7
2006 Federal Housing Finance Agency	88	88.8%	3.6%	7.6%	2

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Federal Housing Finance Agency</b>	<b>283</b>	<b>48.8%</b>	<b>21.5%</b>	<b>29.7%</b>	<b>28</b>
2010 Federal Housing Finance Agency	259	45.2%	25.6%	29.2%	31
2008 Federal Housing Finance Agency	218	53.5%	23.2%	23.3%	37
2006 Federal Housing Finance Agency	76	47.8%	26.5%	25.7%	14

# Federal Housing Finance Agency

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Federal Housing Finance Agency</b>	<b>270</b>	<b>64.3%</b>	<b>18.9%</b>	<b>16.9%</b>	<b>38</b>
2010 Federal Housing Finance Agency	254	59.7%	22.3%	18.0%	36
2008 Federal Housing Finance Agency	218	68.2%	18.7%	13.1%	37
2006 Federal Housing Finance Agency	74	68.8%	22.2%	8.9%	16

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Federal Housing Finance Agency</b>	<b>298</b>	<b>51.0%</b>	<b>26.2%</b>	<b>22.8%</b>	<b>9</b>
2010 Federal Housing Finance Agency	279	49.4%	26.9%	23.8%	9
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Federal Housing Finance Agency</b>	<b>308</b>	<b>52.2%</b>	<b>29.7%</b>	<b>18.1%</b>
2010 Federal Housing Finance Agency	287	53.7%	26.6%	19.7%
2008 Federal Housing Finance Agency	255	63.6%	20.8%	15.7%
2006 Federal Housing Finance Agency	90	64.9%	13.4%	21.7%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Federal Housing Finance Agency</b>	<b>287</b>	<b>44.7%</b>	<b>25.0%</b>	<b>30.4%</b>	<b>22</b>
2010 Federal Housing Finance Agency	265	44.5%	19.5%	35.9%	25
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

# Federal Housing Finance Agency

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Federal Housing Finance Agency</b>	<b>303</b>	<b>80.2%</b>	<b>12.4%</b>	<b>7.4%</b>	<b>5</b>
2010 Federal Housing Finance Agency	286	82.8%	12.1%	5.2%	2
2008 Federal Housing Finance Agency	254	85.9%	9.9%	4.1%	1
2006 Federal Housing Finance Agency	90	81.1%	15.7%	3.2%	0

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Federal Housing Finance Agency</b>	<b>306</b>	<b>62.1%</b>	<b>20.2%</b>	<b>17.8%</b>	<b>1</b>
2010 Federal Housing Finance Agency	288	66.2%	14.7%	19.0%	0
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Federal Housing Finance Agency</b>	<b>299</b>	<b>53.3%</b>	<b>24.2%</b>	<b>22.5%</b>	<b>9</b>
2010 Federal Housing Finance Agency	286	61.3%	18.8%	20.0%	1
2008 Federal Housing Finance Agency	251	65.2%	16.8%	18.0%	4
2006 Federal Housing Finance Agency	90	62.5%	21.1%	16.4%	0

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Federal Housing Finance Agency</b>	<b>281</b>	<b>63.0%</b>	<b>28.1%</b>	<b>8.9%</b>	<b>25</b>
2010 Federal Housing Finance Agency	260	67.9%	21.9%	10.2%	27
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Federal Housing Finance Agency</b>	<b>300</b>	<b>52.9%</b>	<b>23.3%</b>	<b>23.8%</b>	<b>5</b>
2010 Federal Housing Finance Agency	284	56.9%	21.0%	22.1%	2
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

# Federal Housing Finance Agency

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Federal Housing Finance Agency</b>	<b>304</b>	<b>68.7%</b>	<b>17.0%</b>	<b>14.2%</b>	<b>2</b>
2010 Federal Housing Finance Agency	282	74.0%	15.4%	10.6%	4
2008 Federal Housing Finance Agency	254	76.7%	13.9%	9.4%	1
2006 Federal Housing Finance Agency	90	76.5%	14.6%	8.9%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Federal Housing Finance Agency</b>	<b>306</b>	<b>72.1%</b>	<b>14.6%</b>	<b>13.3%</b>
2010 Federal Housing Finance Agency	287	75.4%	13.0%	11.6%
2008 Federal Housing Finance Agency	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Federal Housing Finance Agency</b>	<b>304</b>	<b>75.7%</b>	<b>13.1%</b>	<b>11.2%</b>
2010 Federal Housing Finance Agency	287	78.2%	12.2%	9.7%
2008 Federal Housing Finance Agency	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Federal Housing Finance Agency</b>	<b>307</b>	<b>74.5%</b>	<b>11.3%</b>	<b>14.1%</b>
2010 Federal Housing Finance Agency	287	82.8%	10.1%	7.1%
2008 Federal Housing Finance Agency	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Federal Housing Finance Agency</b>	<b>304</b>	<b>60.1%</b>	<b>20.2%</b>	<b>19.8%</b>
2010 Federal Housing Finance Agency	286	67.7%	15.0%	17.3%
2008 Federal Housing Finance Agency	255	67.7%	16.9%	15.4%
2006 Federal Housing Finance Agency	90	69.4%	20.9%	9.7%

# Federal Housing Finance Agency

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Federal Housing Finance Agency</b>	<b>307</b>	<b>61.0%</b>	<b>23.1%</b>	<b>15.9%</b>
2010 Federal Housing Finance Agency	285	68.3%	17.8%	13.9%
2008 Federal Housing Finance Agency	255	68.8%	17.4%	13.8%
2006 Federal Housing Finance Agency	90	72.2%	18.1%	9.7%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Federal Housing Finance Agency</b>	<b>302</b>	<b>31.8%</b>	<b>21.2%</b>	<b>46.9%</b>	<b>4</b>
2010 Federal Housing Finance Agency	284	28.4%	30.8%	40.8%	2
2008 Federal Housing Finance Agency	251	38.6%	23.7%	37.7%	4
2006 Federal Housing Finance Agency	90	47.4%	24.5%	28.0%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Federal Housing Finance Agency</b>	<b>295</b>	<b>47.3%</b>	<b>23.7%</b>	<b>28.9%</b>	<b>8</b>
2010 Federal Housing Finance Agency	272	52.8%	23.8%	23.4%	14
2008 Federal Housing Finance Agency	241	59.2%	21.8%	18.9%	14
2006 Federal Housing Finance Agency	85	63.6%	21.9%	14.5%	5

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Federal Housing Finance Agency</b>	<b>282</b>	<b>53.8%</b>	<b>23.3%</b>	<b>22.9%</b>	<b>22</b>
2010 Federal Housing Finance Agency	264	53.0%	22.9%	24.1%	21
2008 Federal Housing Finance Agency	245	71.9%	19.2%	8.9%	10
2006 Federal Housing Finance Agency	87	67.6%	22.3%	10.1%	3

# Federal Housing Finance Agency

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Federal Housing Finance Agency</b>	<b>303</b>	<b>53.3%</b>	<b>17.8%</b>	<b>28.9%</b>	<b>3</b>
2010 Federal Housing Finance Agency	282	49.8%	20.6%	29.7%	3
2008 Federal Housing Finance Agency	251	56.7%	18.8%	24.5%	4
2006 Federal Housing Finance Agency	90	66.8%	15.0%	18.2%	0

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Federal Housing Finance Agency</b>	<b>283</b>	<b>53.3%</b>	<b>24.5%</b>	<b>22.2%</b>	<b>19</b>
2010 Federal Housing Finance Agency	272	53.0%	22.1%	24.9%	11
2008 Federal Housing Finance Agency	238	62.6%	19.0%	18.4%	17
2006 Federal Housing Finance Agency	86	67.2%	17.2%	15.6%	4

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Federal Housing Finance Agency</b>	<b>297</b>	<b>42.5%</b>	<b>18.5%</b>	<b>39.1%</b>	<b>8</b>
2010 Federal Housing Finance Agency	281	40.6%	18.7%	40.7%	4
2008 Federal Housing Finance Agency	252	51.9%	22.5%	25.5%	3
2006 Federal Housing Finance Agency	89	55.1%	14.5%	30.4%	1

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Federal Housing Finance Agency</b>	<b>296</b>	<b>43.6%</b>	<b>23.7%</b>	<b>32.8%</b>	<b>9</b>
2010 Federal Housing Finance Agency	274	44.4%	21.3%	34.2%	6
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Federal Housing Finance Agency</b>	<b>286</b>	<b>43.3%</b>	<b>22.6%</b>	<b>34.1%</b>	<b>12</b>
2010 Federal Housing Finance Agency	273	45.2%	28.6%	26.3%	11
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

# Federal Housing Finance Agency

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Federal Housing Finance Agency</b>	<b>302</b>	<b>45.8%</b>	<b>20.5%</b>	<b>33.7%</b>	<b>1</b>
2010 Federal Housing Finance Agency	276	48.1%	18.3%	33.6%	4
2008 Federal Housing Finance Agency	254	52.6%	20.6%	26.8%	1
2006 Federal Housing Finance Agency	90	62.8%	14.9%	22.3%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Federal Housing Finance Agency</b>	<b>291</b>	<b>69.0%</b>	<b>20.9%</b>	<b>10.1%</b>	<b>12</b>
2010 Federal Housing Finance Agency	265	64.4%	24.0%	11.6%	20
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Federal Housing Finance Agency</b>	<b>305</b>	<b>43.3%</b>	<b>26.6%</b>	<b>30.1%</b>
2010 Federal Housing Finance Agency	285	44.1%	24.2%	31.7%
2008 Federal Housing Finance Agency	255	50.9%	18.2%	30.9%
2006 Federal Housing Finance Agency	90	55.1%	19.9%	25.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Federal Housing Finance Agency</b>	<b>306</b>	<b>40.6%</b>	<b>24.0%</b>	<b>35.4%</b>
2010 Federal Housing Finance Agency	283	40.0%	23.1%	36.9%
2008 Federal Housing Finance Agency	255	40.0%	22.5%	37.6%
2006 Federal Housing Finance Agency	90	48.4%	22.4%	29.2%

# Federal Housing Finance Agency

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Federal Housing Finance Agency</b>	<b>304</b>	<b>44.8%</b>	<b>25.1%</b>	<b>30.1%</b>
2010 Federal Housing Finance Agency	284	46.6%	24.6%	28.8%
2008 Federal Housing Finance Agency	255	53.0%	20.2%	26.7%
2006 Federal Housing Finance Agency	90	57.4%	16.0%	26.6%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Federal Housing Finance Agency</b>	<b>305</b>	<b>35.8%</b>	<b>28.9%</b>	<b>35.3%</b>
2010 Federal Housing Finance Agency	284	35.6%	26.8%	37.6%
2008 Federal Housing Finance Agency	255	41.2%	28.2%	30.5%
2006 Federal Housing Finance Agency	90	54.4%	22.6%	23.0%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Federal Housing Finance Agency</b>	<b>305</b>	<b>30.0%</b>	<b>34.0%</b>	<b>36.0%</b>
2010 Federal Housing Finance Agency	283	26.6%	34.2%	39.2%
2008 Federal Housing Finance Agency	255	34.9%	28.3%	36.8%
2006 Federal Housing Finance Agency	90	36.1%	31.8%	32.1%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Federal Housing Finance Agency</b>	<b>304</b>	<b>57.2%</b>	<b>30.4%</b>	<b>12.4%</b>
2010 Federal Housing Finance Agency	284	59.3%	30.4%	10.4%
2008 Federal Housing Finance Agency	255	65.9%	22.7%	11.4%
2006 Federal Housing Finance Agency	90	62.1%	25.4%	12.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Federal Housing Finance Agency</b>	<b>305</b>	<b>57.4%</b>	<b>22.2%</b>	<b>20.4%</b>
2010 Federal Housing Finance Agency	285	57.4%	23.2%	19.5%
2008 Federal Housing Finance Agency	255	63.4%	19.5%	17.1%
2006 Federal Housing Finance Agency	90	67.1%	14.4%	18.5%

# Federal Housing Finance Agency

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Federal Housing Finance Agency</b>	<b>305</b>	<b>66.7%</b>	<b>15.2%</b>	<b>18.0%</b>
2010 Federal Housing Finance Agency	285	64.7%	15.5%	19.8%
2008 Federal Housing Finance Agency	255	62.2%	19.0%	18.7%
2006 Federal Housing Finance Agency	90	65.5%	16.3%	18.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Federal Housing Finance Agency</b>	<b>305</b>	<b>50.4%</b>	<b>21.8%</b>	<b>27.7%</b>
2010 Federal Housing Finance Agency	284	51.9%	19.5%	28.6%
2008 Federal Housing Finance Agency	255	55.1%	21.0%	24.0%
2006 Federal Housing Finance Agency	90	59.0%	17.8%	23.2%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Federal Housing Finance Agency</b>	<b>304</b>	<b>74.9%</b>	<b>20.9%</b>	<b>4.1%</b>
2010 Federal Housing Finance Agency	--	--	--	--
2008 Federal Housing Finance Agency	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Federal Housing Finance Agency</b>	<b>304</b>	<b>14.7%</b>	<b>16.1%</b>	<b>8.7%</b>	<b>29.8%</b>
2010 Federal Housing Finance Agency	--	--	--	--	--
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

(continued)

# Federal Housing Finance Agency

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Federal Housing Finance Agency</b>	<b>304</b>	<b>4.4%</b>	<b>0.3%</b>	<b>8.9%</b>	<b>17.1%</b>
2010 Federal Housing Finance Agency	--	--	--	--	--
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Federal Housing Finance Agency</b>	<b>305</b>	<b>77.4%</b>	<b>18.9%</b>	<b>3.8%</b>
2010 Federal Housing Finance Agency	--	--	--	--
2008 Federal Housing Finance Agency	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Federal Housing Finance Agency</b>	<b>303</b>	<b>68.2%</b>	<b>29.3%</b>	<b>2.5%</b>
2010 Federal Housing Finance Agency	--	--	--	--
2008 Federal Housing Finance Agency	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Federal Housing Finance Agency</b>	<b>300</b>	<b>13.7%</b>	<b>83.8%</b>	<b>2.4%</b>
2010 Federal Housing Finance Agency	--	--	--	--
2008 Federal Housing Finance Agency	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--

# Federal Housing Finance Agency

## Trend Report

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Federal Housing Finance Agency</b>	<b>300</b>	<b>3.1%</b>	<b>83.9%</b>	<b>13.1%</b>
2010 Federal Housing Finance Agency	--	--	--	--
2008 Federal Housing Finance Agency	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Federal Housing Finance Agency</b>	<b>298</b>	<b>1.2%</b>	<b>83.3%</b>	<b>15.5%</b>
2010 Federal Housing Finance Agency	--	--	--	--
2008 Federal Housing Finance Agency	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Federal Housing Finance Agency</b>	<b>265</b>	<b>67.7%</b>	<b>20.6%</b>	<b>11.7%</b>	<b>38</b>
2010 Federal Housing Finance Agency	246	61.6%	24.1%	14.3%	35
2008 Federal Housing Finance Agency	204	57.0%	23.6%	19.4%	51
2006 Federal Housing Finance Agency	63	43.6%	25.2%	31.2%	27

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Federal Housing Finance Agency</b>	<b>279</b>	<b>85.7%</b>	<b>9.9%</b>	<b>4.3%</b>	<b>23</b>
2010 Federal Housing Finance Agency	271	87.7%	6.4%	5.9%	13
2008 Federal Housing Finance Agency	241	82.0%	12.0%	5.9%	14
2006 Federal Housing Finance Agency	82	82.9%	12.1%	4.9%	8

# Federal Housing Finance Agency

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Federal Housing Finance Agency</b>	<b>257</b>	<b>82.2%</b>	<b>14.0%</b>	<b>3.8%</b>	<b>44</b>
2010 Federal Housing Finance Agency	276	85.3%	11.4%	3.3%	7
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Federal Housing Finance Agency</b>	<b>122</b>	<b>40.3%</b>	<b>53.8%</b>	<b>5.9%</b>	<b>181</b>
2010 Federal Housing Finance Agency	140	55.7%	40.4%	3.9%	144
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Federal Housing Finance Agency</b>	<b>80</b>	<b>23.3%</b>	<b>66.0%</b>	<b>10.7%</b>	<b>221</b>
2010 Federal Housing Finance Agency	97	24.2%	67.3%	8.5%	187
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Federal Housing Finance Agency</b>	<b>77</b>	<b>24.2%</b>	<b>69.0%</b>	<b>6.8%</b>	<b>223</b>
2010 Federal Housing Finance Agency	100	21.4%	68.2%	10.4%	183
2008 Federal Housing Finance Agency	--	--	--	--	--
2006 Federal Housing Finance Agency	--	--	--	--	--



# Federal Labor Relations Authority

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>
2010 Federal Labor Relations Authority	81
2008 Federal Labor Relations Authority	79
2006 Federal Labor Relations Authority	89

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>69.5%</b>	<b>11.1%</b>	<b>19.4%</b>
2010 Federal Labor Relations Authority	81	67.7%	14.9%	17.4%
2008 Federal Labor Relations Authority	79	35.5%	22.0%	42.5%
2006 Federal Labor Relations Authority	89	33.7%	13.8%	52.5%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>81.1%</b>	<b>9.6%</b>	<b>9.3%</b>
2010 Federal Labor Relations Authority	80	83.7%	7.1%	9.2%
2008 Federal Labor Relations Authority	79	55.0%	19.9%	25.1%
2006 Federal Labor Relations Authority	89	50.6%	21.0%	28.4%

# Federal Labor Relations Authority

## *Trend Report*

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>64.3%</b>	<b>16.9%</b>	<b>18.8%</b>
2010 Federal Labor Relations Authority	80	59.8%	19.3%	20.8%
2008 Federal Labor Relations Authority	79	26.0%	24.6%	49.4%
2006 Federal Labor Relations Authority	89	24.3%	16.9%	58.8%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>81.2%</b>	<b>10.7%</b>	<b>8.2%</b>
2010 Federal Labor Relations Authority	81	78.8%	7.6%	13.6%
2008 Federal Labor Relations Authority	79	53.9%	16.9%	29.1%
2006 Federal Labor Relations Authority	89	49.9%	17.6%	32.6%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>86.3%</b>	<b>6.2%</b>	<b>7.5%</b>
2010 Federal Labor Relations Authority	81	85.7%	6.4%	7.9%
2008 Federal Labor Relations Authority	79	76.0%	7.4%	16.6%
2006 Federal Labor Relations Authority	89	78.6%	10.5%	10.9%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>92.2%</b>	<b>1.9%</b>	<b>5.9%</b>
2010 Federal Labor Relations Authority	81	90.3%	4.8%	5.0%
2008 Federal Labor Relations Authority	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>98.3%</b>	<b>0.8%</b>	<b>0.8%</b>
2010 Federal Labor Relations Authority	81	99.0%	1.0%	0.0%
2008 Federal Labor Relations Authority	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--

# Federal Labor Relations Authority

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>90.8%</b>	<b>7.5%</b>	<b>1.7%</b>
2010 Federal Labor Relations Authority	81	83.8%	13.5%	2.7%
2008 Federal Labor Relations Authority	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>54.4%</b>	<b>3.9%</b>	<b>41.7%</b>	<b>0</b>
2010 Federal Labor Relations Authority	81	49.7%	11.5%	38.8%	0
2008 Federal Labor Relations Authority	77	23.5%	11.1%	65.4%	2
2006 Federal Labor Relations Authority	88	17.0%	5.7%	77.3%	1

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>65.0%</b>	<b>8.2%</b>	<b>26.8%</b>	<b>0</b>
2010 Federal Labor Relations Authority	79	56.0%	8.5%	35.5%	0
2008 Federal Labor Relations Authority	78	51.3%	11.2%	37.5%	1
2006 Federal Labor Relations Authority	88	55.0%	15.2%	29.8%	1

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>69.9%</b>	<b>11.2%</b>	<b>18.8%</b>	<b>0</b>
2010 Federal Labor Relations Authority	80	62.2%	16.5%	21.3%	0
2008 Federal Labor Relations Authority	78	41.8%	20.8%	37.3%	1
2006 Federal Labor Relations Authority	89	37.4%	15.9%	46.7%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>94.6%</b>	<b>2.4%</b>	<b>3.0%</b>	<b>0</b>
2010 Federal Labor Relations Authority	81	90.1%	5.0%	4.9%	0
2008 Federal Labor Relations Authority	76	66.0%	9.8%	24.2%	3
2006 Federal Labor Relations Authority	88	61.1%	13.3%	25.6%	1

# Federal Labor Relations Authority

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>94.1%</b>	<b>4.9%</b>	<b>0.9%</b>	<b>0</b>
2010 Federal Labor Relations Authority	79	91.2%	6.1%	2.7%	0
2008 Federal Labor Relations Authority	78	79.3%	8.9%	11.8%	1
2006 Federal Labor Relations Authority	89	78.3%	14.9%	6.8%	0

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>86.1%</b>	<b>8.8%</b>	<b>5.2%</b>	<b>0</b>
2010 Federal Labor Relations Authority	81	86.6%	10.9%	2.6%	0
2008 Federal Labor Relations Authority	77	75.5%	11.6%	12.9%	2
2006 Federal Labor Relations Authority	89	75.8%	13.2%	11.0%	0

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Federal Labor Relations Authority</b>	<b>83</b>	<b>85.7%</b>	<b>6.4%</b>	<b>7.9%</b>	<b>7</b>
2010 Federal Labor Relations Authority	78	83.7%	11.1%	5.3%	1
2008 Federal Labor Relations Authority	71	64.9%	18.3%	16.8%	8
2006 Federal Labor Relations Authority	86	58.6%	28.7%	12.7%	3

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>93.2%</b>	<b>5.9%</b>	<b>0.9%</b>	<b>0</b>
2010 Federal Labor Relations Authority	81	90.3%	8.1%	1.5%	0
2008 Federal Labor Relations Authority	79	80.2%	13.5%	6.3%	0
2006 Federal Labor Relations Authority	87	83.6%	10.8%	5.6%	2

# Federal Labor Relations Authority

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Federal Labor Relations Authority</b>	<b>84</b>	<b>66.6%</b>	<b>22.0%</b>	<b>11.4%</b>	<b>7</b>
2010 Federal Labor Relations Authority	73	64.7%	21.6%	13.7%	8
2008 Federal Labor Relations Authority	65	33.9%	37.7%	28.4%	14
2006 Federal Labor Relations Authority	69	20.6%	27.1%	52.3%	20

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>44.3%</b>	<b>18.6%</b>	<b>37.1%</b>	<b>0</b>
2010 Federal Labor Relations Authority	78	46.2%	30.7%	23.1%	1
2008 Federal Labor Relations Authority	78	25.1%	20.0%	54.9%	1
2006 Federal Labor Relations Authority	87	15.6%	23.2%	61.2%	2

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Federal Labor Relations Authority</b>	<b>79</b>	<b>71.1%</b>	<b>16.6%</b>	<b>12.3%</b>	<b>12</b>
2010 Federal Labor Relations Authority	72	78.2%	13.2%	8.7%	8
2008 Federal Labor Relations Authority	66	51.5%	21.1%	27.5%	13
2006 Federal Labor Relations Authority	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Federal Labor Relations Authority</b>	<b>83</b>	<b>87.9%</b>	<b>5.8%</b>	<b>6.4%</b>
2010 Federal Labor Relations Authority	77	81.5%	10.2%	8.3%
2008 Federal Labor Relations Authority	79	80.3%	9.5%	10.2%
2006 Federal Labor Relations Authority	89	83.4%	3.1%	13.5%

# Federal Labor Relations Authority

## Trend Report

### My Work Unit (continued)

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Federal Labor Relations Authority</b>	<b>85</b>	<b>51.5%</b>	<b>20.7%</b>	<b>27.8%</b>	<b>6</b>
2010 Federal Labor Relations Authority	75	44.9%	21.8%	33.3%	5
2008 Federal Labor Relations Authority	69	20.6%	25.9%	53.5%	10
2006 Federal Labor Relations Authority	80	20.6%	27.6%	51.7%	9

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Federal Labor Relations Authority</b>	<b>80</b>	<b>61.1%</b>	<b>24.1%</b>	<b>14.8%</b>	<b>11</b>
2010 Federal Labor Relations Authority	66	48.7%	22.0%	29.3%	13
2008 Federal Labor Relations Authority	67	34.0%	29.6%	36.4%	12
2006 Federal Labor Relations Authority	77	45.3%	24.4%	30.2%	12

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Federal Labor Relations Authority</b>	<b>77</b>	<b>61.7%</b>	<b>17.8%</b>	<b>20.4%</b>	<b>14</b>
2010 Federal Labor Relations Authority	66	41.3%	27.3%	31.4%	14
2008 Federal Labor Relations Authority	67	25.1%	25.5%	49.4%	12
2006 Federal Labor Relations Authority	75	28.7%	38.4%	33.0%	14

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Federal Labor Relations Authority</b>	<b>86</b>	<b>53.3%</b>	<b>26.6%</b>	<b>20.1%</b>	<b>5</b>
2010 Federal Labor Relations Authority	73	50.7%	24.4%	24.9%	8
2008 Federal Labor Relations Authority	71	26.4%	27.1%	46.5%	8
2006 Federal Labor Relations Authority	85	34.1%	21.8%	44.1%	4

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Federal Labor Relations Authority</b>	<b>82</b>	<b>69.6%</b>	<b>14.9%</b>	<b>15.5%</b>	<b>9</b>
2010 Federal Labor Relations Authority	73	60.7%	15.0%	24.3%	8
2008 Federal Labor Relations Authority	72	41.5%	25.0%	33.5%	7
2006 Federal Labor Relations Authority	84	48.5%	21.2%	30.3%	5

# Federal Labor Relations Authority

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>93.1%</b>	<b>3.8%</b>	<b>3.1%</b>	<b>0</b>
2010 Federal Labor Relations Authority	81	81.6%	8.1%	10.3%	0
2008 Federal Labor Relations Authority	79	76.0%	7.7%	16.3%	0
2006 Federal Labor Relations Authority	88	79.7%	12.4%	7.9%	1

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Federal Labor Relations Authority</b>	<b>84</b>	<b>68.4%</b>	<b>19.2%</b>	<b>12.4%</b>	<b>5</b>
2010 Federal Labor Relations Authority	74	58.0%	32.2%	9.8%	6
2008 Federal Labor Relations Authority	77	33.8%	31.1%	35.1%	2
2006 Federal Labor Relations Authority	87	28.5%	38.4%	33.2%	2

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>88.9%</b>	<b>9.4%</b>	<b>1.8%</b>
2010 Federal Labor Relations Authority	80	93.9%	6.1%	0.0%
2008 Federal Labor Relations Authority	79	79.0%	17.6%	3.4%
2006 Federal Labor Relations Authority	89	89.5%	8.0%	2.5%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Federal Labor Relations Authority</b>	<b>88</b>	<b>88.0%</b>	<b>7.5%</b>	<b>4.5%</b>	<b>2</b>
2010 Federal Labor Relations Authority	81	84.5%	10.2%	5.2%	0
2008 Federal Labor Relations Authority	77	69.5%	13.0%	17.5%	2
2006 Federal Labor Relations Authority	87	68.6%	20.0%	11.5%	2

# Federal Labor Relations Authority

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>65.8%</b>	<b>18.0%</b>	<b>16.2%</b>	<b>0</b>
2010 Federal Labor Relations Authority	76	58.7%	14.9%	26.4%	5
2008 Federal Labor Relations Authority	76	20.7%	12.0%	67.3%	3
2006 Federal Labor Relations Authority	85	15.7%	22.1%	62.2%	4

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Federal Labor Relations Authority</b>	<b>88</b>	<b>73.5%</b>	<b>12.3%</b>	<b>14.2%</b>	<b>3</b>
2010 Federal Labor Relations Authority	79	69.0%	14.8%	16.2%	2
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Federal Labor Relations Authority</b>	<b>86</b>	<b>50.3%</b>	<b>23.9%</b>	<b>25.7%</b>	<b>5</b>
2010 Federal Labor Relations Authority	76	45.6%	27.1%	27.3%	4
2008 Federal Labor Relations Authority	75	17.1%	26.4%	56.5%	4
2006 Federal Labor Relations Authority	85	20.5%	22.0%	57.5%	4

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Federal Labor Relations Authority</b>	<b>78</b>	<b>38.2%</b>	<b>33.0%</b>	<b>28.8%</b>	<b>13</b>
2010 Federal Labor Relations Authority	71	31.8%	31.9%	36.3%	9
2008 Federal Labor Relations Authority	72	21.1%	27.7%	51.2%	7
2006 Federal Labor Relations Authority	79	27.3%	27.1%	45.6%	10

# Federal Labor Relations Authority

## *Trend Report*

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Federal Labor Relations Authority</b>	<b>84</b>	<b>51.8%</b>	<b>33.2%</b>	<b>15.0%</b>	<b>7</b>
2010 Federal Labor Relations Authority	67	49.4%	25.8%	24.8%	13
2008 Federal Labor Relations Authority	63	30.1%	36.9%	33.0%	16
2006 Federal Labor Relations Authority	77	31.4%	37.5%	31.2%	12

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Federal Labor Relations Authority</b>	<b>89</b>	<b>83.6%</b>	<b>15.5%</b>	<b>0.9%</b>	<b>2</b>
2010 Federal Labor Relations Authority	77	78.7%	16.5%	4.8%	2
2008 Federal Labor Relations Authority	74	71.8%	25.4%	2.8%	5
2006 Federal Labor Relations Authority	88	70.0%	26.8%	3.2%	1

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Federal Labor Relations Authority</b>	<b>88</b>	<b>57.7%</b>	<b>28.2%</b>	<b>14.1%</b>	<b>3</b>
2010 Federal Labor Relations Authority	74	64.3%	23.7%	12.0%	5
2008 Federal Labor Relations Authority	73	42.5%	27.1%	30.4%	6
2006 Federal Labor Relations Authority	86	38.4%	27.3%	34.3%	3

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Federal Labor Relations Authority</b>	<b>86</b>	<b>61.4%</b>	<b>23.2%</b>	<b>15.4%</b>	<b>5</b>
2010 Federal Labor Relations Authority	75	56.0%	21.9%	22.1%	5
2008 Federal Labor Relations Authority	61	27.6%	24.1%	48.3%	18
2006 Federal Labor Relations Authority	75	26.8%	29.1%	44.1%	14

# Federal Labor Relations Authority

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Federal Labor Relations Authority</b>	<b>82</b>	<b>81.9%</b>	<b>10.3%</b>	<b>7.8%</b>	<b>9</b>
2010 Federal Labor Relations Authority	74	69.4%	22.9%	7.8%	5
2008 Federal Labor Relations Authority	58	46.3%	28.1%	25.6%	21
2006 Federal Labor Relations Authority	62	44.3%	41.8%	13.9%	27

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>86.6%</b>	<b>8.1%</b>	<b>5.3%</b>	<b>0</b>
2010 Federal Labor Relations Authority	77	74.2%	16.5%	9.3%	1
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>79.1%</b>	<b>11.1%</b>	<b>9.8%</b>
2010 Federal Labor Relations Authority	81	62.9%	18.8%	18.3%
2008 Federal Labor Relations Authority	79	17.5%	16.3%	66.2%
2006 Federal Labor Relations Authority	89	15.3%	16.1%	68.6%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Federal Labor Relations Authority</b>	<b>84</b>	<b>81.4%</b>	<b>8.8%</b>	<b>9.8%</b>	<b>6</b>
2010 Federal Labor Relations Authority	70	67.3%	18.1%	14.6%	11
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

# Federal Labor Relations Authority

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>91.6%</b>	<b>3.3%</b>	<b>5.1%</b>	<b>0</b>
2010 Federal Labor Relations Authority	80	85.3%	4.0%	10.7%	1
2008 Federal Labor Relations Authority	79	71.2%	17.5%	11.3%	0
2006 Federal Labor Relations Authority	86	78.2%	14.9%	6.9%	3

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>77.0%</b>	<b>12.3%</b>	<b>10.7%</b>	<b>0</b>
2010 Federal Labor Relations Authority	80	69.4%	11.6%	19.0%	1
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Federal Labor Relations Authority</b>	<b>89</b>	<b>75.2%</b>	<b>12.7%</b>	<b>12.1%</b>	<b>1</b>
2010 Federal Labor Relations Authority	79	68.2%	14.0%	17.8%	2
2008 Federal Labor Relations Authority	74	48.7%	29.9%	21.4%	5
2006 Federal Labor Relations Authority	84	42.6%	36.7%	20.7%	5

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Federal Labor Relations Authority</b>	<b>86</b>	<b>74.9%</b>	<b>18.9%</b>	<b>6.1%</b>	<b>5</b>
2010 Federal Labor Relations Authority	70	68.6%	19.5%	12.0%	10
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>72.3%</b>	<b>15.3%</b>	<b>12.3%</b>	<b>0</b>
2010 Federal Labor Relations Authority	79	65.1%	17.9%	17.0%	1
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

# Federal Labor Relations Authority

## *Trend Report*

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Federal Labor Relations Authority</b>	<b>89</b>	<b>78.4%</b>	<b>15.5%</b>	<b>6.1%</b>	<b>2</b>
2010 Federal Labor Relations Authority	77	75.7%	12.3%	12.0%	1
2008 Federal Labor Relations Authority	78	62.8%	19.3%	17.9%	1
2006 Federal Labor Relations Authority	87	57.8%	21.4%	20.7%	2

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>88.8%</b>	<b>8.1%</b>	<b>3.1%</b>
2010 Federal Labor Relations Authority	80	73.8%	13.6%	12.6%
2008 Federal Labor Relations Authority	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>84.1%</b>	<b>10.8%</b>	<b>5.1%</b>
2010 Federal Labor Relations Authority	80	78.9%	10.9%	10.2%
2008 Federal Labor Relations Authority	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>82.4%</b>	<b>9.9%</b>	<b>7.8%</b>
2010 Federal Labor Relations Authority	80	78.1%	6.6%	15.3%
2008 Federal Labor Relations Authority	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Federal Labor Relations Authority</b>	<b>88</b>	<b>73.8%</b>	<b>12.7%</b>	<b>13.5%</b>
2010 Federal Labor Relations Authority	80	66.2%	19.4%	14.4%
2008 Federal Labor Relations Authority	79	50.7%	16.5%	32.8%
2006 Federal Labor Relations Authority	89	56.1%	17.6%	26.3%

# Federal Labor Relations Authority

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>79.4%</b>	<b>13.1%</b>	<b>7.6%</b>
2010 Federal Labor Relations Authority	80	72.4%	16.4%	11.2%
2008 Federal Labor Relations Authority	79	58.3%	16.6%	25.0%
2006 Federal Labor Relations Authority	89	60.7%	15.8%	23.5%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>71.8%</b>	<b>14.3%</b>	<b>13.9%</b>	<b>1</b>
2010 Federal Labor Relations Authority	77	67.5%	20.6%	11.9%	2
2008 Federal Labor Relations Authority	76	10.7%	19.6%	69.7%	3
2006 Federal Labor Relations Authority	86	9.2%	10.4%	80.4%	3

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Federal Labor Relations Authority</b>	<b>85</b>	<b>84.1%</b>	<b>9.2%</b>	<b>6.7%</b>	<b>6</b>
2010 Federal Labor Relations Authority	74	82.0%	7.9%	10.2%	5
2008 Federal Labor Relations Authority	73	16.5%	23.5%	60.0%	6
2006 Federal Labor Relations Authority	78	11.1%	24.1%	64.8%	11

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Federal Labor Relations Authority</b>	<b>88</b>	<b>75.7%</b>	<b>18.7%</b>	<b>5.6%</b>	<b>2</b>
2010 Federal Labor Relations Authority	72	73.6%	18.0%	8.4%	7
2008 Federal Labor Relations Authority	76	54.5%	30.0%	15.5%	3
2006 Federal Labor Relations Authority	86	54.4%	31.1%	14.5%	3

# Federal Labor Relations Authority

## Trend Report

### Leadership (continued)

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Federal Labor Relations Authority</b>	<b>91</b>	<b>87.5%</b>	<b>6.9%</b>	<b>5.7%</b>	<b>0</b>
2010 Federal Labor Relations Authority	78	79.8%	12.6%	7.6%	1
2008 Federal Labor Relations Authority	74	33.6%	12.5%	53.8%	5
2006 Federal Labor Relations Authority	87	14.6%	9.4%	76.0%	2

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Federal Labor Relations Authority</b>	<b>85</b>	<b>87.8%</b>	<b>10.1%</b>	<b>2.1%</b>	<b>5</b>
2010 Federal Labor Relations Authority	75	78.9%	14.4%	6.7%	4
2008 Federal Labor Relations Authority	66	30.3%	24.3%	45.4%	13
2006 Federal Labor Relations Authority	75	25.8%	28.2%	46.0%	14

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Federal Labor Relations Authority</b>	<b>88</b>	<b>76.6%</b>	<b>19.1%</b>	<b>4.3%</b>	<b>2</b>
2010 Federal Labor Relations Authority	76	71.4%	16.0%	12.6%	3
2008 Federal Labor Relations Authority	75	26.5%	16.4%	57.1%	4
2006 Federal Labor Relations Authority	84	14.8%	17.5%	67.8%	5

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Federal Labor Relations Authority</b>	<b>87</b>	<b>71.6%</b>	<b>19.0%</b>	<b>9.4%</b>	<b>3</b>
2010 Federal Labor Relations Authority	76	78.0%	14.3%	7.7%	3
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Federal Labor Relations Authority</b>	<b>87</b>	<b>74.2%</b>	<b>17.7%</b>	<b>8.1%</b>	<b>2</b>
2010 Federal Labor Relations Authority	74	80.0%	7.9%	12.1%	4
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

# Federal Labor Relations Authority

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>82.8%</b>	<b>8.4%</b>	<b>8.7%</b>	<b>0</b>
2010 Federal Labor Relations Authority	78	77.4%	12.4%	10.2%	0
2008 Federal Labor Relations Authority	76	16.9%	17.7%	65.3%	3
2006 Federal Labor Relations Authority	87	10.3%	9.3%	80.4%	2

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Federal Labor Relations Authority</b>	<b>88</b>	<b>82.4%</b>	<b>11.4%</b>	<b>6.2%</b>	<b>2</b>
2010 Federal Labor Relations Authority	76	76.5%	16.6%	6.9%	3
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Federal Labor Relations Authority</b>	<b>88</b>	<b>62.8%</b>	<b>18.5%</b>	<b>18.7%</b>
2010 Federal Labor Relations Authority	79	52.8%	22.4%	24.8%
2008 Federal Labor Relations Authority	79	23.7%	17.1%	59.2%
2006 Federal Labor Relations Authority	89	15.6%	16.8%	67.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>77.9%</b>	<b>12.1%</b>	<b>10.0%</b>
2010 Federal Labor Relations Authority	80	67.3%	14.7%	18.0%
2008 Federal Labor Relations Authority	79	12.4%	8.9%	78.7%
2006 Federal Labor Relations Authority	89	5.4%	9.1%	85.5%

# Federal Labor Relations Authority

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>67.5%</b>	<b>17.0%</b>	<b>15.6%</b>
2010 Federal Labor Relations Authority	80	67.7%	11.8%	20.4%
2008 Federal Labor Relations Authority	79	32.8%	20.1%	47.1%
2006 Federal Labor Relations Authority	89	31.3%	26.2%	42.5%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>67.2%</b>	<b>23.4%</b>	<b>9.4%</b>
2010 Federal Labor Relations Authority	79	66.2%	21.3%	12.4%
2008 Federal Labor Relations Authority	79	9.9%	12.5%	77.6%
2006 Federal Labor Relations Authority	89	6.8%	12.8%	80.4%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>44.4%</b>	<b>29.6%</b>	<b>26.0%</b>
2010 Federal Labor Relations Authority	77	31.1%	31.6%	37.3%
2008 Federal Labor Relations Authority	79	5.1%	36.7%	58.2%
2006 Federal Labor Relations Authority	89	5.6%	33.1%	61.3%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>59.4%</b>	<b>19.9%</b>	<b>20.7%</b>
2010 Federal Labor Relations Authority	80	57.0%	18.2%	24.8%
2008 Federal Labor Relations Authority	79	24.1%	17.7%	58.2%
2006 Federal Labor Relations Authority	89	17.9%	25.5%	56.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>80.5%</b>	<b>8.0%</b>	<b>11.5%</b>
2010 Federal Labor Relations Authority	79	75.2%	10.9%	13.9%
2008 Federal Labor Relations Authority	79	33.5%	30.2%	36.3%
2006 Federal Labor Relations Authority	89	32.7%	20.9%	46.4%

# Federal Labor Relations Authority

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>69.4%</b>	<b>14.0%</b>	<b>16.5%</b>
2010 Federal Labor Relations Authority	80	78.1%	9.1%	12.8%
2008 Federal Labor Relations Authority	79	54.6%	14.0%	31.4%
2006 Federal Labor Relations Authority	89	55.7%	16.8%	27.5%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Federal Labor Relations Authority</b>	<b>89</b>	<b>74.4%</b>	<b>15.9%</b>	<b>9.8%</b>
2010 Federal Labor Relations Authority	79	70.6%	17.1%	12.3%
2008 Federal Labor Relations Authority	79	11.0%	13.7%	75.3%
2006 Federal Labor Relations Authority	89	10.2%	11.5%	78.3%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>88.7%</b>	<b>8.1%</b>	<b>3.3%</b>
2010 Federal Labor Relations Authority	--	--	--	--
2008 Federal Labor Relations Authority	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Federal Labor Relations Authority</b>	<b>89</b>	<b>4.2%</b>	<b>14.3%</b>	<b>7.0%</b>	<b>31.8%</b>
2010 Federal Labor Relations Authority	--	--	--	--	--
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

(continued)

# Federal Labor Relations Authority

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Federal Labor Relations Authority</b>	<b>89</b>	<b>5.1%</b>	<b>3.3%</b>	<b>7.9%</b>	<b>26.4%</b>
2010 Federal Labor Relations Authority	--	--	--	--	--
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Federal Labor Relations Authority</b>	<b>89</b>	<b>54.5%</b>	<b>41.7%</b>	<b>3.8%</b>
2010 Federal Labor Relations Authority	--	--	--	--
2008 Federal Labor Relations Authority	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Federal Labor Relations Authority</b>	<b>88</b>	<b>34.9%</b>	<b>48.9%</b>	<b>16.2%</b>
2010 Federal Labor Relations Authority	--	--	--	--
2008 Federal Labor Relations Authority	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>11.6%</b>	<b>86.7%</b>	<b>1.6%</b>
2010 Federal Labor Relations Authority	--	--	--	--
2008 Federal Labor Relations Authority	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--

# Federal Labor Relations Authority

## *Trend Report*

### Work/Life (continued)

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Federal Labor Relations Authority</b>	<b>89</b>	<b>0.9%</b>	<b>67.4%</b>	<b>31.7%</b>
2010 Federal Labor Relations Authority	--	--	--	--
2008 Federal Labor Relations Authority	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Federal Labor Relations Authority</b>	<b>90</b>	<b>0.9%</b>	<b>67.1%</b>	<b>32.0%</b>
2010 Federal Labor Relations Authority	--	--	--	--
2008 Federal Labor Relations Authority	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Federal Labor Relations Authority</b>	<b>81</b>	<b>75.6%</b>	<b>16.6%</b>	<b>7.7%</b>	<b>8</b>
2010 Federal Labor Relations Authority	64	64.7%	29.5%	5.7%	15
2008 Federal Labor Relations Authority	55	21.1%	19.2%	59.7%	24
2006 Federal Labor Relations Authority	56	23.9%	24.7%	51.4%	33

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Federal Labor Relations Authority</b>	<b>79</b>	<b>85.6%</b>	<b>12.0%</b>	<b>2.3%</b>	<b>11</b>
2010 Federal Labor Relations Authority	68	84.3%	10.4%	5.4%	10
2008 Federal Labor Relations Authority	73	68.7%	13.7%	17.6%	6
2006 Federal Labor Relations Authority	83	77.1%	12.1%	10.8%	6

# Federal Labor Relations Authority

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Federal Labor Relations Authority</b>	<b>58</b>	<b>59.5%</b>	<b>31.4%</b>	<b>9.1%</b>	<b>32</b>
2010 Federal Labor Relations Authority	57	46.8%	36.1%	17.2%	22
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Federal Labor Relations Authority</b>	<b>47</b>	<b>50.1%</b>	<b>49.9%</b>	<b>0.0%</b>	<b>42</b>
2010 Federal Labor Relations Authority	44	50.6%	40.8%	8.7%	34
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Federal Labor Relations Authority</b>	<b>31</b>	<b>18.9%</b>	<b>65.0%</b>	<b>16.1%</b>	<b>58</b>
2010 Federal Labor Relations Authority	28	22.4%	69.9%	7.7%	51
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Federal Labor Relations Authority</b>	<b>32</b>	<b>18.3%</b>	<b>66.1%</b>	<b>15.6%</b>	<b>57</b>
2010 Federal Labor Relations Authority	29	21.1%	61.9%	17.0%	49
2008 Federal Labor Relations Authority	--	--	--	--	--
2006 Federal Labor Relations Authority	--	--	--	--	--



# Federal Maritime Commission

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Federal Maritime Commission</b>	<b>88</b>
2010 Federal Maritime Commission	87
2008 Federal Maritime Commission	68
2006 Federal Maritime Commission	69

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Federal Maritime Commission</b>	<b>88</b>	<b>64.7%</b>	<b>11.3%</b>	<b>24.1%</b>
2010 Federal Maritime Commission	87	73.3%	11.1%	15.5%
2008 Federal Maritime Commission	68	79.7%	5.4%	14.9%
2006 Federal Maritime Commission	69	70.9%	16.6%	12.5%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Federal Maritime Commission</b>	<b>88</b>	<b>70.0%</b>	<b>10.3%</b>	<b>19.7%</b>
2010 Federal Maritime Commission	87	70.7%	19.2%	10.1%
2008 Federal Maritime Commission	68	89.5%	1.4%	9.1%
2006 Federal Maritime Commission	69	77.9%	10.4%	11.8%

# Federal Maritime Commission

## *Trend Report*

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Federal Maritime Commission</b>	<b>88</b>	<b>60.8%</b>	<b>16.9%</b>	<b>22.3%</b>
2010 Federal Maritime Commission	87	75.3%	12.1%	12.6%
2008 Federal Maritime Commission	68	77.8%	5.7%	16.5%
2006 Federal Maritime Commission	69	63.6%	19.9%	16.5%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>66.2%</b>	<b>16.4%</b>	<b>17.4%</b>
2010 Federal Maritime Commission	87	76.3%	11.8%	11.9%
2008 Federal Maritime Commission	68	77.2%	9.2%	13.6%
2006 Federal Maritime Commission	69	69.9%	19.4%	10.7%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Federal Maritime Commission</b>	<b>88</b>	<b>80.3%</b>	<b>12.6%</b>	<b>7.1%</b>
2010 Federal Maritime Commission	87	76.8%	11.8%	11.4%
2008 Federal Maritime Commission	68	78.7%	7.8%	13.4%
2006 Federal Maritime Commission	69	78.4%	17.2%	4.5%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Federal Maritime Commission</b>	<b>88</b>	<b>77.1%</b>	<b>8.2%</b>	<b>14.7%</b>
2010 Federal Maritime Commission	86	78.4%	15.0%	6.6%
2008 Federal Maritime Commission	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Federal Maritime Commission</b>	<b>88</b>	<b>96.8%</b>	<b>1.0%</b>	<b>2.2%</b>
2010 Federal Maritime Commission	87	93.7%	4.4%	1.9%
2008 Federal Maritime Commission	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--

# Federal Maritime Commission

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Federal Maritime Commission</b>	<b>88</b>	<b>91.8%</b>	<b>6.3%</b>	<b>2.0%</b>
2010 Federal Maritime Commission	87	93.5%	4.4%	2.1%
2008 Federal Maritime Commission	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Federal Maritime Commission</b>	<b>88</b>	<b>54.3%</b>	<b>13.8%</b>	<b>32.0%</b>	<b>0</b>
2010 Federal Maritime Commission	87	60.0%	14.8%	25.2%	0
2008 Federal Maritime Commission	68	72.0%	8.8%	19.2%	0
2006 Federal Maritime Commission	69	66.4%	6.1%	27.4%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Federal Maritime Commission</b>	<b>88</b>	<b>60.1%</b>	<b>17.9%</b>	<b>22.0%</b>	<b>0</b>
2010 Federal Maritime Commission	86	74.5%	15.4%	10.1%	1
2008 Federal Maritime Commission	68	76.2%	8.8%	15.1%	0
2006 Federal Maritime Commission	69	72.7%	12.3%	15.0%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>58.7%</b>	<b>13.7%</b>	<b>27.6%</b>	<b>2</b>
2010 Federal Maritime Commission	84	67.7%	11.6%	20.6%	1
2008 Federal Maritime Commission	68	79.3%	4.4%	16.3%	0
2006 Federal Maritime Commission	69	60.6%	15.1%	24.3%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>78.3%</b>	<b>10.2%</b>	<b>11.5%</b>	<b>1</b>
2010 Federal Maritime Commission	85	85.8%	6.6%	7.6%	2
2008 Federal Maritime Commission	68	89.5%	8.9%	1.6%	0
2006 Federal Maritime Commission	69	81.0%	11.3%	7.7%	0

# Federal Maritime Commission

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Federal Maritime Commission</b>	<b>88</b>	<b>81.4%</b>	<b>11.6%</b>	<b>7.0%</b>	<b>0</b>
2010 Federal Maritime Commission	85	86.7%	9.9%	3.4%	1
2008 Federal Maritime Commission	68	84.4%	11.0%	4.7%	0
2006 Federal Maritime Commission	69	84.3%	9.4%	6.3%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Federal Maritime Commission</b>	<b>88</b>	<b>73.3%</b>	<b>17.0%</b>	<b>9.7%</b>	<b>0</b>
2010 Federal Maritime Commission	87	83.2%	2.4%	14.4%	0
2008 Federal Maritime Commission	68	88.7%	4.5%	6.7%	0
2006 Federal Maritime Commission	69	85.8%	7.8%	6.4%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>74.2%</b>	<b>10.5%</b>	<b>15.3%</b>	<b>1</b>
2010 Federal Maritime Commission	83	83.8%	9.2%	7.0%	3
2008 Federal Maritime Commission	67	81.9%	9.2%	8.9%	1
2006 Federal Maritime Commission	68	69.8%	12.6%	17.6%	1

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Federal Maritime Commission</b>	<b>88</b>	<b>84.2%</b>	<b>11.7%</b>	<b>4.0%</b>	<b>0</b>
2010 Federal Maritime Commission	86	90.1%	8.9%	1.0%	0
2008 Federal Maritime Commission	68	86.7%	10.1%	3.3%	0
2006 Federal Maritime Commission	68	76.5%	20.3%	3.2%	1

# Federal Maritime Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Federal Maritime Commission</b>	<b>81</b>	<b>56.5%</b>	<b>19.2%</b>	<b>24.3%</b>	<b>6</b>
2010 Federal Maritime Commission	81	67.9%	18.2%	14.0%	5
2008 Federal Maritime Commission	59	73.8%	12.5%	13.7%	9
2006 Federal Maritime Commission	59	59.0%	20.1%	20.9%	10

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Federal Maritime Commission</b>	<b>84</b>	<b>55.3%</b>	<b>20.6%</b>	<b>24.1%</b>	<b>4</b>
2010 Federal Maritime Commission	82	64.3%	21.3%	14.4%	3
2008 Federal Maritime Commission	67	80.9%	7.1%	12.0%	1
2006 Federal Maritime Commission	68	60.0%	20.6%	19.4%	1

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>75.5%</b>	<b>12.4%</b>	<b>12.1%</b>	<b>2</b>
2010 Federal Maritime Commission	84	79.1%	7.0%	13.9%	3
2008 Federal Maritime Commission	65	89.1%	6.2%	4.7%	3
2006 Federal Maritime Commission	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Federal Maritime Commission</b>	<b>78</b>	<b>71.1%</b>	<b>17.0%</b>	<b>12.0%</b>
2010 Federal Maritime Commission	82	81.6%	9.3%	9.1%
2008 Federal Maritime Commission	68	93.1%	5.4%	1.5%
2006 Federal Maritime Commission	69	80.4%	8.9%	10.7%

# Federal Maritime Commission

## *Trend Report*

### My Work Unit (continued)

21. *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Federal Maritime Commission</b>	<b>84</b>	<b>44.2%</b>	<b>34.4%</b>	<b>21.4%</b>	<b>3</b>
2010 Federal Maritime Commission	80	60.6%	27.8%	11.6%	7
2008 Federal Maritime Commission	66	84.5%	9.5%	6.0%	2
2006 Federal Maritime Commission	66	52.9%	28.9%	18.2%	3

22. *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>41.1%</b>	<b>26.5%</b>	<b>32.5%</b>	<b>2</b>
2010 Federal Maritime Commission	82	55.3%	28.2%	16.5%	5
2008 Federal Maritime Commission	67	65.0%	16.4%	18.7%	1
2006 Federal Maritime Commission	62	44.7%	25.7%	29.6%	7

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Federal Maritime Commission</b>	<b>83</b>	<b>32.4%</b>	<b>34.1%</b>	<b>33.5%</b>	<b>5</b>
2010 Federal Maritime Commission	79	42.5%	39.7%	17.8%	8
2008 Federal Maritime Commission	60	42.6%	24.5%	32.9%	8
2006 Federal Maritime Commission	58	31.6%	25.9%	42.5%	11

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>40.0%</b>	<b>27.5%</b>	<b>32.5%</b>	<b>1</b>
2010 Federal Maritime Commission	81	50.8%	30.8%	18.3%	6
2008 Federal Maritime Commission	64	54.9%	24.3%	20.8%	4
2006 Federal Maritime Commission	65	42.5%	29.2%	28.3%	4

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Federal Maritime Commission</b>	<b>84</b>	<b>39.8%</b>	<b>31.1%</b>	<b>29.1%</b>	<b>2</b>
2010 Federal Maritime Commission	81	63.3%	22.6%	14.1%	6
2008 Federal Maritime Commission	66	73.7%	8.8%	17.5%	2
2006 Federal Maritime Commission	67	53.1%	22.2%	24.7%	2

# Federal Maritime Commission

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>71.4%</b>	<b>11.1%</b>	<b>17.5%</b>	<b>1</b>
2010 Federal Maritime Commission	86	80.9%	11.3%	7.8%	1
2008 Federal Maritime Commission	68	84.0%	5.8%	10.2%	0
2006 Federal Maritime Commission	69	73.8%	11.0%	15.2%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Federal Maritime Commission</b>	<b>85</b>	<b>52.4%</b>	<b>33.6%</b>	<b>14.0%</b>	<b>1</b>
2010 Federal Maritime Commission	82	64.9%	24.0%	11.1%	4
2008 Federal Maritime Commission	67	78.5%	10.6%	11.0%	1
2006 Federal Maritime Commission	67	63.3%	19.1%	17.6%	2

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>82.9%</b>	<b>13.8%</b>	<b>3.3%</b>
2010 Federal Maritime Commission	86	86.1%	10.8%	3.1%
2008 Federal Maritime Commission	68	92.7%	5.9%	1.5%
2006 Federal Maritime Commission	69	78.6%	15.3%	6.1%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Federal Maritime Commission</b>	<b>85</b>	<b>77.2%</b>	<b>14.2%</b>	<b>8.6%</b>	<b>2</b>
2010 Federal Maritime Commission	82	74.7%	16.5%	8.8%	3
2008 Federal Maritime Commission	67	88.1%	4.3%	7.6%	1
2006 Federal Maritime Commission	68	86.4%	7.6%	6.0%	1

# Federal Maritime Commission

## *Trend Report*

### My Agency (continued)

#### 30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Federal Maritime Commission</b>	<b>85</b>	<b>44.4%</b>	<b>25.2%</b>	<b>30.4%</b>	<b>2</b>
2010 Federal Maritime Commission	84	55.2%	28.0%	16.8%	3
2008 Federal Maritime Commission	66	67.6%	17.6%	14.8%	2
2006 Federal Maritime Commission	66	47.5%	20.0%	32.5%	3

#### 31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Federal Maritime Commission</b>	<b>83</b>	<b>52.7%</b>	<b>19.5%</b>	<b>27.7%</b>	<b>3</b>
2010 Federal Maritime Commission	85	58.3%	24.8%	16.8%	2
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

#### 32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Federal Maritime Commission</b>	<b>84</b>	<b>42.1%</b>	<b>24.5%</b>	<b>33.4%</b>	<b>3</b>
2010 Federal Maritime Commission	81	49.9%	30.2%	20.0%	4
2008 Federal Maritime Commission	66	63.9%	25.3%	10.8%	2
2006 Federal Maritime Commission	67	46.0%	27.6%	26.4%	2

#### 33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Federal Maritime Commission</b>	<b>84</b>	<b>33.2%</b>	<b>25.5%</b>	<b>41.3%</b>	<b>3</b>
2010 Federal Maritime Commission	79	50.0%	24.5%	25.5%	8
2008 Federal Maritime Commission	64	57.9%	22.8%	19.3%	4
2006 Federal Maritime Commission	64	29.5%	36.9%	33.5%	5

# Federal Maritime Commission

## *Trend Report*

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Federal Maritime Commission</b>	<b>83</b>	<b>56.7%</b>	<b>26.3%</b>	<b>17.0%</b>	<b>4</b>
2010 Federal Maritime Commission	81	63.5%	23.5%	12.9%	6
2008 Federal Maritime Commission	67	74.3%	13.5%	12.2%	1
2006 Federal Maritime Commission	64	80.8%	14.4%	4.7%	5

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Federal Maritime Commission</b>	<b>83</b>	<b>84.9%</b>	<b>10.0%</b>	<b>5.1%</b>	<b>4</b>
2010 Federal Maritime Commission	86	85.9%	10.9%	3.2%	1
2008 Federal Maritime Commission	68	83.5%	10.4%	6.1%	0
2006 Federal Maritime Commission	66	79.7%	17.1%	3.2%	3

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Federal Maritime Commission</b>	<b>84</b>	<b>65.0%</b>	<b>18.9%</b>	<b>16.1%</b>	<b>2</b>
2010 Federal Maritime Commission	85	71.7%	18.1%	10.2%	2
2008 Federal Maritime Commission	68	87.5%	9.3%	3.1%	0
2006 Federal Maritime Commission	68	82.3%	4.7%	13.0%	1

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Federal Maritime Commission</b>	<b>77</b>	<b>38.3%</b>	<b>27.1%</b>	<b>34.6%</b>	<b>9</b>
2010 Federal Maritime Commission	79	54.1%	24.3%	21.5%	8
2008 Federal Maritime Commission	62	67.3%	16.0%	16.7%	6
2006 Federal Maritime Commission	61	53.2%	20.3%	26.6%	8

# Federal Maritime Commission

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Federal Maritime Commission</b>	<b>78</b>	<b>53.9%</b>	<b>28.5%</b>	<b>17.6%</b>	<b>8</b>
2010 Federal Maritime Commission	78	65.7%	19.5%	14.8%	9
2008 Federal Maritime Commission	62	72.2%	13.3%	14.5%	6
2006 Federal Maritime Commission	62	66.6%	18.4%	15.0%	7

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Federal Maritime Commission</b>	<b>83</b>	<b>71.7%</b>	<b>14.4%</b>	<b>13.8%</b>	<b>3</b>
2010 Federal Maritime Commission	85	74.8%	17.3%	7.9%	1
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>53.8%</b>	<b>30.5%</b>	<b>15.7%</b>
2010 Federal Maritime Commission	87	72.4%	17.2%	10.4%
2008 Federal Maritime Commission	68	74.4%	16.7%	8.9%
2006 Federal Maritime Commission	69	56.3%	20.5%	23.2%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Federal Maritime Commission</b>	<b>81</b>	<b>57.1%</b>	<b>14.5%</b>	<b>28.4%</b>	<b>6</b>
2010 Federal Maritime Commission	83	67.7%	14.4%	18.0%	3
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

# Federal Maritime Commission

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>84.1%</b>	<b>7.3%</b>	<b>8.6%</b>	<b>0</b>
2010 Federal Maritime Commission	85	89.7%	7.9%	2.4%	0
2008 Federal Maritime Commission	68	86.6%	10.3%	3.0%	0
2006 Federal Maritime Commission	68	91.8%	6.5%	1.7%	1

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>64.7%</b>	<b>19.8%</b>	<b>15.5%</b>	<b>0</b>
2010 Federal Maritime Commission	84	81.9%	15.0%	3.1%	1
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Federal Maritime Commission</b>	<b>83</b>	<b>69.5%</b>	<b>14.5%</b>	<b>16.0%</b>	<b>3</b>
2010 Federal Maritime Commission	82	81.2%	16.6%	2.2%	3
2008 Federal Maritime Commission	68	75.1%	13.1%	11.8%	0
2006 Federal Maritime Commission	68	61.9%	17.1%	21.0%	1

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Federal Maritime Commission</b>	<b>83</b>	<b>73.4%</b>	<b>17.5%</b>	<b>9.1%</b>	<b>4</b>
2010 Federal Maritime Commission	82	77.5%	19.0%	3.5%	3
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>69.5%</b>	<b>17.3%</b>	<b>13.2%</b>	<b>0</b>
2010 Federal Maritime Commission	83	73.5%	20.7%	5.8%	2
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

# Federal Maritime Commission

## *Trend Report*

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>69.8%</b>	<b>17.4%</b>	<b>12.8%</b>	<b>1</b>
2010 Federal Maritime Commission	83	85.6%	10.9%	3.5%	1
2008 Federal Maritime Commission	68	82.2%	7.2%	10.6%	0
2006 Federal Maritime Commission	68	76.2%	9.7%	14.1%	1

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>83.8%</b>	<b>7.9%</b>	<b>8.3%</b>
2010 Federal Maritime Commission	84	86.4%	10.3%	3.3%
2008 Federal Maritime Commission	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>89.2%</b>	<b>6.3%</b>	<b>4.5%</b>
2010 Federal Maritime Commission	85	90.9%	8.1%	1.0%
2008 Federal Maritime Commission	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>84.4%</b>	<b>5.8%</b>	<b>9.8%</b>
2010 Federal Maritime Commission	84	83.5%	7.7%	8.9%
2008 Federal Maritime Commission	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>69.7%</b>	<b>17.9%</b>	<b>12.4%</b>
2010 Federal Maritime Commission	85	78.7%	14.8%	6.5%
2008 Federal Maritime Commission	68	75.6%	12.3%	12.1%
2006 Federal Maritime Commission	69	60.3%	18.6%	21.1%

# Federal Maritime Commission

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>79.4%</b>	<b>13.9%</b>	<b>6.7%</b>
2010 Federal Maritime Commission	85	84.2%	12.7%	3.1%
2008 Federal Maritime Commission	68	79.3%	10.4%	10.3%
2006 Federal Maritime Commission	69	67.0%	14.5%	18.4%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>39.6%</b>	<b>18.9%</b>	<b>41.5%</b>	<b>1</b>
2010 Federal Maritime Commission	85	58.3%	23.0%	18.7%	1
2008 Federal Maritime Commission	67	57.6%	25.9%	16.6%	1
2006 Federal Maritime Commission	67	41.5%	26.0%	32.5%	2

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Federal Maritime Commission</b>	<b>85</b>	<b>49.8%</b>	<b>18.0%</b>	<b>32.3%</b>	<b>2</b>
2010 Federal Maritime Commission	84	61.3%	22.1%	16.6%	2
2008 Federal Maritime Commission	64	61.7%	25.9%	12.4%	4
2006 Federal Maritime Commission	67	54.2%	16.7%	29.1%	2

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Federal Maritime Commission</b>	<b>83</b>	<b>62.4%</b>	<b>15.4%</b>	<b>22.2%</b>	<b>3</b>
2010 Federal Maritime Commission	83	64.6%	22.5%	13.0%	2
2008 Federal Maritime Commission	68	76.7%	14.9%	8.5%	0
2006 Federal Maritime Commission	64	72.9%	17.3%	9.8%	5

# Federal Maritime Commission

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>52.7%</b>	<b>23.2%</b>	<b>24.1%</b>	<b>0</b>
2010 Federal Maritime Commission	86	62.2%	21.6%	16.2%	0
2008 Federal Maritime Commission	67	70.1%	14.4%	15.5%	1
2006 Federal Maritime Commission	68	62.0%	11.5%	26.6%	1

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Federal Maritime Commission</b>	<b>83</b>	<b>54.4%</b>	<b>28.2%</b>	<b>17.5%</b>	<b>4</b>
2010 Federal Maritime Commission	79	67.2%	25.0%	7.8%	6
2008 Federal Maritime Commission	64	79.9%	14.4%	5.8%	4
2006 Federal Maritime Commission	65	69.9%	16.6%	13.6%	4

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Federal Maritime Commission</b>	<b>84</b>	<b>51.6%</b>	<b>13.8%</b>	<b>34.6%</b>	<b>3</b>
2010 Federal Maritime Commission	83	67.1%	17.1%	15.8%	2
2008 Federal Maritime Commission	67	73.1%	15.1%	11.8%	1
2006 Federal Maritime Commission	66	70.8%	14.9%	14.3%	3

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Federal Maritime Commission</b>	<b>83</b>	<b>47.5%</b>	<b>19.5%</b>	<b>32.9%</b>	<b>3</b>
2010 Federal Maritime Commission	84	63.8%	19.3%	16.9%	0
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Federal Maritime Commission</b>	<b>83</b>	<b>55.7%</b>	<b>23.0%</b>	<b>21.3%</b>	<b>1</b>
2010 Federal Maritime Commission	81	72.2%	13.5%	14.3%	4
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

# Federal Maritime Commission

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Federal Maritime Commission</b>	<b>85</b>	<b>50.6%</b>	<b>17.4%</b>	<b>32.0%</b>	<b>1</b>
2010 Federal Maritime Commission	86	60.9%	20.9%	18.2%	0
2008 Federal Maritime Commission	68	68.3%	15.1%	16.6%	0
2006 Federal Maritime Commission	68	55.0%	17.0%	27.9%	1

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Federal Maritime Commission</b>	<b>84</b>	<b>63.1%</b>	<b>23.2%</b>	<b>13.7%</b>	<b>3</b>
2010 Federal Maritime Commission	82	76.7%	18.2%	5.0%	4
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>54.3%</b>	<b>22.4%</b>	<b>23.3%</b>
2010 Federal Maritime Commission	86	69.0%	14.7%	16.3%
2008 Federal Maritime Commission	68	70.9%	15.5%	13.6%
2006 Federal Maritime Commission	69	60.9%	14.9%	24.3%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>50.7%</b>	<b>17.8%</b>	<b>31.4%</b>
2010 Federal Maritime Commission	86	67.1%	12.1%	20.8%
2008 Federal Maritime Commission	68	64.2%	19.6%	16.2%
2006 Federal Maritime Commission	69	55.0%	18.1%	27.0%

# Federal Maritime Commission

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>60.1%</b>	<b>15.6%</b>	<b>24.2%</b>
2010 Federal Maritime Commission	86	67.6%	20.1%	12.3%
2008 Federal Maritime Commission	68	75.9%	12.1%	12.0%
2006 Federal Maritime Commission	69	47.4%	26.5%	26.0%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>45.0%</b>	<b>19.1%</b>	<b>35.9%</b>
2010 Federal Maritime Commission	86	61.3%	20.5%	18.2%
2008 Federal Maritime Commission	68	60.5%	23.1%	16.4%
2006 Federal Maritime Commission	69	40.9%	30.3%	28.7%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>36.2%</b>	<b>33.6%</b>	<b>30.2%</b>
2010 Federal Maritime Commission	86	48.9%	30.2%	20.9%
2008 Federal Maritime Commission	68	54.7%	23.8%	21.6%
2006 Federal Maritime Commission	69	38.0%	21.9%	40.1%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>57.7%</b>	<b>20.1%</b>	<b>22.2%</b>
2010 Federal Maritime Commission	86	65.8%	18.3%	15.8%
2008 Federal Maritime Commission	68	79.3%	13.4%	7.4%
2006 Federal Maritime Commission	69	63.0%	18.5%	18.5%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>66.2%</b>	<b>15.2%</b>	<b>18.6%</b>
2010 Federal Maritime Commission	86	70.8%	20.6%	8.6%
2008 Federal Maritime Commission	68	76.0%	13.6%	10.3%
2006 Federal Maritime Commission	69	64.9%	18.4%	16.7%

# Federal Maritime Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>70.2%</b>	<b>11.8%</b>	<b>18.0%</b>
2010 Federal Maritime Commission	86	71.1%	19.6%	9.3%
2008 Federal Maritime Commission	68	76.2%	11.9%	11.8%
2006 Federal Maritime Commission	69	70.0%	15.2%	14.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>54.9%</b>	<b>24.8%</b>	<b>20.3%</b>
2010 Federal Maritime Commission	86	67.4%	20.0%	12.6%
2008 Federal Maritime Commission	68	79.2%	10.5%	10.3%
2006 Federal Maritime Commission	69	58.7%	19.2%	22.1%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>73.4%</b>	<b>24.4%</b>	<b>2.2%</b>
2010 Federal Maritime Commission	--	--	--	--
2008 Federal Maritime Commission	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>1.5%</b>	<b>2.2%</b>	<b>11.5%</b>	<b>37.1%</b>
2010 Federal Maritime Commission	--	--	--	--	--
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

(continued)

# Federal Maritime Commission

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>11.0%</b>	<b>3.0%</b>	<b>18.1%</b>	<b>15.5%</b>
2010 Federal Maritime Commission	--	--	--	--	--
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>60.2%</b>	<b>38.8%</b>	<b>1.0%</b>
2010 Federal Maritime Commission	--	--	--	--
2008 Federal Maritime Commission	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>54.3%</b>	<b>43.7%</b>	<b>2.0%</b>
2010 Federal Maritime Commission	--	--	--	--
2008 Federal Maritime Commission	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Federal Maritime Commission</b>	<b>87</b>	<b>13.4%</b>	<b>82.9%</b>	<b>3.7%</b>
2010 Federal Maritime Commission	--	--	--	--
2008 Federal Maritime Commission	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--

# Federal Maritime Commission

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Federal Maritime Commission</b>	<b>86</b>	<b>1.2%</b>	<b>75.1%</b>	<b>23.7%</b>
2010 Federal Maritime Commission	--	--	--	--
2008 Federal Maritime Commission	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Federal Maritime Commission</b>	<b>85</b>	<b>11.6%</b>	<b>71.7%</b>	<b>16.7%</b>
2010 Federal Maritime Commission	--	--	--	--
2008 Federal Maritime Commission	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Federal Maritime Commission</b>	<b>75</b>	<b>52.4%</b>	<b>26.2%</b>	<b>21.4%</b>	<b>12</b>
2010 Federal Maritime Commission	69	47.3%	39.1%	13.6%	16
2008 Federal Maritime Commission	42	58.4%	26.7%	14.9%	26
2006 Federal Maritime Commission	40	49.8%	28.4%	21.8%	29

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Federal Maritime Commission</b>	<b>78</b>	<b>82.1%</b>	<b>14.5%</b>	<b>3.4%</b>	<b>9</b>
2010 Federal Maritime Commission	82	82.8%	16.2%	1.0%	4
2008 Federal Maritime Commission	59	77.2%	16.9%	5.9%	9
2006 Federal Maritime Commission	61	78.5%	16.3%	5.2%	8

# Federal Maritime Commission

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Federal Maritime Commission</b>	<b>69</b>	<b>71.4%</b>	<b>20.7%</b>	<b>7.9%</b>	<b>18</b>
2010 Federal Maritime Commission	79	78.6%	20.3%	1.1%	6
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Federal Maritime Commission</b>	<b>45</b>	<b>50.8%</b>	<b>47.1%</b>	<b>2.1%</b>	<b>42</b>
2010 Federal Maritime Commission	64	64.1%	34.2%	1.7%	22
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Federal Maritime Commission</b>	<b>28</b>	<b>23.0%</b>	<b>64.2%</b>	<b>12.7%</b>	<b>58</b>
2010 Federal Maritime Commission	40	19.8%	65.9%	14.3%	46
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Federal Maritime Commission</b>	<b>33</b>	<b>36.5%</b>	<b>58.0%</b>	<b>5.5%</b>	<b>54</b>
2010 Federal Maritime Commission	43	26.2%	65.1%	8.7%	43
2008 Federal Maritime Commission	--	--	--	--	--
2006 Federal Maritime Commission	--	--	--	--	--



# Federal Mediation and Conciliation Service

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Federal Mediation and Conciliation Service</b>	<b>176</b>
2010 Federal Mediation and Conciliation Service	197
2008 Federal Mediation and Conciliation Service	--
2006 Federal Mediation and Conciliation Service	191

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>175</b>	<b>74.9%</b>	<b>10.9%</b>	<b>14.2%</b>
2010 Federal Mediation and Conciliation Service	197	77.5%	11.1%	11.4%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	80.1%	7.9%	12.0%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>176</b>	<b>81.2%</b>	<b>9.8%</b>	<b>9.1%</b>
2010 Federal Mediation and Conciliation Service	197	85.2%	7.9%	6.9%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	82.8%	9.6%	7.7%

# Federal Mediation and Conciliation Service

## Trend Report

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>175</b>	<b>60.2%</b>	<b>20.6%</b>	<b>19.1%</b>
2010 Federal Mediation and Conciliation Service	197	67.3%	13.2%	19.4%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	69.4%	16.3%	14.3%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>176</b>	<b>90.2%</b>	<b>5.0%</b>	<b>4.8%</b>
2010 Federal Mediation and Conciliation Service	197	91.6%	4.1%	4.3%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	92.2%	3.7%	4.0%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>175</b>	<b>94.2%</b>	<b>5.1%</b>	<b>0.7%</b>
2010 Federal Mediation and Conciliation Service	196	95.8%	3.2%	0.9%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	96.0%	3.0%	1.0%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>176</b>	<b>82.6%</b>	<b>7.3%</b>	<b>10.0%</b>
2010 Federal Mediation and Conciliation Service	195	85.8%	7.2%	7.0%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>175</b>	<b>97.3%</b>	<b>1.9%</b>	<b>0.8%</b>
2010 Federal Mediation and Conciliation Service	196	98.3%	1.7%	0.0%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--

# Federal Mediation and Conciliation Service

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>175</b>	<b>94.0%</b>	<b>4.9%</b>	<b>1.1%</b>
2010 Federal Mediation and Conciliation Service	196	95.1%	4.1%	0.9%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Federal Mediation and Conciliation Service</b>	<b>176</b>	<b>68.0%</b>	<b>11.7%</b>	<b>20.3%</b>	<b>0</b>
2010 Federal Mediation and Conciliation Service	195	77.3%	11.0%	11.7%	2
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	189	70.4%	14.9%	14.7%	2

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Federal Mediation and Conciliation Service</b>	<b>176</b>	<b>80.5%</b>	<b>10.5%</b>	<b>9.0%</b>	<b>0</b>
2010 Federal Mediation and Conciliation Service	197	79.9%	12.7%	7.4%	0
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	80.9%	11.7%	7.3%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Federal Mediation and Conciliation Service</b>	<b>174</b>	<b>72.0%</b>	<b>11.5%</b>	<b>16.5%</b>	<b>1</b>
2010 Federal Mediation and Conciliation Service	193	78.9%	11.0%	10.1%	2
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	190	81.6%	6.7%	11.7%	1

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Federal Mediation and Conciliation Service</b>	<b>175</b>	<b>86.5%</b>	<b>5.6%</b>	<b>7.9%</b>	<b>1</b>
2010 Federal Mediation and Conciliation Service	197	88.5%	6.8%	4.7%	0
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	88.1%	7.0%	4.9%	0

# Federal Mediation and Conciliation Service

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Federal Mediation and Conciliation Service</b>	<b>175</b>	<b>93.2%</b>	<b>5.1%</b>	<b>1.7%</b>	<b>0</b>
2010 Federal Mediation and Conciliation Service	192	96.1%	2.7%	1.1%	2
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	97.4%	1.7%	0.9%	0

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Federal Mediation and Conciliation Service</b>	<b>176</b>	<b>85.4%</b>	<b>10.5%</b>	<b>4.0%</b>	<b>0</b>
2010 Federal Mediation and Conciliation Service	193	86.7%	8.9%	4.4%	3
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	190	88.7%	8.7%	2.5%	1

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Federal Mediation and Conciliation Service</b>	<b>170</b>	<b>68.3%</b>	<b>12.5%</b>	<b>19.1%</b>	<b>5</b>
2010 Federal Mediation and Conciliation Service	193	72.8%	11.6%	15.6%	4
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	71.4%	16.7%	12.0%	0

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Federal Mediation and Conciliation Service</b>	<b>174</b>	<b>83.2%</b>	<b>9.0%</b>	<b>7.8%</b>	<b>0</b>
2010 Federal Mediation and Conciliation Service	197	88.6%	7.1%	4.3%	0
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	188	84.2%	12.1%	3.7%	3

# Federal Mediation and Conciliation Service

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Federal Mediation and Conciliation Service</b>	<b>166</b>	<b>62.1%</b>	<b>19.4%</b>	<b>18.5%</b>	<b>10</b>
2010 Federal Mediation and Conciliation Service	172	64.6%	22.8%	12.6%	20
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	172	60.3%	24.8%	14.9%	19

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Federal Mediation and Conciliation Service</b>	<b>170</b>	<b>61.2%</b>	<b>18.7%</b>	<b>20.1%</b>	<b>4</b>
2010 Federal Mediation and Conciliation Service	194	62.0%	19.8%	18.2%	1
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	188	65.9%	20.4%	13.8%	3

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Federal Mediation and Conciliation Service</b>	<b>172</b>	<b>73.2%</b>	<b>9.3%</b>	<b>17.4%</b>	<b>4</b>
2010 Federal Mediation and Conciliation Service	192	75.4%	12.4%	12.1%	4
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>168</b>	<b>86.3%</b>	<b>8.2%</b>	<b>5.5%</b>
2010 Federal Mediation and Conciliation Service	188	83.4%	10.3%	6.3%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	89.9%	4.1%	6.1%

# Federal Mediation and Conciliation Service

## *Trend Report*

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Federal Mediation and Conciliation Service</b>	<b>166</b>	<b>60.6%</b>	<b>26.8%</b>	<b>12.6%</b>	<b>9</b>
2010 Federal Mediation and Conciliation Service	188	62.5%	22.7%	14.8%	9
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	184	63.7%	26.7%	9.7%	7

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Federal Mediation and Conciliation Service</b>	<b>156</b>	<b>40.9%</b>	<b>34.8%</b>	<b>24.4%</b>	<b>20</b>
2010 Federal Mediation and Conciliation Service	180	40.0%	37.7%	22.3%	17
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	173	45.3%	32.6%	22.1%	18

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Federal Mediation and Conciliation Service</b>	<b>153</b>	<b>38.5%</b>	<b>33.3%</b>	<b>28.2%</b>	<b>23</b>
2010 Federal Mediation and Conciliation Service	171	43.6%	28.5%	27.9%	26
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	172	46.4%	32.7%	20.9%	19

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Federal Mediation and Conciliation Service</b>	<b>162</b>	<b>43.5%</b>	<b>31.0%</b>	<b>25.5%</b>	<b>14</b>
2010 Federal Mediation and Conciliation Service	185	45.4%	30.5%	24.0%	12
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	182	39.0%	32.4%	28.6%	9

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Federal Mediation and Conciliation Service</b>	<b>164</b>	<b>51.6%</b>	<b>24.2%</b>	<b>24.2%</b>	<b>12</b>
2010 Federal Mediation and Conciliation Service	185	54.6%	29.0%	16.4%	11
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	181	52.5%	24.9%	22.6%	10

# Federal Mediation and Conciliation Service

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Federal Mediation and Conciliation Service</b>	<b>175</b>	<b>81.3%</b>	<b>9.3%</b>	<b>9.4%</b>	<b>0</b>
2010 Federal Mediation and Conciliation Service	194	80.3%	9.2%	10.5%	2
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	190	75.1%	11.9%	12.9%	1

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Federal Mediation and Conciliation Service</b>	<b>162</b>	<b>58.7%</b>	<b>28.8%</b>	<b>12.6%</b>	<b>12</b>
2010 Federal Mediation and Conciliation Service	181	52.7%	39.2%	8.1%	14
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	184	60.8%	28.2%	11.0%	7

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>176</b>	<b>89.6%</b>	<b>8.6%</b>	<b>1.8%</b>
2010 Federal Mediation and Conciliation Service	195	93.4%	5.7%	1.0%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	89.9%	8.7%	1.4%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Federal Mediation and Conciliation Service</b>	<b>173</b>	<b>82.7%</b>	<b>10.9%</b>	<b>6.4%</b>	<b>1</b>
2010 Federal Mediation and Conciliation Service	193	84.8%	10.4%	4.8%	3
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	189	87.0%	9.3%	3.7%	2

# Federal Mediation and Conciliation Service

## *Trend Report*

### My Agency (continued)

#### 30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Federal Mediation and Conciliation Service</b>	<b>171</b>	<b>78.9%</b>	<b>6.3%</b>	<b>14.8%</b>	<b>1</b>
2010 Federal Mediation and Conciliation Service	193	75.6%	13.1%	11.3%	2
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	187	76.2%	12.4%	11.4%	4

#### 31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Federal Mediation and Conciliation Service</b>	<b>171</b>	<b>65.1%</b>	<b>16.7%</b>	<b>18.2%</b>	<b>3</b>
2010 Federal Mediation and Conciliation Service	194	65.0%	16.7%	18.3%	2
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

#### 32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Federal Mediation and Conciliation Service</b>	<b>169</b>	<b>55.9%</b>	<b>20.4%</b>	<b>23.7%</b>	<b>4</b>
2010 Federal Mediation and Conciliation Service	192	52.4%	27.6%	20.0%	4
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	190	56.7%	25.3%	18.0%	1

#### 33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Federal Mediation and Conciliation Service</b>	<b>156</b>	<b>30.9%</b>	<b>30.5%</b>	<b>38.6%</b>	<b>18</b>
2010 Federal Mediation and Conciliation Service	184	31.4%	36.2%	32.4%	12
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	181	24.3%	42.2%	33.5%	10

# Federal Mediation and Conciliation Service

## *Trend Report*

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Federal Mediation and Conciliation Service</b>	<b>162</b>	<b>60.3%</b>	<b>20.5%</b>	<b>19.2%</b>	<b>12</b>
2010 Federal Mediation and Conciliation Service	178	58.5%	23.7%	17.8%	17
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	180	71.1%	16.7%	12.2%	11

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Federal Mediation and Conciliation Service</b>	<b>170</b>	<b>76.2%</b>	<b>18.9%</b>	<b>4.9%</b>	<b>4</b>
2010 Federal Mediation and Conciliation Service	194	72.5%	20.0%	7.5%	2
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	188	78.6%	18.9%	2.5%	3

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Federal Mediation and Conciliation Service</b>	<b>165</b>	<b>51.0%</b>	<b>27.6%</b>	<b>21.5%</b>	<b>6</b>
2010 Federal Mediation and Conciliation Service	179	58.5%	25.2%	16.2%	13
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	184	46.5%	32.3%	21.2%	7

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Federal Mediation and Conciliation Service</b>	<b>165</b>	<b>61.2%</b>	<b>21.6%</b>	<b>17.2%</b>	<b>9</b>
2010 Federal Mediation and Conciliation Service	185	60.8%	19.8%	19.4%	11
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	175	56.9%	24.4%	18.7%	16

# Federal Mediation and Conciliation Service

## *Trend Report*

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Federal Mediation and Conciliation Service</b>	<b>159</b>	<b>75.4%</b>	<b>15.7%</b>	<b>8.9%</b>	<b>14</b>
2010 Federal Mediation and Conciliation Service	169	79.2%	14.6%	6.2%	26
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	179	74.4%	18.0%	7.5%	12

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Federal Mediation and Conciliation Service</b>	<b>172</b>	<b>90.0%</b>	<b>7.1%</b>	<b>2.9%</b>	<b>1</b>
2010 Federal Mediation and Conciliation Service	193	90.3%	6.7%	3.0%	3
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>173</b>	<b>84.9%</b>	<b>8.8%</b>	<b>6.3%</b>
2010 Federal Mediation and Conciliation Service	195	88.1%	7.6%	4.3%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	86.7%	7.7%	5.6%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Federal Mediation and Conciliation Service</b>	<b>161</b>	<b>51.5%</b>	<b>29.8%</b>	<b>18.7%</b>	<b>10</b>
2010 Federal Mediation and Conciliation Service	182	55.6%	28.6%	15.8%	13
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

# Federal Mediation and Conciliation Service

## *Trend Report*

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Federal Mediation and Conciliation Service</b>	<b>172</b>	<b>81.6%</b>	<b>6.6%</b>	<b>11.7%</b>	<b>2</b>
2010 Federal Mediation and Conciliation Service	194	83.0%	5.7%	11.3%	1
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	189	81.0%	12.7%	6.3%	2

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Federal Mediation and Conciliation Service</b>	<b>174</b>	<b>73.8%</b>	<b>10.8%</b>	<b>15.4%</b>	<b>0</b>
2010 Federal Mediation and Conciliation Service	194	72.3%	17.4%	10.3%	1
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Federal Mediation and Conciliation Service</b>	<b>173</b>	<b>72.1%</b>	<b>10.7%</b>	<b>17.2%</b>	<b>0</b>
2010 Federal Mediation and Conciliation Service	192	76.2%	11.5%	12.4%	3
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	65.2%	18.2%	16.7%	0

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Federal Mediation and Conciliation Service</b>	<b>160</b>	<b>75.7%</b>	<b>13.4%</b>	<b>10.9%</b>	<b>13</b>
2010 Federal Mediation and Conciliation Service	177	69.9%	19.1%	11.0%	17
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Federal Mediation and Conciliation Service</b>	<b>172</b>	<b>67.9%</b>	<b>16.3%</b>	<b>15.9%</b>	<b>0</b>
2010 Federal Mediation and Conciliation Service	193	70.5%	14.9%	14.6%	2
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

# Federal Mediation and Conciliation Service

## *Trend Report*

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Federal Mediation and Conciliation Service</b>	<b>170</b>	<b>72.6%</b>	<b>14.5%</b>	<b>12.9%</b>	<b>2</b>
2010 Federal Mediation and Conciliation Service	193	76.9%	10.2%	12.9%	1
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	75.7%	13.1%	11.2%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>173</b>	<b>78.0%</b>	<b>9.6%</b>	<b>12.4%</b>
2010 Federal Mediation and Conciliation Service	196	80.1%	7.0%	12.9%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>174</b>	<b>82.0%</b>	<b>9.5%</b>	<b>8.5%</b>
2010 Federal Mediation and Conciliation Service	196	83.6%	8.9%	7.5%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>173</b>	<b>81.1%</b>	<b>7.4%</b>	<b>11.5%</b>
2010 Federal Mediation and Conciliation Service	192	85.7%	7.0%	7.3%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>170</b>	<b>72.1%</b>	<b>10.4%</b>	<b>17.5%</b>
2010 Federal Mediation and Conciliation Service	192	72.9%	11.6%	15.5%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	73.9%	13.5%	12.6%

# Federal Mediation and Conciliation Service

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>172</b>	<b>73.6%</b>	<b>12.3%</b>	<b>14.0%</b>
2010 Federal Mediation and Conciliation Service	196	76.3%	14.1%	9.7%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	74.4%	13.6%	12.0%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Federal Mediation and Conciliation Service</b>	<b>170</b>	<b>55.4%</b>	<b>20.7%</b>	<b>23.9%</b>	<b>4</b>
2010 Federal Mediation and Conciliation Service	194	53.1%	21.2%	25.7%	2
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	190	53.6%	25.6%	20.8%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Federal Mediation and Conciliation Service</b>	<b>167</b>	<b>67.5%</b>	<b>15.8%</b>	<b>16.7%</b>	<b>7</b>
2010 Federal Mediation and Conciliation Service	190	60.4%	22.1%	17.5%	5
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	187	64.7%	22.3%	13.0%	4

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Federal Mediation and Conciliation Service</b>	<b>165</b>	<b>69.9%</b>	<b>16.0%</b>	<b>14.1%</b>	<b>9</b>
2010 Federal Mediation and Conciliation Service	182	64.0%	25.3%	10.7%	13
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	186	72.1%	15.8%	12.1%	5

# Federal Mediation and Conciliation Service

## *Trend Report*

### Leadership (continued)

#### 56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Federal Mediation and Conciliation Service</b>	<b>172</b>	<b>67.4%</b>	<b>14.4%</b>	<b>18.2%</b>	<b>1</b>
2010 Federal Mediation and Conciliation Service	195	64.7%	14.1%	21.2%	0
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	189	68.8%	17.6%	13.7%	2

#### 57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Federal Mediation and Conciliation Service</b>	<b>164</b>	<b>68.2%</b>	<b>19.7%</b>	<b>12.1%</b>	<b>8</b>
2010 Federal Mediation and Conciliation Service	186	67.5%	16.7%	15.8%	10
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	185	72.6%	19.7%	7.7%	6

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Federal Mediation and Conciliation Service</b>	<b>168</b>	<b>53.6%</b>	<b>20.8%</b>	<b>25.5%</b>	<b>6</b>
2010 Federal Mediation and Conciliation Service	193	53.4%	15.5%	31.1%	2
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	186	60.0%	21.7%	18.3%	5

#### 59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Federal Mediation and Conciliation Service</b>	<b>167</b>	<b>58.8%</b>	<b>16.4%</b>	<b>24.7%</b>	<b>7</b>
2010 Federal Mediation and Conciliation Service	188	58.2%	16.8%	25.0%	7
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

#### 60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Federal Mediation and Conciliation Service</b>	<b>164</b>	<b>61.3%</b>	<b>20.3%</b>	<b>18.4%</b>	<b>10</b>
2010 Federal Mediation and Conciliation Service	186	60.9%	18.7%	20.4%	9
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

# Federal Mediation and Conciliation Service

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Federal Mediation and Conciliation Service</b>	<b>171</b>	<b>63.5%</b>	<b>20.2%</b>	<b>16.3%</b>	<b>2</b>
2010 Federal Mediation and Conciliation Service	195	56.8%	23.9%	19.2%	1
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	190	61.9%	22.5%	15.7%	1

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Federal Mediation and Conciliation Service</b>	<b>155</b>	<b>56.7%</b>	<b>24.6%</b>	<b>18.7%</b>	<b>17</b>
2010 Federal Mediation and Conciliation Service	177	51.8%	30.1%	18.0%	18
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>174</b>	<b>59.0%</b>	<b>16.2%</b>	<b>24.8%</b>
2010 Federal Mediation and Conciliation Service	195	60.3%	21.7%	17.9%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	66.2%	16.8%	17.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>174</b>	<b>54.1%</b>	<b>24.2%</b>	<b>21.7%</b>
2010 Federal Mediation and Conciliation Service	195	49.7%	19.4%	31.0%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	60.3%	18.7%	20.9%

# Federal Mediation and Conciliation Service

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>173</b>	<b>64.6%</b>	<b>15.8%</b>	<b>19.6%</b>
2010 Federal Mediation and Conciliation Service	196	65.7%	18.3%	16.0%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	64.0%	20.1%	15.9%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>173</b>	<b>49.7%</b>	<b>26.5%</b>	<b>23.7%</b>
2010 Federal Mediation and Conciliation Service	194	50.4%	25.7%	23.9%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	53.3%	26.9%	19.8%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>174</b>	<b>49.0%</b>	<b>30.5%</b>	<b>20.5%</b>
2010 Federal Mediation and Conciliation Service	195	50.0%	30.3%	19.7%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	47.9%	31.2%	20.9%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>171</b>	<b>65.5%</b>	<b>19.8%</b>	<b>14.7%</b>
2010 Federal Mediation and Conciliation Service	194	72.5%	16.4%	11.1%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	76.4%	14.6%	9.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>173</b>	<b>86.4%</b>	<b>9.3%</b>	<b>4.3%</b>
2010 Federal Mediation and Conciliation Service	195	88.0%	6.9%	5.1%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	87.4%	6.6%	6.0%

# Federal Mediation and Conciliation Service

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>173</b>	<b>75.3%</b>	<b>12.0%</b>	<b>12.7%</b>
2010 Federal Mediation and Conciliation Service	196	82.5%	9.0%	8.5%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	81.8%	8.5%	9.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>173</b>	<b>77.7%</b>	<b>10.3%</b>	<b>12.0%</b>
2010 Federal Mediation and Conciliation Service	196	79.7%	11.2%	9.1%
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	191	83.6%	8.2%	8.2%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>172</b>	<b>24.3%</b>	<b>60.9%</b>	<b>14.8%</b>
2010 Federal Mediation and Conciliation Service	--	--	--	--
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>165</b>	<b>5.9%</b>	<b>5.9%</b>	<b>6.4%</b>	<b>20.2%</b>
2010 Federal Mediation and Conciliation Service	--	--	--	--	--
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

(continued)

# Federal Mediation and Conciliation Service

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>165</b>	<b>13.0%</b>	<b>1.5%</b>	<b>40.5%</b>	<b>6.5%</b>
2010 Federal Mediation and Conciliation Service	--	--	--	--	--
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>173</b>	<b>8.1%</b>	<b>56.2%</b>	<b>35.7%</b>
2010 Federal Mediation and Conciliation Service	--	--	--	--
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>174</b>	<b>15.4%</b>	<b>61.7%</b>	<b>22.9%</b>
2010 Federal Mediation and Conciliation Service	--	--	--	--
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>172</b>	<b>7.0%</b>	<b>87.6%</b>	<b>5.3%</b>
2010 Federal Mediation and Conciliation Service	--	--	--	--
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--

# Federal Mediation and Conciliation Service

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>172</b>	<b>0.0%</b>	<b>75.8%</b>	<b>24.2%</b>
2010 Federal Mediation and Conciliation Service	--	--	--	--
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Federal Mediation and Conciliation Service</b>	<b>173</b>	<b>0.0%</b>	<b>75.2%</b>	<b>24.8%</b>
2010 Federal Mediation and Conciliation Service	--	--	--	--
2008 Federal Mediation and Conciliation Service	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Federal Mediation and Conciliation Service</b>	<b>106</b>	<b>33.6%</b>	<b>31.8%</b>	<b>34.6%</b>	<b>67</b>
2010 Federal Mediation and Conciliation Service	133	38.1%	31.0%	30.9%	62
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	132	51.6%	31.7%	16.8%	58

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Federal Mediation and Conciliation Service</b>	<b>81</b>	<b>26.8%</b>	<b>53.1%</b>	<b>20.2%</b>	<b>88</b>
2010 Federal Mediation and Conciliation Service	117	43.2%	38.2%	18.6%	77
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	120	56.1%	33.3%	10.5%	71

# Federal Mediation and Conciliation Service

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Federal Mediation and Conciliation Service</b>	<b>83</b>	<b>27.3%</b>	<b>50.4%</b>	<b>22.3%</b>	<b>88</b>
2010 Federal Mediation and Conciliation Service	123	34.5%	48.4%	17.1%	71
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Federal Mediation and Conciliation Service</b>	<b>71</b>	<b>32.2%</b>	<b>62.4%</b>	<b>5.4%</b>	<b>101</b>
2010 Federal Mediation and Conciliation Service	103	37.3%	61.7%	1.0%	92
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Federal Mediation and Conciliation Service</b>	<b>50</b>	<b>9.4%</b>	<b>86.6%</b>	<b>4.1%</b>	<b>120</b>
2010 Federal Mediation and Conciliation Service	73	9.6%	84.3%	6.1%	120
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Federal Mediation and Conciliation Service</b>	<b>54</b>	<b>8.6%</b>	<b>80.0%</b>	<b>11.4%</b>	<b>119</b>
2010 Federal Mediation and Conciliation Service	75	8.7%	82.7%	8.7%	118
2008 Federal Mediation and Conciliation Service	--	--	--	--	--
2006 Federal Mediation and Conciliation Service	--	--	--	--	--



# Federal Retirement Thrift Investment Board

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>
2010 Federal Retirement Thrift Investment Board	60
2008 Federal Retirement Thrift Investment Board	48
2006 Federal Retirement Thrift Investment Board	41

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>76.7%</b>	<b>6.9%</b>	<b>16.4%</b>
2010 Federal Retirement Thrift Investment Board	60	76.6%	8.1%	15.3%
2008 Federal Retirement Thrift Investment Board	48	72.3%	10.8%	16.8%
2006 Federal Retirement Thrift Investment Board	41	35.4%	31.6%	33.0%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>83.3%</b>	<b>5.0%</b>	<b>11.7%</b>
2010 Federal Retirement Thrift Investment Board	60	75.0%	10.4%	14.5%
2008 Federal Retirement Thrift Investment Board	48	81.1%	12.7%	6.3%
2006 Federal Retirement Thrift Investment Board	41	74.7%	10.3%	15.0%

# Federal Retirement Thrift Investment Board

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>75.4%</b>	<b>6.5%</b>	<b>18.0%</b>
2010 Federal Retirement Thrift Investment Board	60	74.8%	9.0%	16.2%
2008 Federal Retirement Thrift Investment Board	48	74.5%	8.5%	17.0%
2006 Federal Retirement Thrift Investment Board	41	52.8%	27.5%	19.6%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>82.5%</b>	<b>9.2%</b>	<b>8.3%</b>
2010 Federal Retirement Thrift Investment Board	60	73.9%	7.7%	18.3%
2008 Federal Retirement Thrift Investment Board	48	78.2%	13.4%	8.4%
2006 Federal Retirement Thrift Investment Board	41	63.6%	15.1%	21.3%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>86.7%</b>	<b>8.9%</b>	<b>4.5%</b>
2010 Federal Retirement Thrift Investment Board	60	89.7%	6.7%	3.6%
2008 Federal Retirement Thrift Investment Board	48	91.5%	4.3%	4.1%
2006 Federal Retirement Thrift Investment Board	41	77.0%	9.1%	13.9%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>82.0%</b>	<b>5.2%</b>	<b>12.8%</b>
2010 Federal Retirement Thrift Investment Board	60	78.8%	10.2%	11.0%
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>95.1%</b>	<b>4.9%</b>	<b>0.0%</b>
2010 Federal Retirement Thrift Investment Board	59	94.9%	1.9%	3.2%
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>91.5%</b>	<b>8.5%</b>	<b>0.0%</b>
2010 Federal Retirement Thrift Investment Board	60	96.7%	1.9%	1.5%
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>69.2%</b>	<b>6.5%</b>	<b>24.3%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	59	61.9%	10.7%	27.4%	1
2008 Federal Retirement Thrift Investment Board	48	59.2%	12.7%	28.1%	0
2006 Federal Retirement Thrift Investment Board	39	52.2%	15.9%	31.8%	2

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>59.1%</b>	<b>11.5%</b>	<b>29.5%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	60	47.3%	14.1%	38.6%	0
2008 Federal Retirement Thrift Investment Board	48	53.7%	14.7%	31.6%	0
2006 Federal Retirement Thrift Investment Board	41	47.0%	18.4%	34.6%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>64.6%</b>	<b>11.5%</b>	<b>24.0%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	60	60.1%	8.4%	31.5%	0
2008 Federal Retirement Thrift Investment Board	48	68.6%	12.8%	18.6%	0
2006 Federal Retirement Thrift Investment Board	40	55.3%	12.3%	32.4%	1

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>89.5%</b>	<b>3.7%</b>	<b>6.8%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	60	90.1%	6.7%	3.2%	0
2008 Federal Retirement Thrift Investment Board	48	98.1%	1.9%	0.0%	0
2006 Federal Retirement Thrift Investment Board	41	82.0%	12.7%	5.3%	0

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>70</b>	<b>90.9%</b>	<b>5.1%</b>	<b>3.9%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	57	91.4%	7.1%	1.6%	2
2008 Federal Retirement Thrift Investment Board	48	89.8%	8.1%	2.1%	0
2006 Federal Retirement Thrift Investment Board	41	85.6%	12.2%	2.2%	0

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>66.5%</b>	<b>17.2%</b>	<b>16.4%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	59	66.5%	13.2%	20.4%	1
2008 Federal Retirement Thrift Investment Board	48	75.6%	16.9%	7.5%	0
2006 Federal Retirement Thrift Investment Board	40	84.0%	10.8%	5.2%	1

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>82.8%</b>	<b>5.0%</b>	<b>12.2%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	59	79.4%	5.1%	15.5%	0
2008 Federal Retirement Thrift Investment Board	48	75.2%	8.8%	16.0%	0
2006 Federal Retirement Thrift Investment Board	35	50.6%	17.0%	32.4%	6

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>84.5%</b>	<b>6.5%</b>	<b>8.9%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	59	86.3%	10.3%	3.4%	1
2008 Federal Retirement Thrift Investment Board	48	98.0%	0.0%	2.0%	0
2006 Federal Retirement Thrift Investment Board	41	69.6%	25.7%	4.8%	0

# Federal Retirement Thrift Investment Board

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>65</b>	<b>58.8%</b>	<b>23.6%</b>	<b>17.6%</b>	<b>6</b>
2010 Federal Retirement Thrift Investment Board	55	54.3%	15.7%	30.0%	5
2008 Federal Retirement Thrift Investment Board	44	48.1%	42.5%	9.4%	4
2006 Federal Retirement Thrift Investment Board	35	28.1%	26.8%	45.1%	6

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>74.0%</b>	<b>15.2%</b>	<b>10.8%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	58	68.3%	7.0%	24.7%	1
2008 Federal Retirement Thrift Investment Board	48	54.0%	19.8%	26.2%	0
2006 Federal Retirement Thrift Investment Board	39	31.2%	25.4%	43.4%	2

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>70</b>	<b>83.4%</b>	<b>5.0%</b>	<b>11.5%</b>	<b>1</b>
2010 Federal Retirement Thrift Investment Board	60	82.8%	9.0%	8.1%	0
2008 Federal Retirement Thrift Investment Board	47	73.0%	14.1%	13.0%	1
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>70</b>	<b>71.9%</b>	<b>13.1%</b>	<b>15.0%</b>
2010 Federal Retirement Thrift Investment Board	60	78.0%	9.8%	12.2%
2008 Federal Retirement Thrift Investment Board	48	89.4%	8.4%	2.1%
2006 Federal Retirement Thrift Investment Board	41	84.9%	9.9%	5.1%

# Federal Retirement Thrift Investment Board

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>67</b>	<b>56.4%</b>	<b>24.4%</b>	<b>19.2%</b>	<b>3</b>
2010 Federal Retirement Thrift Investment Board	56	57.8%	23.6%	18.6%	4
2008 Federal Retirement Thrift Investment Board	47	53.7%	35.1%	11.2%	1
2006 Federal Retirement Thrift Investment Board	36	39.6%	36.7%	23.7%	5

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>64</b>	<b>60.0%</b>	<b>15.1%</b>	<b>24.9%</b>	<b>7</b>
2010 Federal Retirement Thrift Investment Board	54	51.9%	15.2%	32.9%	6
2008 Federal Retirement Thrift Investment Board	43	49.1%	30.5%	20.4%	5
2006 Federal Retirement Thrift Investment Board	38	21.2%	27.8%	51.0%	3

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>66</b>	<b>54.3%</b>	<b>16.0%</b>	<b>29.7%</b>	<b>5</b>
2010 Federal Retirement Thrift Investment Board	57	37.1%	22.1%	40.8%	3
2008 Federal Retirement Thrift Investment Board	42	30.2%	40.0%	29.8%	6
2006 Federal Retirement Thrift Investment Board	35	17.1%	34.2%	48.7%	6

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>65</b>	<b>52.5%</b>	<b>26.3%</b>	<b>21.2%</b>	<b>6</b>
2010 Federal Retirement Thrift Investment Board	52	53.5%	22.0%	24.5%	7
2008 Federal Retirement Thrift Investment Board	43	43.4%	29.4%	27.2%	5
2006 Federal Retirement Thrift Investment Board	36	19.1%	14.2%	66.6%	5

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>66</b>	<b>75.7%</b>	<b>11.7%</b>	<b>12.6%</b>	<b>5</b>
2010 Federal Retirement Thrift Investment Board	53	67.6%	11.2%	21.2%	7
2008 Federal Retirement Thrift Investment Board	43	62.3%	14.1%	23.7%	5
2006 Federal Retirement Thrift Investment Board	39	27.4%	15.5%	57.1%	2

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>76.3%</b>	<b>7.5%</b>	<b>16.2%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	57	80.5%	7.3%	12.2%	1
2008 Federal Retirement Thrift Investment Board	48	78.5%	4.0%	17.4%	0
2006 Federal Retirement Thrift Investment Board	41	77.8%	17.4%	4.9%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>69</b>	<b>64.7%</b>	<b>23.7%</b>	<b>11.6%</b>	<b>2</b>
2010 Federal Retirement Thrift Investment Board	57	68.7%	17.1%	14.2%	2
2008 Federal Retirement Thrift Investment Board	47	58.9%	24.1%	16.9%	1
2006 Federal Retirement Thrift Investment Board	39	38.3%	39.6%	22.2%	2

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>84.9%</b>	<b>10.7%</b>	<b>4.5%</b>
2010 Federal Retirement Thrift Investment Board	60	86.6%	8.2%	5.2%
2008 Federal Retirement Thrift Investment Board	48	93.1%	6.9%	0.0%
2006 Federal Retirement Thrift Investment Board	41	86.5%	13.5%	0.0%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>70</b>	<b>74.1%</b>	<b>10.6%</b>	<b>15.2%</b>	<b>1</b>
2010 Federal Retirement Thrift Investment Board	57	76.1%	7.5%	16.4%	2
2008 Federal Retirement Thrift Investment Board	48	84.6%	6.3%	9.1%	0
2006 Federal Retirement Thrift Investment Board	41	67.1%	10.1%	22.8%	0

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Agency (continued)

#### 30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>67</b>	<b>52.3%</b>	<b>20.9%</b>	<b>26.8%</b>	<b>4</b>
2010 Federal Retirement Thrift Investment Board	58	54.7%	8.8%	36.5%	2
2008 Federal Retirement Thrift Investment Board	46	50.2%	26.0%	23.8%	2
2006 Federal Retirement Thrift Investment Board	38	29.3%	29.3%	41.4%	3

#### 31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>68</b>	<b>72.1%</b>	<b>15.5%</b>	<b>12.5%</b>	<b>3</b>
2010 Federal Retirement Thrift Investment Board	56	56.7%	20.1%	23.2%	4
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

#### 32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>68</b>	<b>46.7%</b>	<b>29.8%</b>	<b>23.5%</b>	<b>3</b>
2010 Federal Retirement Thrift Investment Board	57	45.2%	25.4%	29.4%	3
2008 Federal Retirement Thrift Investment Board	45	52.8%	20.8%	26.4%	3
2006 Federal Retirement Thrift Investment Board	37	18.9%	31.9%	49.2%	4

#### 33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>63</b>	<b>39.8%</b>	<b>25.8%</b>	<b>34.3%</b>	<b>8</b>
2010 Federal Retirement Thrift Investment Board	54	49.2%	10.9%	39.9%	4
2008 Federal Retirement Thrift Investment Board	43	41.8%	25.2%	33.0%	5
2006 Federal Retirement Thrift Investment Board	38	10.7%	18.0%	71.3%	3

# Federal Retirement Thrift Investment Board

## Trend Report

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>64</b>	<b>54.9%</b>	<b>20.1%</b>	<b>24.9%</b>	<b>7</b>
2010 Federal Retirement Thrift Investment Board	54	45.6%	27.4%	26.9%	6
2008 Federal Retirement Thrift Investment Board	45	52.8%	21.6%	25.6%	3
2006 Federal Retirement Thrift Investment Board	37	33.6%	27.6%	38.9%	4

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>70</b>	<b>68.4%</b>	<b>22.2%</b>	<b>9.4%</b>	<b>1</b>
2010 Federal Retirement Thrift Investment Board	58	61.3%	29.4%	9.3%	2
2008 Federal Retirement Thrift Investment Board	47	76.4%	12.9%	10.7%	1
2006 Federal Retirement Thrift Investment Board	41	68.5%	21.9%	9.6%	0

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>61.1%</b>	<b>14.2%</b>	<b>24.8%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	58	42.3%	21.3%	36.4%	2
2008 Federal Retirement Thrift Investment Board	48	52.3%	26.4%	21.3%	0
2006 Federal Retirement Thrift Investment Board	38	39.2%	34.8%	25.9%	3

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>65</b>	<b>59.3%</b>	<b>20.6%</b>	<b>20.1%</b>	<b>6</b>
2010 Federal Retirement Thrift Investment Board	56	53.7%	23.1%	23.2%	4
2008 Federal Retirement Thrift Investment Board	43	52.8%	31.0%	16.2%	5
2006 Federal Retirement Thrift Investment Board	34	31.8%	26.2%	42.0%	7

# Federal Retirement Thrift Investment Board

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>64</b>	<b>67.8%</b>	<b>13.6%</b>	<b>18.6%</b>	<b>7</b>
2010 Federal Retirement Thrift Investment Board	55	64.0%	14.4%	21.6%	5
2008 Federal Retirement Thrift Investment Board	42	64.9%	22.8%	12.2%	6
2006 Federal Retirement Thrift Investment Board	32	43.3%	29.2%	27.5%	9

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>87.4%</b>	<b>11.3%</b>	<b>1.4%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	60	84.9%	6.3%	8.8%	0
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>75.0%</b>	<b>9.6%</b>	<b>15.4%</b>
2010 Federal Retirement Thrift Investment Board	60	67.3%	17.6%	15.1%
2008 Federal Retirement Thrift Investment Board	48	69.1%	20.6%	10.3%
2006 Federal Retirement Thrift Investment Board	41	19.9%	32.4%	47.7%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>70</b>	<b>64.2%</b>	<b>16.3%</b>	<b>19.5%</b>	<b>1</b>
2010 Federal Retirement Thrift Investment Board	58	56.4%	13.9%	29.8%	2
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

# Federal Retirement Thrift Investment Board

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>84.1%</b>	<b>6.2%</b>	<b>9.7%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	60	85.6%	6.5%	7.9%	0
2008 Federal Retirement Thrift Investment Board	48	80.9%	9.0%	10.2%	0
2006 Federal Retirement Thrift Investment Board	40	76.4%	13.4%	10.2%	1

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>71.8%</b>	<b>14.0%</b>	<b>14.2%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	60	74.9%	11.8%	13.4%	0
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>70</b>	<b>74.7%</b>	<b>10.7%</b>	<b>14.6%</b>	<b>1</b>
2010 Federal Retirement Thrift Investment Board	58	75.7%	10.8%	13.4%	2
2008 Federal Retirement Thrift Investment Board	48	71.3%	16.3%	12.3%	0
2006 Federal Retirement Thrift Investment Board	38	49.1%	24.5%	26.4%	3

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>63</b>	<b>72.6%</b>	<b>19.7%</b>	<b>7.7%</b>	<b>8</b>
2010 Federal Retirement Thrift Investment Board	57	67.8%	23.6%	8.6%	3
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>70</b>	<b>73.5%</b>	<b>9.5%</b>	<b>16.9%</b>	<b>1</b>
2010 Federal Retirement Thrift Investment Board	59	72.7%	12.1%	15.2%	1
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>80.5%</b>	<b>9.6%</b>	<b>9.9%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	59	81.2%	10.9%	7.9%	1
2008 Federal Retirement Thrift Investment Board	48	78.5%	13.2%	8.3%	0
2006 Federal Retirement Thrift Investment Board	40	46.2%	28.0%	25.7%	1

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>77.7%</b>	<b>8.4%</b>	<b>13.9%</b>
2010 Federal Retirement Thrift Investment Board	60	76.1%	8.8%	15.0%
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>70</b>	<b>84.3%</b>	<b>5.7%</b>	<b>10.0%</b>
2010 Federal Retirement Thrift Investment Board	60	83.5%	8.8%	7.7%
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>89.8%</b>	<b>7.5%</b>	<b>2.7%</b>
2010 Federal Retirement Thrift Investment Board	60	90.3%	4.6%	5.0%
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>72.8%</b>	<b>8.0%</b>	<b>19.2%</b>
2010 Federal Retirement Thrift Investment Board	60	70.0%	15.1%	14.8%
2008 Federal Retirement Thrift Investment Board	48	75.0%	10.4%	14.6%
2006 Federal Retirement Thrift Investment Board	41	52.5%	30.3%	17.3%

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>72.8%</b>	<b>14.6%</b>	<b>12.6%</b>
2010 Federal Retirement Thrift Investment Board	60	68.2%	23.7%	8.1%
2008 Federal Retirement Thrift Investment Board	48	71.3%	22.5%	6.2%
2006 Federal Retirement Thrift Investment Board	41	61.9%	25.6%	12.5%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>69</b>	<b>58.0%</b>	<b>17.6%</b>	<b>24.4%</b>	<b>1</b>
2010 Federal Retirement Thrift Investment Board	59	54.1%	18.9%	26.9%	0
2008 Federal Retirement Thrift Investment Board	48	65.0%	12.9%	22.1%	0
2006 Federal Retirement Thrift Investment Board	40	25.1%	16.7%	58.3%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>68</b>	<b>73.4%</b>	<b>10.7%</b>	<b>15.9%</b>	<b>3</b>
2010 Federal Retirement Thrift Investment Board	58	70.2%	14.0%	15.8%	1
2008 Federal Retirement Thrift Investment Board	45	71.3%	24.4%	4.2%	3
2006 Federal Retirement Thrift Investment Board	38	23.3%	27.7%	49.1%	3

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>67</b>	<b>70.2%</b>	<b>17.0%</b>	<b>12.8%</b>	<b>4</b>
2010 Federal Retirement Thrift Investment Board	57	68.6%	13.2%	18.3%	2
2008 Federal Retirement Thrift Investment Board	47	69.7%	22.1%	8.2%	1
2006 Federal Retirement Thrift Investment Board	37	56.0%	29.6%	14.4%	4

# Federal Retirement Thrift Investment Board

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>74.9%</b>	<b>14.3%</b>	<b>10.9%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	59	75.5%	12.6%	11.9%	1
2008 Federal Retirement Thrift Investment Board	48	81.3%	16.6%	2.1%	0
2006 Federal Retirement Thrift Investment Board	39	51.2%	20.1%	28.6%	2

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>69</b>	<b>68.8%</b>	<b>22.9%</b>	<b>8.3%</b>	<b>2</b>
2010 Federal Retirement Thrift Investment Board	56	75.0%	14.0%	11.0%	4
2008 Federal Retirement Thrift Investment Board	44	81.2%	16.5%	2.3%	4
2006 Federal Retirement Thrift Investment Board	36	44.0%	31.5%	24.5%	5

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>70</b>	<b>48.6%</b>	<b>24.7%</b>	<b>26.7%</b>	<b>1</b>
2010 Federal Retirement Thrift Investment Board	57	50.4%	21.7%	28.0%	3
2008 Federal Retirement Thrift Investment Board	48	64.3%	12.2%	23.5%	0
2006 Federal Retirement Thrift Investment Board	40	58.8%	18.2%	22.9%	1

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>67</b>	<b>56.0%</b>	<b>23.4%</b>	<b>20.5%</b>	<b>3</b>
2010 Federal Retirement Thrift Investment Board	58	45.7%	29.5%	24.8%	2
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>68</b>	<b>64.8%</b>	<b>18.8%</b>	<b>16.4%</b>	<b>2</b>
2010 Federal Retirement Thrift Investment Board	59	65.5%	23.0%	11.5%	1
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

# Federal Retirement Thrift Investment Board

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>72.5%</b>	<b>14.3%</b>	<b>13.1%</b>	<b>0</b>
2010 Federal Retirement Thrift Investment Board	60	70.2%	13.2%	16.6%	0
2008 Federal Retirement Thrift Investment Board	48	73.6%	10.3%	16.1%	0
2006 Federal Retirement Thrift Investment Board	41	25.2%	38.4%	36.4%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>69</b>	<b>63.1%</b>	<b>25.8%</b>	<b>11.1%</b>	<b>2</b>
2010 Federal Retirement Thrift Investment Board	56	72.0%	15.5%	12.5%	4
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>71.1%</b>	<b>11.2%</b>	<b>17.7%</b>
2010 Federal Retirement Thrift Investment Board	60	60.3%	20.1%	19.6%
2008 Federal Retirement Thrift Investment Board	48	68.0%	18.1%	13.8%
2006 Federal Retirement Thrift Investment Board	41	38.1%	35.1%	26.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>65.2%</b>	<b>22.6%</b>	<b>12.2%</b>
2010 Federal Retirement Thrift Investment Board	60	63.7%	15.7%	20.5%
2008 Federal Retirement Thrift Investment Board	48	75.5%	14.3%	10.1%
2006 Federal Retirement Thrift Investment Board	41	26.7%	20.8%	52.5%

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>72.1%</b>	<b>18.2%</b>	<b>9.6%</b>
2010 Federal Retirement Thrift Investment Board	60	63.9%	23.1%	13.0%
2008 Federal Retirement Thrift Investment Board	48	68.0%	17.8%	14.2%
2006 Federal Retirement Thrift Investment Board	41	34.5%	16.8%	48.8%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>66.7%</b>	<b>20.3%</b>	<b>13.0%</b>
2010 Federal Retirement Thrift Investment Board	60	64.1%	12.2%	23.7%
2008 Federal Retirement Thrift Investment Board	48	65.0%	25.0%	10.0%
2006 Federal Retirement Thrift Investment Board	41	19.9%	22.6%	57.5%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>40.3%</b>	<b>29.2%</b>	<b>30.5%</b>
2010 Federal Retirement Thrift Investment Board	60	30.9%	38.9%	30.2%
2008 Federal Retirement Thrift Investment Board	48	33.2%	32.7%	34.0%
2006 Federal Retirement Thrift Investment Board	41	15.1%	26.8%	58.1%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>71.7%</b>	<b>20.0%</b>	<b>8.3%</b>
2010 Federal Retirement Thrift Investment Board	60	69.7%	15.3%	15.1%
2008 Federal Retirement Thrift Investment Board	48	62.7%	18.0%	19.3%
2006 Federal Retirement Thrift Investment Board	41	42.7%	21.6%	35.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>76.8%</b>	<b>11.8%</b>	<b>11.4%</b>
2010 Federal Retirement Thrift Investment Board	59	71.2%	13.1%	15.7%
2008 Federal Retirement Thrift Investment Board	48	79.0%	6.6%	14.3%
2006 Federal Retirement Thrift Investment Board	41	44.6%	29.1%	26.3%

# Federal Retirement Thrift Investment Board

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>62.0%</b>	<b>22.0%</b>	<b>16.0%</b>
2010 Federal Retirement Thrift Investment Board	60	67.2%	15.2%	17.6%
2008 Federal Retirement Thrift Investment Board	48	61.2%	10.5%	28.4%
2006 Federal Retirement Thrift Investment Board	41	40.7%	19.8%	39.5%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>70</b>	<b>76.2%</b>	<b>8.4%</b>	<b>15.4%</b>
2010 Federal Retirement Thrift Investment Board	60	69.2%	12.1%	18.7%
2008 Federal Retirement Thrift Investment Board	48	70.0%	19.7%	10.3%
2006 Federal Retirement Thrift Investment Board	41	27.6%	17.6%	54.8%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>71</b>	<b>79.6%</b>	<b>20.4%</b>	<b>0.0%</b>
2010 Federal Retirement Thrift Investment Board	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>69</b>	<b>0.0%</b>	<b>15.2%</b>	<b>14.3%</b>	<b>18.2%</b>
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

(continued)

# Federal Retirement Thrift Investment Board

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>69</b>	<b>10.0%</b>	<b>3.8%</b>	<b>16.6%</b>	<b>21.9%</b>
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>70</b>	<b>60.1%</b>	<b>39.9%</b>	<b>0.0%</b>
2010 Federal Retirement Thrift Investment Board	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>69</b>	<b>64.7%</b>	<b>34.1%</b>	<b>1.2%</b>
2010 Federal Retirement Thrift Investment Board	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>69</b>	<b>12.5%</b>	<b>86.3%</b>	<b>1.2%</b>
2010 Federal Retirement Thrift Investment Board	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

# Federal Retirement Thrift Investment Board

## *Trend Report*

### Work/Life (continued)

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>69</b>	<b>2.6%</b>	<b>73.7%</b>	<b>23.7%</b>
2010 Federal Retirement Thrift Investment Board	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>69</b>	<b>2.6%</b>	<b>72.4%</b>	<b>25.0%</b>
2010 Federal Retirement Thrift Investment Board	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>56</b>	<b>60.4%</b>	<b>12.3%</b>	<b>27.3%</b>	<b>15</b>
2010 Federal Retirement Thrift Investment Board	38	37.7%	38.0%	24.2%	21
2008 Federal Retirement Thrift Investment Board	24	14.2%	15.1%	70.7%	24
2006 Federal Retirement Thrift Investment Board	16	12.3%	32.0%	55.8%	25

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>64</b>	<b>83.4%</b>	<b>8.4%</b>	<b>8.3%</b>	<b>7</b>
2010 Federal Retirement Thrift Investment Board	55	81.4%	11.9%	6.7%	5
2008 Federal Retirement Thrift Investment Board	45	76.1%	10.7%	13.2%	3
2006 Federal Retirement Thrift Investment Board	21	0.0%	29.1%	70.9%	20

# Federal Retirement Thrift Investment Board

## Trend Report

### Work/Life (continued)

**81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>55</b>	<b>79.1%</b>	<b>14.1%</b>	<b>6.8%</b>	<b>15</b>
2010 Federal Retirement Thrift Investment Board	54	66.4%	12.3%	21.4%	6
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

**82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>23</b>	<b>45.5%</b>	<b>50.5%</b>	<b>4.0%</b>	<b>48</b>
2010 Federal Retirement Thrift Investment Board	31	39.3%	41.1%	19.7%	29
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

**83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>15</b>	<b>11.9%</b>	<b>65.9%</b>	<b>22.2%</b>	<b>55</b>
2010 Federal Retirement Thrift Investment Board	18	10.7%	45.6%	43.7%	42
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

**84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Federal Retirement Thrift Investment Board</b>	<b>15</b>	<b>11.8%</b>	<b>76.5%</b>	<b>11.6%</b>	<b>55</b>
2010 Federal Retirement Thrift Investment Board	16	7.0%	70.0%	23.0%	44
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--



# Institute of Museum and Library Services

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>
2010 Institute of Museum and Library Services	48
2008 Institute of Museum and Library Services	--
2006 Institute of Museum and Library Services	33

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>69.3%</b>	<b>14.1%</b>	<b>16.6%</b>
2010 Institute of Museum and Library Services	48	61.4%	8.8%	29.8%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	56.3%	25.1%	18.6%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>73.3%</b>	<b>5.5%</b>	<b>21.2%</b>
2010 Institute of Museum and Library Services	48	69.8%	16.6%	13.6%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	59.5%	18.0%	22.5%

# Institute of Museum and Library Services

## Trend Report

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>73.4%</b>	<b>7.7%</b>	<b>18.9%</b>
2010 Institute of Museum and Library Services	48	68.0%	10.2%	21.8%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	77.9%	9.1%	13.0%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>76.6%</b>	<b>11.5%</b>	<b>11.9%</b>
2010 Institute of Museum and Library Services	48	75.4%	8.1%	16.4%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	78.2%	8.4%	13.4%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>83.3%</b>	<b>7.3%</b>	<b>9.3%</b>
2010 Institute of Museum and Library Services	47	81.2%	4.0%	14.8%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	81.9%	15.1%	3.0%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>78.2%</b>	<b>15.1%</b>	<b>6.8%</b>
2010 Institute of Museum and Library Services	46	85.7%	8.0%	6.3%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>98.1%</b>	<b>0.0%</b>	<b>1.9%</b>
2010 Institute of Museum and Library Services	47	95.8%	1.9%	2.3%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--

# Institute of Museum and Library Services

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>93.4%</b>	<b>4.7%</b>	<b>1.9%</b>
2010 Institute of Museum and Library Services	47	91.0%	4.5%	4.5%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>51.6%</b>	<b>9.4%</b>	<b>39.0%</b>	<b>0</b>
2010 Institute of Museum and Library Services	47	42.3%	20.6%	37.1%	1
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	35.3%	15.1%	49.7%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>55.0%</b>	<b>11.1%</b>	<b>33.9%</b>	<b>0</b>
2010 Institute of Museum and Library Services	48	50.3%	12.7%	37.1%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	62.9%	9.1%	28.0%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>61.1%</b>	<b>5.8%</b>	<b>33.2%</b>	<b>0</b>
2010 Institute of Museum and Library Services	47	47.9%	14.9%	37.1%	1
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	57.9%	17.9%	24.2%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>92.4%</b>	<b>5.8%</b>	<b>1.8%</b>	<b>0</b>
2010 Institute of Museum and Library Services	48	87.3%	10.3%	2.3%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	84.8%	3.2%	11.9%	0

# Institute of Museum and Library Services

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>92.4%</b>	<b>2.1%</b>	<b>5.5%</b>	<b>0</b>
2010 Institute of Museum and Library Services	47	84.9%	5.9%	9.2%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	32	86.6%	13.4%	0.0%	1

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>90.4%</b>	<b>9.6%</b>	<b>0.0%</b>	<b>0</b>
2010 Institute of Museum and Library Services	47	98.1%	1.9%	0.0%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	93.6%	6.4%	0.0%	0

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Institute of Museum and Library Services</b>	<b>47</b>	<b>79.2%</b>	<b>5.9%</b>	<b>15.0%</b>	<b>2</b>
2010 Institute of Museum and Library Services	48	77.7%	6.3%	16.0%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	28	72.3%	15.5%	12.2%	5

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>87.2%</b>	<b>4.0%</b>	<b>8.8%</b>	<b>0</b>
2010 Institute of Museum and Library Services	48	85.7%	3.8%	10.5%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	83.1%	13.8%	3.2%	0

# Institute of Museum and Library Services

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Institute of Museum and Library Services</b>	<b>45</b>	<b>65.2%</b>	<b>11.6%</b>	<b>23.2%</b>	<b>3</b>
2010 Institute of Museum and Library Services	44	44.3%	15.1%	40.6%	4
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	25	54.7%	21.3%	24.0%	8

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Institute of Museum and Library Services</b>	<b>47</b>	<b>45.5%</b>	<b>24.3%</b>	<b>30.2%</b>	<b>1</b>
2010 Institute of Museum and Library Services	48	48.1%	7.6%	44.4%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	5.8%	39.5%	54.6%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Institute of Museum and Library Services</b>	<b>47</b>	<b>71.0%</b>	<b>6.4%</b>	<b>22.6%</b>	<b>2</b>
2010 Institute of Museum and Library Services	48	71.8%	9.7%	18.5%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Institute of Museum and Library Services</b>	<b>45</b>	<b>73.8%</b>	<b>8.8%</b>	<b>17.4%</b>
2010 Institute of Museum and Library Services	47	65.2%	22.4%	12.4%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	90.0%	7.0%	3.0%

# Institute of Museum and Library Services

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>67.6%</b>	<b>20.0%</b>	<b>12.5%</b>	<b>1</b>
2010 Institute of Museum and Library Services	45	55.0%	21.6%	23.4%	3
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	58.8%	25.3%	15.9%	0

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Institute of Museum and Library Services</b>	<b>46</b>	<b>40.9%</b>	<b>34.1%</b>	<b>25.0%</b>	<b>3</b>
2010 Institute of Museum and Library Services	47	46.5%	26.2%	27.2%	1
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	30	47.9%	34.9%	17.2%	3

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Institute of Museum and Library Services</b>	<b>45</b>	<b>35.2%</b>	<b>30.0%</b>	<b>34.9%</b>	<b>4</b>
2010 Institute of Museum and Library Services	45	33.8%	18.1%	48.1%	3
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	30	38.4%	30.9%	30.7%	3

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Institute of Museum and Library Services</b>	<b>46</b>	<b>44.1%</b>	<b>23.9%</b>	<b>32.0%</b>	<b>3</b>
2010 Institute of Museum and Library Services	46	37.0%	19.8%	43.3%	2
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	28	31.0%	21.2%	47.8%	5

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Institute of Museum and Library Services</b>	<b>45</b>	<b>62.4%</b>	<b>20.1%</b>	<b>17.5%</b>	<b>4</b>
2010 Institute of Museum and Library Services	45	42.4%	32.2%	25.4%	3
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	26	51.1%	30.2%	18.7%	7

# Institute of Museum and Library Services

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>76.9%</b>	<b>17.3%</b>	<b>5.8%</b>	<b>1</b>
2010 Institute of Museum and Library Services	48	75.3%	12.9%	11.9%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	80.6%	9.9%	9.6%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Institute of Museum and Library Services</b>	<b>46</b>	<b>65.5%</b>	<b>29.7%</b>	<b>4.8%</b>	<b>3</b>
2010 Institute of Museum and Library Services	47	54.3%	29.0%	16.7%	1
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	32	57.8%	19.7%	22.5%	1

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>82.6%</b>	<b>15.5%</b>	<b>1.9%</b>
2010 Institute of Museum and Library Services	48	83.0%	17.0%	0.0%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	89.9%	10.1%	0.0%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>77.7%</b>	<b>14.2%</b>	<b>8.1%</b>	<b>1</b>
2010 Institute of Museum and Library Services	47	71.6%	17.0%	11.5%	1
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	71.5%	12.2%	16.2%	0

# Institute of Museum and Library Services

## *Trend Report*

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>30.8%</b>	<b>17.9%</b>	<b>51.3%</b>	<b>1</b>
2010 Institute of Museum and Library Services	46	24.0%	13.5%	62.5%	2
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	35.2%	18.5%	46.4%	0

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>49.4%</b>	<b>21.3%</b>	<b>29.3%</b>	<b>0</b>
2010 Institute of Museum and Library Services	46	43.5%	23.4%	33.1%	2
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>34.1%</b>	<b>28.3%</b>	<b>37.6%</b>	<b>0</b>
2010 Institute of Museum and Library Services	45	29.2%	23.8%	47.0%	3
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	32	45.6%	28.7%	25.6%	1

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Institute of Museum and Library Services</b>	<b>44</b>	<b>31.5%</b>	<b>26.0%</b>	<b>42.6%</b>	<b>5</b>
2010 Institute of Museum and Library Services	43	30.1%	21.4%	48.4%	5
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	26	36.6%	44.1%	19.3%	7

# Institute of Museum and Library Services

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>53.2%</b>	<b>20.9%</b>	<b>25.8%</b>	<b>1</b>
2010 Institute of Museum and Library Services	48	32.9%	25.6%	41.5%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	29	50.6%	24.2%	25.2%	4

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>89.5%</b>	<b>7.9%</b>	<b>2.6%</b>	<b>1</b>
2010 Institute of Museum and Library Services	47	85.5%	8.1%	6.4%	1
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	87.9%	8.9%	3.2%	0

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>63.4%</b>	<b>11.4%</b>	<b>25.2%</b>	<b>0</b>
2010 Institute of Museum and Library Services	48	47.5%	29.7%	22.8%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	32	61.6%	19.9%	18.5%	1

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>57.9%</b>	<b>17.5%</b>	<b>24.7%</b>	<b>0</b>
2010 Institute of Museum and Library Services	47	34.3%	17.5%	48.2%	1
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	27	47.9%	33.2%	18.9%	6

# Institute of Museum and Library Services

## *Trend Report*

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Institute of Museum and Library Services</b>	<b>47</b>	<b>74.8%</b>	<b>6.0%</b>	<b>19.2%</b>	<b>2</b>
2010 Institute of Museum and Library Services	44	67.4%	12.6%	20.0%	4
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	25	75.1%	12.5%	12.4%	8

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>87.5%</b>	<b>8.0%</b>	<b>4.5%</b>	<b>0</b>
2010 Institute of Museum and Library Services	47	87.5%	6.5%	5.9%	1
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>62.3%</b>	<b>17.5%</b>	<b>20.2%</b>
2010 Institute of Museum and Library Services	48	57.1%	16.1%	26.8%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	42.8%	32.5%	24.7%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>49.1%</b>	<b>26.0%</b>	<b>24.9%</b>	<b>0</b>
2010 Institute of Museum and Library Services	40	51.3%	20.0%	28.7%	7
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

# Institute of Museum and Library Services

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>83.0%</b>	<b>10.4%</b>	<b>6.6%</b>	<b>0</b>
2010 Institute of Museum and Library Services	47	72.7%	13.0%	14.3%	1
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	32	79.9%	14.1%	6.0%	1

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>65.0%</b>	<b>14.4%</b>	<b>20.7%</b>	<b>0</b>
2010 Institute of Museum and Library Services	47	67.4%	12.1%	20.6%	1
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Institute of Museum and Library Services</b>	<b>47</b>	<b>73.9%</b>	<b>10.0%</b>	<b>16.1%</b>	<b>2</b>
2010 Institute of Museum and Library Services	48	58.1%	19.5%	22.4%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	31	69.8%	16.0%	14.2%	2

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Institute of Museum and Library Services</b>	<b>46</b>	<b>79.1%</b>	<b>12.1%</b>	<b>8.8%</b>	<b>2</b>
2010 Institute of Museum and Library Services	47	73.3%	12.1%	14.6%	1
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>70.7%</b>	<b>15.4%</b>	<b>14.0%</b>	<b>1</b>
2010 Institute of Museum and Library Services	48	52.7%	23.0%	24.4%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

# Institute of Museum and Library Services

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>76.5%</b>	<b>4.0%</b>	<b>19.5%</b>	<b>1</b>
2010 Institute of Museum and Library Services	48	65.7%	9.6%	24.7%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	32	73.9%	16.0%	10.1%	1

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>80.4%</b>	<b>7.7%</b>	<b>11.9%</b>
2010 Institute of Museum and Library Services	48	79.9%	6.0%	14.1%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>82.3%</b>	<b>5.5%</b>	<b>12.2%</b>
2010 Institute of Museum and Library Services	48	79.4%	8.3%	12.2%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>80.7%</b>	<b>11.9%</b>	<b>7.4%</b>
2010 Institute of Museum and Library Services	48	81.0%	10.1%	8.9%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>72.7%</b>	<b>10.0%</b>	<b>17.3%</b>
2010 Institute of Museum and Library Services	48	65.0%	14.4%	20.6%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	76.8%	13.5%	9.7%

# Institute of Museum and Library Services

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Institute of Museum and Library Services</b>	<b>49</b>	<b>70.9%</b>	<b>17.2%</b>	<b>11.9%</b>
2010 Institute of Museum and Library Services	47	63.8%	15.2%	21.0%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	83.4%	9.9%	6.7%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>42.5%</b>	<b>21.1%</b>	<b>36.3%</b>	<b>0</b>
2010 Institute of Museum and Library Services	48	20.8%	19.3%	59.9%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	32	24.2%	30.8%	45.0%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Institute of Museum and Library Services</b>	<b>47</b>	<b>55.2%</b>	<b>12.0%</b>	<b>32.8%</b>	<b>1</b>
2010 Institute of Museum and Library Services	46	31.9%	13.6%	54.4%	2
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	29	51.0%	26.4%	22.6%	4

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Institute of Museum and Library Services</b>	<b>46</b>	<b>61.4%</b>	<b>12.2%</b>	<b>26.3%</b>	<b>1</b>
2010 Institute of Museum and Library Services	47	42.2%	32.3%	25.5%	1
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	30	65.5%	24.2%	10.3%	3

# Institute of Museum and Library Services

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>45.6%</b>	<b>19.7%</b>	<b>34.7%</b>	<b>0</b>
2010 Institute of Museum and Library Services	48	46.6%	11.9%	41.6%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	32	33.2%	37.9%	28.9%	1

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Institute of Museum and Library Services</b>	<b>46</b>	<b>46.5%</b>	<b>21.1%</b>	<b>32.4%</b>	<b>2</b>
2010 Institute of Museum and Library Services	46	55.6%	13.0%	31.4%	2
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	31	38.0%	39.1%	22.9%	2

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Institute of Museum and Library Services</b>	<b>47</b>	<b>33.6%</b>	<b>18.2%</b>	<b>48.1%</b>	<b>1</b>
2010 Institute of Museum and Library Services	48	33.7%	20.6%	45.8%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	44.8%	15.8%	39.5%	0

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>35.5%</b>	<b>23.3%</b>	<b>41.3%</b>	<b>0</b>
2010 Institute of Museum and Library Services	48	43.8%	27.0%	29.2%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Institute of Museum and Library Services</b>	<b>44</b>	<b>68.8%</b>	<b>14.9%</b>	<b>16.3%</b>	<b>4</b>
2010 Institute of Museum and Library Services	46	40.7%	22.5%	36.7%	1
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

# Institute of Museum and Library Services

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>56.0%</b>	<b>12.2%</b>	<b>31.8%</b>	<b>0</b>
2010 Institute of Museum and Library Services	48	20.7%	29.8%	49.5%	0
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	33	42.0%	24.4%	33.6%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Institute of Museum and Library Services</b>	<b>46</b>	<b>47.8%</b>	<b>26.7%</b>	<b>25.5%</b>	<b>2</b>
2010 Institute of Museum and Library Services	43	27.3%	36.7%	36.0%	4
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>62.5%</b>	<b>18.1%</b>	<b>19.4%</b>
2010 Institute of Museum and Library Services	48	55.3%	24.7%	20.0%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	41.6%	36.8%	21.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>54.3%</b>	<b>22.0%</b>	<b>23.6%</b>
2010 Institute of Museum and Library Services	46	37.0%	22.7%	40.4%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	20.6%	26.0%	53.4%

# Institute of Museum and Library Services

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>53.3%</b>	<b>23.2%</b>	<b>23.5%</b>
2010 Institute of Museum and Library Services	48	59.5%	17.8%	22.7%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	44.8%	39.3%	15.9%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Institute of Museum and Library Services</b>	<b>47</b>	<b>38.9%</b>	<b>23.8%</b>	<b>37.4%</b>
2010 Institute of Museum and Library Services	48	29.2%	28.2%	42.7%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	26.7%	21.9%	51.4%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>23.1%</b>	<b>31.2%</b>	<b>45.7%</b>
2010 Institute of Museum and Library Services	48	17.1%	37.1%	45.8%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	21.1%	52.9%	26.0%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>50.3%</b>	<b>20.7%</b>	<b>29.0%</b>
2010 Institute of Museum and Library Services	48	46.5%	18.9%	34.6%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	24.5%	35.4%	40.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>70.4%</b>	<b>14.4%</b>	<b>15.2%</b>
2010 Institute of Museum and Library Services	48	66.0%	11.3%	22.7%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	57.2%	26.7%	16.0%

# Institute of Museum and Library Services

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>73.4%</b>	<b>14.5%</b>	<b>12.0%</b>
2010 Institute of Museum and Library Services	48	73.1%	14.3%	12.6%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	65.9%	24.4%	9.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>57.7%</b>	<b>18.7%</b>	<b>23.6%</b>
2010 Institute of Museum and Library Services	48	49.5%	19.4%	31.1%
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	33	38.8%	30.7%	30.5%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Institute of Museum and Library Services</b>	<b>47</b>	<b>94.8%</b>	<b>5.2%</b>	<b>0.0%</b>
2010 Institute of Museum and Library Services	--	--	--	--
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>0.0%</b>	<b>9.2%</b>	<b>17.1%</b>	<b>52.2%</b>
2010 Institute of Museum and Library Services	--	--	--	--	--
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

(continued)

# Institute of Museum and Library Services

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Institute of Museum and Library Services</b>	<b>48</b>	<b>2.8%</b>	<b>10.2%</b>	<b>2.8%</b>	<b>5.6%</b>
2010 Institute of Museum and Library Services	--	--	--	--	--
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Institute of Museum and Library Services</b>	<b>47</b>	<b>49.3%</b>	<b>45.3%</b>	<b>5.4%</b>
2010 Institute of Museum and Library Services	--	--	--	--
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Institute of Museum and Library Services</b>	<b>44</b>	<b>10.5%</b>	<b>74.7%</b>	<b>14.7%</b>
2010 Institute of Museum and Library Services	--	--	--	--
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Institute of Museum and Library Services</b>	<b>45</b>	<b>13.1%</b>	<b>76.4%</b>	<b>10.5%</b>
2010 Institute of Museum and Library Services	--	--	--	--
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--

# Institute of Museum and Library Services

## *Trend Report*

### Work/Life (continued)

77. *Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Institute of Museum and Library Services</b>	<b>45</b>	<b>0.0%</b>	<b>67.3%</b>	<b>32.7%</b>
2010 Institute of Museum and Library Services	--	--	--	--
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--

78. *Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)*

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Institute of Museum and Library Services</b>	<b>44</b>	<b>0.0%</b>	<b>64.7%</b>	<b>35.3%</b>
2010 Institute of Museum and Library Services	--	--	--	--
2008 Institute of Museum and Library Services	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--

79. *How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Institute of Museum and Library Services</b>	<b>46</b>	<b>47.0%</b>	<b>25.2%</b>	<b>27.8%</b>	<b>2</b>
2010 Institute of Museum and Library Services	41	32.6%	29.7%	37.6%	7
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	18	37.3%	45.1%	17.6%	15

80. *How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Institute of Museum and Library Services</b>	<b>44</b>	<b>65.9%</b>	<b>19.2%</b>	<b>14.8%</b>	<b>3</b>
2010 Institute of Museum and Library Services	42	68.9%	19.7%	11.4%	6
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	25	75.4%	12.1%	12.5%	8

# Institute of Museum and Library Services

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Institute of Museum and Library Services</b>	<b>31</b>	<b>22.6%</b>	<b>42.5%</b>	<b>35.0%</b>	<b>17</b>
2010 Institute of Museum and Library Services	37	44.1%	30.1%	25.7%	11
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Institute of Museum and Library Services</b>	<b>23</b>	<b>28.0%</b>	<b>43.7%</b>	<b>28.2%</b>	<b>25</b>
2010 Institute of Museum and Library Services	27	44.5%	24.1%	31.5%	20
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Institute of Museum and Library Services</b>	<b>14</b>	<b>0.0%</b>	<b>48.5%</b>	<b>51.5%</b>	<b>34</b>
2010 Institute of Museum and Library Services	13	25.8%	38.8%	35.5%	35
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Institute of Museum and Library Services</b>	<b>14</b>	<b>0.0%</b>	<b>56.6%</b>	<b>43.4%</b>	<b>34</b>
2010 Institute of Museum and Library Services	10	32.6%	32.7%	34.7%	37
2008 Institute of Museum and Library Services	--	--	--	--	--
2006 Institute of Museum and Library Services	--	--	--	--	--



# Inter-American Foundation

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Inter-American Foundation</b>	<b>22</b>
2010 Inter-American Foundation	23
2008 Inter-American Foundation	24
2006 Inter-American Foundation	24

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>48.0%</b>	<b>15.4%</b>	<b>36.5%</b>
2010 Inter-American Foundation	23	59.0%	4.7%	36.3%
2008 Inter-American Foundation	24	56.7%	0.0%	43.3%
2006 Inter-American Foundation	24	64.8%	5.5%	29.7%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>48.1%</b>	<b>25.5%</b>	<b>26.3%</b>
2010 Inter-American Foundation	23	68.5%	11.6%	19.9%
2008 Inter-American Foundation	24	75.4%	4.9%	19.7%
2006 Inter-American Foundation	24	69.6%	18.2%	12.2%

# Inter-American Foundation

## Trend Report

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>35.3%</b>	<b>19.5%</b>	<b>45.2%</b>
2010 Inter-American Foundation	23	54.2%	4.8%	41.0%
2008 Inter-American Foundation	24	48.8%	3.2%	48.0%
2006 Inter-American Foundation	24	63.8%	24.1%	12.2%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>70.0%</b>	<b>6.1%</b>	<b>24.0%</b>
2010 Inter-American Foundation	23	82.2%	3.6%	14.2%
2008 Inter-American Foundation	24	57.3%	15.9%	26.8%
2006 Inter-American Foundation	24	79.1%	8.3%	12.5%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>82.8%</b>	<b>8.0%</b>	<b>9.2%</b>
2010 Inter-American Foundation	23	86.9%	8.3%	4.7%
2008 Inter-American Foundation	24	68.5%	8.7%	22.8%
2006 Inter-American Foundation	24	86.7%	13.3%	0.0%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>74.3%</b>	<b>4.0%</b>	<b>21.7%</b>
2010 Inter-American Foundation	23	92.7%	0.0%	7.3%
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Inter-American Foundation</b>	<b>21</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Inter-American Foundation	23	96.4%	3.6%	0.0%
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

# Inter-American Foundation

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>87.4%</b>	<b>12.6%</b>	<b>0.0%</b>
2010 Inter-American Foundation	23	88.4%	11.6%	0.0%
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Inter-American Foundation</b>	<b>21</b>	<b>41.5%</b>	<b>21.2%</b>	<b>37.4%</b>	<b>0</b>
2010 Inter-American Foundation	23	84.7%	3.7%	11.6%	0
2008 Inter-American Foundation	24	77.2%	3.4%	19.4%	0
2006 Inter-American Foundation	24	58.3%	18.3%	23.4%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>46.9%</b>	<b>31.2%</b>	<b>21.9%</b>	<b>0</b>
2010 Inter-American Foundation	23	78.5%	7.3%	14.3%	0
2008 Inter-American Foundation	24	70.8%	8.3%	20.9%	0
2006 Inter-American Foundation	24	59.3%	11.4%	29.3%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>40.2%</b>	<b>19.4%</b>	<b>40.4%</b>	<b>0</b>
2010 Inter-American Foundation	23	44.8%	9.5%	45.7%	0
2008 Inter-American Foundation	21	47.2%	14.0%	38.7%	3
2006 Inter-American Foundation	24	54.1%	9.7%	36.2%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>80.0%</b>	<b>0.0%</b>	<b>20.0%</b>	<b>0</b>
2010 Inter-American Foundation	23	75.8%	8.0%	16.3%	0
2008 Inter-American Foundation	24	57.9%	4.0%	38.2%	0
2006 Inter-American Foundation	24	82.8%	8.3%	8.8%	0

# Inter-American Foundation

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>89.4%</b>	<b>0.0%</b>	<b>10.6%</b>	<b>0</b>
2010 Inter-American Foundation	23	87.3%	8.0%	4.7%	0
2008 Inter-American Foundation	23	73.5%	21.7%	4.8%	1
2006 Inter-American Foundation	24	91.3%	4.0%	4.7%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>95.5%</b>	<b>4.5%</b>	<b>0.0%</b>	<b>0</b>
2010 Inter-American Foundation	23	93.1%	6.9%	0.0%	0
2008 Inter-American Foundation	24	87.7%	3.8%	8.5%	0
2006 Inter-American Foundation	24	95.7%	4.3%	0.0%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>69.1%</b>	<b>8.7%</b>	<b>22.3%</b>	<b>0</b>
2010 Inter-American Foundation	23	89.1%	3.6%	7.2%	0
2008 Inter-American Foundation	22	71.1%	0.0%	28.9%	2
2006 Inter-American Foundation	22	72.6%	13.2%	14.2%	2

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>84.6%</b>	<b>6.1%</b>	<b>9.4%</b>	<b>0</b>
2010 Inter-American Foundation	22	74.4%	8.7%	16.9%	0
2008 Inter-American Foundation	23	83.2%	4.7%	12.1%	1
2006 Inter-American Foundation	24	83.6%	3.8%	12.7%	0

# Inter-American Foundation

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>50.6%</b>	<b>19.5%</b>	<b>30.0%</b>	<b>0</b>
2010 Inter-American Foundation	19	39.0%	4.5%	56.5%	3
2008 Inter-American Foundation	21	31.4%	28.9%	39.7%	3
2006 Inter-American Foundation	20	61.3%	14.2%	24.5%	4

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Inter-American Foundation</b>	<b>21</b>	<b>39.2%</b>	<b>4.7%</b>	<b>56.1%</b>	<b>1</b>
2010 Inter-American Foundation	21	34.6%	16.7%	48.7%	1
2008 Inter-American Foundation	24	44.9%	3.2%	51.9%	0
2006 Inter-American Foundation	22	35.9%	24.1%	40.1%	2

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>75.5%</b>	<b>15.3%</b>	<b>9.2%</b>	<b>0</b>
2010 Inter-American Foundation	21	82.8%	4.0%	13.2%	2
2008 Inter-American Foundation	22	61.9%	4.4%	33.8%	2
2006 Inter-American Foundation	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>48.1%</b>	<b>19.8%</b>	<b>32.1%</b>
2010 Inter-American Foundation	22	74.8%	12.0%	13.2%
2008 Inter-American Foundation	24	66.0%	8.8%	25.2%
2006 Inter-American Foundation	24	82.9%	13.5%	3.6%

# Inter-American Foundation

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>49.6%</b>	<b>26.9%</b>	<b>23.5%</b>	<b>0</b>
2010 Inter-American Foundation	21	59.4%	10.5%	30.2%	2
2008 Inter-American Foundation	23	50.0%	17.7%	32.3%	1
2006 Inter-American Foundation	23	52.2%	26.7%	21.1%	1

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>30.1%</b>	<b>24.6%</b>	<b>45.2%</b>	<b>0</b>
2010 Inter-American Foundation	21	44.9%	15.0%	40.1%	2
2008 Inter-American Foundation	22	40.3%	12.2%	47.5%	2
2006 Inter-American Foundation	23	36.3%	33.5%	30.2%	1

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>36.7%</b>	<b>22.5%</b>	<b>40.8%</b>	<b>0</b>
2010 Inter-American Foundation	19	38.4%	16.8%	44.8%	4
2008 Inter-American Foundation	22	33.3%	15.9%	50.8%	2
2006 Inter-American Foundation	24	43.8%	11.5%	44.7%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>36.8%</b>	<b>22.6%</b>	<b>40.5%</b>	<b>0</b>
2010 Inter-American Foundation	21	38.4%	26.8%	34.8%	2
2008 Inter-American Foundation	22	42.8%	9.5%	47.8%	2
2006 Inter-American Foundation	21	27.9%	19.7%	52.4%	3

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Inter-American Foundation</b>	<b>20</b>	<b>44.7%</b>	<b>14.6%</b>	<b>40.7%</b>	<b>1</b>
2010 Inter-American Foundation	21	47.8%	21.5%	30.8%	2
2008 Inter-American Foundation	21	55.4%	4.6%	40.0%	3
2006 Inter-American Foundation	19	57.6%	25.6%	16.7%	5

# Inter-American Foundation

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>57.6%</b>	<b>10.6%</b>	<b>31.8%</b>	<b>0</b>
2010 Inter-American Foundation	22	64.2%	17.6%	18.2%	1
2008 Inter-American Foundation	24	62.4%	28.9%	8.7%	0
2006 Inter-American Foundation	23	64.4%	18.4%	17.2%	1

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>35.4%</b>	<b>40.6%</b>	<b>24.0%</b>	<b>0</b>
2010 Inter-American Foundation	20	61.1%	10.9%	27.9%	2
2008 Inter-American Foundation	23	41.9%	17.2%	40.9%	1
2006 Inter-American Foundation	24	50.8%	33.3%	15.9%	0

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>69.9%</b>	<b>25.6%</b>	<b>4.5%</b>
2010 Inter-American Foundation	23	75.8%	19.5%	4.7%
2008 Inter-American Foundation	24	71.4%	12.1%	16.5%
2006 Inter-American Foundation	24	64.8%	35.2%	0.0%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>50.3%</b>	<b>26.2%</b>	<b>23.5%</b>	<b>0</b>
2010 Inter-American Foundation	23	67.9%	7.3%	24.8%	0
2008 Inter-American Foundation	23	73.0%	13.0%	14.1%	1
2006 Inter-American Foundation	24	71.4%	11.5%	17.0%	0

# Inter-American Foundation

## *Trend Report*

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>32.9%</b>	<b>18.4%</b>	<b>48.7%</b>	<b>0</b>
2010 Inter-American Foundation	21	50.6%	0.0%	49.4%	2
2008 Inter-American Foundation	24	39.8%	8.3%	51.9%	0
2006 Inter-American Foundation	20	40.8%	32.1%	27.2%	4

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>28.7%</b>	<b>14.0%</b>	<b>57.2%</b>	<b>0</b>
2010 Inter-American Foundation	21	36.2%	8.8%	55.0%	2
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>37.5%</b>	<b>9.2%</b>	<b>53.3%</b>	<b>0</b>
2010 Inter-American Foundation	22	30.0%	26.9%	43.1%	1
2008 Inter-American Foundation	23	38.4%	12.0%	49.6%	1
2006 Inter-American Foundation	24	41.5%	21.5%	37.0%	0

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Inter-American Foundation</b>	<b>21</b>	<b>16.9%</b>	<b>31.5%</b>	<b>51.6%</b>	<b>1</b>
2010 Inter-American Foundation	18	29.8%	22.6%	47.6%	5
2008 Inter-American Foundation	22	48.4%	4.3%	47.2%	2
2006 Inter-American Foundation	21	33.0%	26.5%	40.4%	3

# Inter-American Foundation

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>44.5%</b>	<b>41.4%</b>	<b>14.1%</b>	<b>0</b>
2010 Inter-American Foundation	21	59.3%	27.4%	13.3%	2
2008 Inter-American Foundation	23	60.5%	21.2%	18.3%	1
2006 Inter-American Foundation	20	70.2%	19.6%	10.2%	4

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Inter-American Foundation</b>	<b>21</b>	<b>81.2%</b>	<b>4.7%</b>	<b>14.1%</b>	<b>1</b>
2010 Inter-American Foundation	23	88.4%	8.4%	3.3%	0
2008 Inter-American Foundation	22	82.0%	13.3%	4.7%	2
2006 Inter-American Foundation	23	79.8%	20.2%	0.0%	1

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>63.4%</b>	<b>14.6%</b>	<b>22.0%</b>	<b>0</b>
2010 Inter-American Foundation	23	76.4%	15.2%	8.4%	0
2008 Inter-American Foundation	24	79.6%	16.4%	4.0%	0
2006 Inter-American Foundation	24	87.0%	8.3%	4.7%	0

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>49.9%</b>	<b>16.9%</b>	<b>33.3%</b>	<b>0</b>
2010 Inter-American Foundation	19	46.1%	20.1%	33.8%	4
2008 Inter-American Foundation	24	45.4%	15.2%	39.5%	0
2006 Inter-American Foundation	21	56.1%	9.1%	34.8%	3

# Inter-American Foundation

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Inter-American Foundation</b>	<b>21</b>	<b>62.9%</b>	<b>4.2%</b>	<b>32.9%</b>	<b>1</b>
2010 Inter-American Foundation	20	59.2%	14.5%	26.3%	3
2008 Inter-American Foundation	19	51.3%	15.2%	33.4%	5
2006 Inter-American Foundation	18	78.2%	5.4%	16.4%	6

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Inter-American Foundation</b>	<b>21</b>	<b>52.8%</b>	<b>22.8%</b>	<b>24.4%</b>	<b>0</b>
2010 Inter-American Foundation	22	71.1%	19.6%	9.3%	0
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>46.8%</b>	<b>25.9%</b>	<b>27.3%</b>
2010 Inter-American Foundation	23	61.2%	14.1%	24.7%
2008 Inter-American Foundation	24	44.1%	8.7%	47.2%
2006 Inter-American Foundation	24	57.0%	30.8%	12.2%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Inter-American Foundation</b>	<b>20</b>	<b>41.9%</b>	<b>18.6%</b>	<b>39.5%</b>	<b>2</b>
2010 Inter-American Foundation	20	56.1%	0.0%	43.9%	3
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

# Inter-American Foundation

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>71.5%</b>	<b>19.4%</b>	<b>9.0%</b>	<b>0</b>
2010 Inter-American Foundation	23	86.9%	13.1%	0.0%	0
2008 Inter-American Foundation	24	75.4%	11.2%	13.5%	0
2006 Inter-American Foundation	24	79.2%	16.8%	4.0%	0

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>53.2%</b>	<b>26.2%</b>	<b>20.6%</b>	<b>0</b>
2010 Inter-American Foundation	23	56.8%	14.2%	29.0%	0
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>46.1%</b>	<b>22.5%</b>	<b>31.4%</b>	<b>0</b>
2010 Inter-American Foundation	23	66.9%	8.3%	24.7%	0
2008 Inter-American Foundation	23	56.0%	22.4%	21.6%	1
2006 Inter-American Foundation	22	64.6%	9.0%	26.5%	2

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Inter-American Foundation</b>	<b>21</b>	<b>58.5%</b>	<b>22.1%</b>	<b>19.4%</b>	<b>0</b>
2010 Inter-American Foundation	20	86.6%	3.7%	9.6%	2
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>51.3%</b>	<b>17.3%</b>	<b>31.4%</b>	<b>0</b>
2010 Inter-American Foundation	23	64.3%	7.3%	28.4%	0
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

# Inter-American Foundation

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Inter-American Foundation</b>	<b>21</b>	<b>48.2%</b>	<b>31.7%</b>	<b>20.1%</b>	<b>1</b>
2010 Inter-American Foundation	22	52.5%	17.4%	30.1%	0
2008 Inter-American Foundation	24	57.9%	11.0%	31.1%	0
2006 Inter-American Foundation	24	57.7%	30.7%	11.6%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>61.4%</b>	<b>16.9%</b>	<b>21.8%</b>
2010 Inter-American Foundation	23	84.7%	3.6%	11.7%
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>70.8%</b>	<b>10.1%</b>	<b>19.1%</b>
2010 Inter-American Foundation	23	84.7%	6.9%	8.4%
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>57.4%</b>	<b>28.7%</b>	<b>13.9%</b>
2010 Inter-American Foundation	23	75.3%	6.9%	17.9%
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>54.1%</b>	<b>18.6%</b>	<b>27.3%</b>
2010 Inter-American Foundation	23	71.7%	8.3%	20.0%
2008 Inter-American Foundation	24	45.2%	17.7%	37.1%
2006 Inter-American Foundation	24	71.4%	8.6%	20.1%

# Inter-American Foundation

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>60.2%</b>	<b>16.5%</b>	<b>23.3%</b>
2010 Inter-American Foundation	23	71.7%	8.3%	20.0%
2008 Inter-American Foundation	24	55.0%	12.4%	32.6%
2006 Inter-American Foundation	24	72.1%	15.6%	12.3%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>38.1%</b>	<b>8.5%</b>	<b>53.4%</b>	<b>0</b>
2010 Inter-American Foundation	22	39.4%	9.9%	50.7%	1
2008 Inter-American Foundation	24	36.9%	7.2%	55.9%	0
2006 Inter-American Foundation	24	37.1%	20.9%	42.0%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>55.3%</b>	<b>4.7%</b>	<b>40.0%</b>	<b>0</b>
2010 Inter-American Foundation	21	47.8%	8.8%	43.4%	2
2008 Inter-American Foundation	24	36.9%	19.9%	43.2%	0
2006 Inter-American Foundation	22	33.8%	24.0%	42.2%	2

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>50.8%</b>	<b>17.2%</b>	<b>32.0%</b>	<b>0</b>
2010 Inter-American Foundation	22	62.6%	3.8%	33.6%	1
2008 Inter-American Foundation	24	49.4%	15.8%	34.8%	0
2006 Inter-American Foundation	22	76.9%	14.1%	9.0%	2

# Inter-American Foundation

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>37.3%</b>	<b>26.1%</b>	<b>36.6%</b>	<b>0</b>
2010 Inter-American Foundation	23	47.0%	8.4%	44.6%	0
2008 Inter-American Foundation	24	40.9%	7.2%	51.9%	0
2006 Inter-American Foundation	24	47.3%	17.1%	35.6%	0

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>46.0%</b>	<b>17.3%</b>	<b>36.6%</b>	<b>0</b>
2010 Inter-American Foundation	21	47.1%	4.0%	48.9%	2
2008 Inter-American Foundation	21	41.4%	12.7%	45.9%	3
2006 Inter-American Foundation	23	38.2%	41.9%	19.9%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>31.4%</b>	<b>15.3%</b>	<b>53.4%</b>	<b>0</b>
2010 Inter-American Foundation	23	37.5%	14.2%	48.3%	0
2008 Inter-American Foundation	24	40.9%	11.7%	47.4%	0
2006 Inter-American Foundation	24	48.8%	11.7%	39.5%	0

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>27.3%</b>	<b>28.0%</b>	<b>44.7%</b>	<b>0</b>
2010 Inter-American Foundation	23	51.7%	9.5%	38.8%	0
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>46.8%</b>	<b>25.2%</b>	<b>28.0%</b>	<b>0</b>
2010 Inter-American Foundation	21	47.2%	8.2%	44.7%	2
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

# Inter-American Foundation

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>42.1%</b>	<b>17.9%</b>	<b>40.0%</b>	<b>0</b>
2010 Inter-American Foundation	23	51.7%	3.6%	44.6%	0
2008 Inter-American Foundation	24	48.1%	0.0%	51.9%	0
2006 Inter-American Foundation	24	33.2%	34.3%	32.5%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>54.8%</b>	<b>32.0%</b>	<b>13.3%</b>	<b>0</b>
2010 Inter-American Foundation	21	65.0%	17.1%	17.9%	2
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>35.4%</b>	<b>33.3%</b>	<b>31.4%</b>
2010 Inter-American Foundation	23	49.5%	17.8%	32.6%
2008 Inter-American Foundation	24	40.9%	8.6%	50.6%
2006 Inter-American Foundation	24	28.5%	31.4%	40.1%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>54.9%</b>	<b>13.2%</b>	<b>32.0%</b>
2010 Inter-American Foundation	23	36.4%	23.7%	39.9%
2008 Inter-American Foundation	24	36.2%	8.7%	55.1%
2006 Inter-American Foundation	24	44.8%	39.2%	16.0%

# Inter-American Foundation

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>45.9%</b>	<b>17.3%</b>	<b>36.7%</b>
2010 Inter-American Foundation	23	55.4%	6.9%	37.8%
2008 Inter-American Foundation	24	48.0%	4.0%	48.0%
2006 Inter-American Foundation	24	44.5%	31.8%	23.7%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Inter-American Foundation</b>	<b>21</b>	<b>35.5%</b>	<b>22.8%</b>	<b>41.7%</b>
2010 Inter-American Foundation	23	47.0%	9.5%	43.5%
2008 Inter-American Foundation	24	40.9%	7.2%	51.9%
2006 Inter-American Foundation	24	40.2%	17.7%	42.0%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>33.6%</b>	<b>12.6%</b>	<b>53.9%</b>
2010 Inter-American Foundation	23	37.0%	22.0%	41.0%
2008 Inter-American Foundation	24	31.4%	4.7%	63.9%
2006 Inter-American Foundation	24	34.6%	12.2%	53.1%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>32.9%</b>	<b>29.2%</b>	<b>37.9%</b>
2010 Inter-American Foundation	23	50.6%	21.0%	28.3%
2008 Inter-American Foundation	24	48.8%	20.6%	30.6%
2006 Inter-American Foundation	24	42.1%	20.8%	37.1%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>54.9%</b>	<b>12.5%</b>	<b>32.6%</b>
2010 Inter-American Foundation	23	58.6%	28.3%	13.1%
2008 Inter-American Foundation	24	57.2%	4.5%	38.3%
2006 Inter-American Foundation	24	67.4%	21.5%	11.1%

# Inter-American Foundation

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>61.5%</b>	<b>19.1%</b>	<b>19.4%</b>
2010 Inter-American Foundation	23	67.5%	18.2%	14.3%
2008 Inter-American Foundation	24	47.4%	24.1%	28.5%
2006 Inter-American Foundation	24	52.6%	21.8%	25.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>46.8%</b>	<b>21.2%</b>	<b>32.0%</b>
2010 Inter-American Foundation	23	55.4%	21.1%	23.6%
2008 Inter-American Foundation	24	52.8%	0.0%	47.2%
2006 Inter-American Foundation	24	61.7%	22.2%	16.1%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>74.0%</b>	<b>26.0%</b>	<b>0.0%</b>
2010 Inter-American Foundation	--	--	--	--
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>0.0%</b>	<b>0.0%</b>	<b>9.4%</b>	<b>54.0%</b>
2010 Inter-American Foundation	--	--	--	--	--
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

(continued)

# Inter-American Foundation

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>6.1%</b>	<b>4.7%</b>	<b>10.6%</b>	<b>15.3%</b>
2010 Inter-American Foundation	--	--	--	--	--
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>16.7%</b>	<b>49.9%</b>	<b>33.4%</b>
2010 Inter-American Foundation	--	--	--	--
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>4.5%</b>	<b>45.4%</b>	<b>50.0%</b>
2010 Inter-American Foundation	--	--	--	--
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>26.8%</b>	<b>68.5%</b>	<b>4.7%</b>
2010 Inter-American Foundation	--	--	--	--
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

# Inter-American Foundation

## Trend Report

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>0.0%</b>	<b>50.7%</b>	<b>49.3%</b>
2010 Inter-American Foundation	--	--	--	--
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Inter-American Foundation</b>	<b>22</b>	<b>0.0%</b>	<b>46.6%</b>	<b>53.4%</b>
2010 Inter-American Foundation	--	--	--	--
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Inter-American Foundation</b>	<b>19</b>	<b>24.6%</b>	<b>30.4%</b>	<b>45.1%</b>	<b>3</b>
2010 Inter-American Foundation	21	51.3%	27.4%	21.3%	2
2008 Inter-American Foundation	16	34.4%	28.0%	37.6%	8
2006 Inter-American Foundation	14	44.1%	13.5%	42.4%	10

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Inter-American Foundation</b>	<b>14</b>	<b>32.4%</b>	<b>42.3%</b>	<b>25.3%</b>	<b>8</b>
2010 Inter-American Foundation	18	44.8%	31.1%	24.1%	5
2008 Inter-American Foundation	18	68.2%	15.5%	16.3%	6
2006 Inter-American Foundation	16	63.3%	36.7%	0.0%	8

# Inter-American Foundation

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Inter-American Foundation</b>	<b>7</b>	<b>13.1%</b>	<b>42.7%</b>	<b>44.2%</b>	<b>15</b>
2010 Inter-American Foundation	13	17.0%	54.0%	29.0%	10
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Inter-American Foundation</b>	<b>12</b>	<b>41.8%</b>	<b>50.0%</b>	<b>8.3%</b>	<b>10</b>
2010 Inter-American Foundation	14	42.2%	29.8%	28.0%	9
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Inter-American Foundation</b>	<b>7</b>	<b>0.0%</b>	<b>44.3%</b>	<b>55.7%</b>	<b>15</b>
2010 Inter-American Foundation	11	19.9%	53.5%	26.6%	12
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Inter-American Foundation</b>	<b>6</b>	<b>0.0%</b>	<b>67.7%</b>	<b>32.3%</b>	<b>16</b>
2010 Inter-American Foundation	8	26.3%	47.5%	26.1%	15
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--



# International Boundary & Water Commission

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 International Boundary &amp; Water Commission</b>	<b>175</b>
2010 International Boundary & Water Commission	89
2008 International Boundary & Water Commission	89
2006 International Boundary & Water Commission	102

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 International Boundary &amp; Water Commission</b>	<b>175</b>	<b>51.8%</b>	<b>20.6%</b>	<b>27.6%</b>
2010 International Boundary & Water Commission	89	43.5%	19.5%	36.9%
2008 International Boundary & Water Commission	88	45.3%	19.7%	35.0%
2006 International Boundary & Water Commission	102	57.8%	20.5%	21.6%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 International Boundary &amp; Water Commission</b>	<b>175</b>	<b>66.3%</b>	<b>13.5%</b>	<b>20.2%</b>
2010 International Boundary & Water Commission	89	59.8%	18.0%	22.1%
2008 International Boundary & Water Commission	88	59.6%	16.2%	24.2%
2006 International Boundary & Water Commission	102	68.3%	18.6%	13.2%

# International Boundary & Water Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>50.9%</b>	<b>22.9%</b>	<b>26.3%</b>
2010 International Boundary & Water Commission	89	44.3%	20.9%	34.7%
2008 International Boundary & Water Commission	88	44.3%	20.6%	35.2%
2006 International Boundary & Water Commission	102	56.7%	23.7%	19.6%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 International Boundary &amp; Water Commission</b>	<b>174</b>	<b>66.0%</b>	<b>18.5%</b>	<b>15.4%</b>
2010 International Boundary & Water Commission	88	73.1%	7.1%	19.8%
2008 International Boundary & Water Commission	88	69.8%	18.5%	11.7%
2006 International Boundary & Water Commission	102	74.1%	16.5%	9.4%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 International Boundary &amp; Water Commission</b>	<b>175</b>	<b>87.9%</b>	<b>9.3%</b>	<b>2.8%</b>
2010 International Boundary & Water Commission	89	85.6%	9.3%	5.1%
2008 International Boundary & Water Commission	88	84.8%	11.7%	3.5%
2006 International Boundary & Water Commission	102	82.4%	15.1%	2.5%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>79.5%</b>	<b>11.0%</b>	<b>9.5%</b>
2010 International Boundary & Water Commission	88	79.8%	10.2%	10.0%
2008 International Boundary & Water Commission	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 International Boundary &amp; Water Commission</b>	<b>175</b>	<b>96.0%</b>	<b>2.2%</b>	<b>1.8%</b>
2010 International Boundary & Water Commission	89	95.1%	2.5%	2.4%
2008 International Boundary & Water Commission	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--

# International Boundary & Water Commission

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>93.2%</b>	<b>6.3%</b>	<b>0.5%</b>
2010 International Boundary & Water Commission	88	91.9%	5.2%	2.8%
2008 International Boundary & Water Commission	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 International Boundary &amp; Water Commission</b>	<b>170</b>	<b>24.4%</b>	<b>15.8%</b>	<b>59.8%</b>	<b>4</b>
2010 International Boundary & Water Commission	87	37.8%	14.2%	48.0%	2
2008 International Boundary & Water Commission	88	39.0%	17.7%	43.3%	0
2006 International Boundary & Water Commission	102	49.7%	15.9%	34.4%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>56.0%</b>	<b>16.4%</b>	<b>27.6%</b>	<b>2</b>
2010 International Boundary & Water Commission	88	51.8%	19.3%	29.0%	1
2008 International Boundary & Water Commission	88	51.1%	18.4%	30.5%	0
2006 International Boundary & Water Commission	102	57.0%	15.4%	27.6%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>65.0%</b>	<b>16.8%</b>	<b>18.2%</b>	<b>3</b>
2010 International Boundary & Water Commission	86	62.1%	13.7%	24.2%	3
2008 International Boundary & Water Commission	85	56.9%	15.0%	28.1%	3
2006 International Boundary & Water Commission	101	63.2%	15.0%	21.8%	1

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 International Boundary &amp; Water Commission</b>	<b>171</b>	<b>86.8%</b>	<b>8.6%</b>	<b>4.7%</b>	<b>3</b>
2010 International Boundary & Water Commission	88	83.1%	12.0%	4.8%	1
2008 International Boundary & Water Commission	88	86.3%	7.8%	5.9%	1
2006 International Boundary & Water Commission	102	76.6%	13.5%	9.8%	0

# International Boundary & Water Commission

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>91.4%</b>	<b>7.6%</b>	<b>1.0%</b>	<b>2</b>
2010 International Boundary & Water Commission	87	87.0%	10.9%	2.1%	0
2008 International Boundary & Water Commission	87	91.1%	6.5%	2.4%	1
2006 International Boundary & Water Commission	102	91.7%	4.8%	3.6%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>66.9%</b>	<b>13.8%</b>	<b>19.3%</b>	<b>2</b>
2010 International Boundary & Water Commission	88	60.6%	21.1%	18.3%	1
2008 International Boundary & Water Commission	88	76.4%	13.1%	10.5%	0
2006 International Boundary & Water Commission	101	80.8%	11.6%	7.6%	1

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>52.9%</b>	<b>16.0%</b>	<b>31.1%</b>	<b>2</b>
2010 International Boundary & Water Commission	82	60.6%	10.9%	28.6%	5
2008 International Boundary & Water Commission	87	48.4%	15.3%	36.3%	1
2006 International Boundary & Water Commission	98	50.6%	24.3%	25.1%	4

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 International Boundary &amp; Water Commission</b>	<b>169</b>	<b>81.7%</b>	<b>12.3%</b>	<b>5.9%</b>	<b>4</b>
2010 International Boundary & Water Commission	87	73.8%	15.3%	10.9%	1
2008 International Boundary & Water Commission	88	80.6%	8.8%	10.6%	0
2006 International Boundary & Water Commission	102	81.9%	12.1%	6.0%	0

# International Boundary & Water Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 International Boundary &amp; Water Commission</b>	<b>168</b>	<b>49.7%</b>	<b>21.8%</b>	<b>28.6%</b>	<b>5</b>
2010 International Boundary & Water Commission	83	46.5%	27.8%	25.7%	6
2008 International Boundary & Water Commission	83	38.5%	20.0%	41.5%	5
2006 International Boundary & Water Commission	96	41.5%	21.2%	37.3%	6

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 International Boundary &amp; Water Commission</b>	<b>166</b>	<b>36.0%</b>	<b>19.0%</b>	<b>45.0%</b>	<b>5</b>
2010 International Boundary & Water Commission	85	32.6%	26.9%	40.5%	4
2008 International Boundary & Water Commission	88	33.7%	23.1%	43.1%	0
2006 International Boundary & Water Commission	100	57.4%	11.9%	30.7%	2

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>60.2%</b>	<b>16.7%</b>	<b>23.1%</b>	<b>1</b>
2010 International Boundary & Water Commission	86	54.0%	22.8%	23.2%	2
2008 International Boundary & Water Commission	85	54.2%	19.6%	26.2%	3
2006 International Boundary & Water Commission	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 International Boundary &amp; Water Commission</b>	<b>166</b>	<b>63.3%</b>	<b>19.9%</b>	<b>16.8%</b>
2010 International Boundary & Water Commission	85	61.0%	14.0%	25.0%
2008 International Boundary & Water Commission	88	83.0%	8.0%	8.9%
2006 International Boundary & Water Commission	102	84.7%	7.4%	7.9%

# International Boundary & Water Commission

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 International Boundary &amp; Water Commission</b>	<b>171</b>	<b>36.3%</b>	<b>27.1%</b>	<b>36.6%</b>	<b>4</b>
2010 International Boundary & Water Commission	87	40.0%	21.9%	38.1%	2
2008 International Boundary & Water Commission	88	42.6%	27.8%	29.6%	1
2006 International Boundary & Water Commission	97	46.7%	26.4%	26.9%	5

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 International Boundary &amp; Water Commission</b>	<b>164</b>	<b>31.1%</b>	<b>24.9%</b>	<b>44.0%</b>	<b>11</b>
2010 International Boundary & Water Commission	82	35.2%	25.6%	39.2%	7
2008 International Boundary & Water Commission	83	22.6%	21.6%	55.8%	4
2006 International Boundary & Water Commission	96	39.4%	16.0%	44.6%	6

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 International Boundary &amp; Water Commission</b>	<b>167</b>	<b>36.2%</b>	<b>27.0%</b>	<b>36.8%</b>	<b>6</b>
2010 International Boundary & Water Commission	80	36.6%	23.4%	40.0%	9
2008 International Boundary & Water Commission	81	32.4%	25.8%	41.8%	8
2006 International Boundary & Water Commission	92	42.5%	19.7%	37.8%	10

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 International Boundary &amp; Water Commission</b>	<b>171</b>	<b>38.2%</b>	<b>21.5%</b>	<b>40.3%</b>	<b>4</b>
2010 International Boundary & Water Commission	85	30.7%	31.3%	38.0%	4
2008 International Boundary & Water Commission	82	26.3%	25.6%	48.1%	6
2006 International Boundary & Water Commission	98	34.1%	26.4%	39.5%	4

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>37.9%</b>	<b>25.0%</b>	<b>37.1%</b>	<b>3</b>
2010 International Boundary & Water Commission	85	45.8%	16.9%	37.3%	4
2008 International Boundary & Water Commission	85	31.6%	24.8%	43.6%	2
2006 International Boundary & Water Commission	99	44.0%	18.4%	37.6%	3

# International Boundary & Water Commission

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>65.8%</b>	<b>17.4%</b>	<b>16.8%</b>	<b>1</b>
2010 International Boundary & Water Commission	89	58.7%	21.6%	19.7%	0
2008 International Boundary & Water Commission	88	74.5%	14.5%	11.0%	0
2006 International Boundary & Water Commission	101	74.1%	11.6%	14.3%	1

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 International Boundary &amp; Water Commission</b>	<b>170</b>	<b>55.4%</b>	<b>23.3%</b>	<b>21.3%</b>	<b>3</b>
2010 International Boundary & Water Commission	87	48.7%	23.3%	28.0%	1
2008 International Boundary & Water Commission	86	47.7%	30.3%	22.0%	2
2006 International Boundary & Water Commission	101	57.1%	21.9%	21.1%	1

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>68.4%</b>	<b>23.4%</b>	<b>8.2%</b>
2010 International Boundary & Water Commission	89	66.5%	20.5%	13.1%
2008 International Boundary & Water Commission	88	79.4%	19.1%	1.4%
2006 International Boundary & Water Commission	102	78.7%	19.0%	2.3%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 International Boundary &amp; Water Commission</b>	<b>174</b>	<b>65.9%</b>	<b>16.9%</b>	<b>17.2%</b>	<b>1</b>
2010 International Boundary & Water Commission	86	58.3%	20.7%	20.9%	3
2008 International Boundary & Water Commission	86	62.1%	23.8%	14.1%	2
2006 International Boundary & Water Commission	101	75.7%	6.8%	17.5%	1

# International Boundary & Water Commission

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>45.4%</b>	<b>26.6%</b>	<b>28.0%</b>	<b>1</b>
2010 International Boundary & Water Commission	87	38.9%	24.4%	36.7%	2
2008 International Boundary & Water Commission	87	33.9%	34.9%	31.2%	2
2006 International Boundary & Water Commission	99	43.3%	27.5%	29.3%	3

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 International Boundary &amp; Water Commission</b>	<b>170</b>	<b>38.4%</b>	<b>22.2%</b>	<b>39.4%</b>	<b>4</b>
2010 International Boundary & Water Commission	86	34.4%	25.6%	40.0%	3
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 International Boundary &amp; Water Commission</b>	<b>169</b>	<b>28.5%</b>	<b>28.2%</b>	<b>43.4%</b>	<b>6</b>
2010 International Boundary & Water Commission	87	26.3%	32.4%	41.2%	2
2008 International Boundary & Water Commission	88	27.8%	29.4%	42.9%	1
2006 International Boundary & Water Commission	101	29.0%	29.4%	41.6%	1

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 International Boundary &amp; Water Commission</b>	<b>165</b>	<b>21.7%</b>	<b>26.5%</b>	<b>51.8%</b>	<b>10</b>
2010 International Boundary & Water Commission	83	21.1%	27.8%	51.1%	6
2008 International Boundary & Water Commission	83	15.5%	28.3%	56.3%	4
2006 International Boundary & Water Commission	96	25.5%	23.9%	50.6%	6

# International Boundary & Water Commission

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 International Boundary &amp; Water Commission</b>	<b>169</b>	<b>46.0%</b>	<b>34.4%</b>	<b>19.7%</b>	<b>6</b>
2010 International Boundary & Water Commission	84	35.2%	39.5%	25.3%	5
2008 International Boundary & Water Commission	80	43.3%	33.0%	23.7%	8
2006 International Boundary & Water Commission	90	50.7%	22.7%	26.7%	12

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>65.6%</b>	<b>17.2%</b>	<b>17.1%</b>	<b>3</b>
2010 International Boundary & Water Commission	85	60.8%	20.8%	18.5%	4
2008 International Boundary & Water Commission	85	65.8%	17.6%	16.6%	3
2006 International Boundary & Water Commission	99	71.1%	18.2%	10.7%	3

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>45.8%</b>	<b>28.0%</b>	<b>26.2%</b>	<b>1</b>
2010 International Boundary & Water Commission	86	42.4%	25.8%	31.8%	2
2008 International Boundary & Water Commission	84	44.6%	21.1%	34.3%	4
2006 International Boundary & Water Commission	101	63.2%	21.2%	15.6%	1

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 International Boundary &amp; Water Commission</b>	<b>167</b>	<b>41.9%</b>	<b>23.5%</b>	<b>34.6%</b>	<b>7</b>
2010 International Boundary & Water Commission	81	33.8%	32.9%	33.3%	8
2008 International Boundary & Water Commission	82	41.7%	22.1%	36.3%	6
2006 International Boundary & Water Commission	96	40.8%	23.9%	35.3%	6

# International Boundary & Water Commission

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 International Boundary &amp; Water Commission</b>	<b>165</b>	<b>51.2%</b>	<b>18.8%</b>	<b>30.0%</b>	<b>9</b>
2010 International Boundary & Water Commission	82	50.3%	28.3%	21.4%	7
2008 International Boundary & Water Commission	82	45.4%	25.9%	28.6%	6
2006 International Boundary & Water Commission	93	62.3%	18.8%	18.9%	9

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 International Boundary &amp; Water Commission</b>	<b>171</b>	<b>62.8%</b>	<b>23.1%</b>	<b>14.1%</b>	<b>2</b>
2010 International Boundary & Water Commission	86	61.4%	23.6%	15.0%	2
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>52.3%</b>	<b>21.6%</b>	<b>26.1%</b>
2010 International Boundary & Water Commission	89	46.3%	25.8%	27.9%
2008 International Boundary & Water Commission	88	48.0%	25.8%	26.2%
2006 International Boundary & Water Commission	102	63.4%	18.6%	18.0%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 International Boundary &amp; Water Commission</b>	<b>167</b>	<b>43.6%</b>	<b>20.3%</b>	<b>36.0%</b>	<b>8</b>
2010 International Boundary & Water Commission	80	53.0%	17.9%	29.2%	8
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

# International Boundary & Water Commission

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 International Boundary &amp; Water Commission</b>	<b>171</b>	<b>68.3%</b>	<b>17.5%</b>	<b>14.2%</b>	<b>1</b>
2010 International Boundary & Water Commission	83	77.6%	10.1%	12.3%	6
2008 International Boundary & Water Commission	86	61.2%	21.7%	17.1%	2
2006 International Boundary & Water Commission	102	81.4%	15.1%	3.5%	0

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 International Boundary &amp; Water Commission</b>	<b>171</b>	<b>59.7%</b>	<b>12.3%</b>	<b>28.1%</b>	<b>1</b>
2010 International Boundary & Water Commission	86	53.0%	19.9%	27.1%	3
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 International Boundary &amp; Water Commission</b>	<b>171</b>	<b>56.2%</b>	<b>17.6%</b>	<b>26.2%</b>	<b>1</b>
2010 International Boundary & Water Commission	85	48.9%	22.7%	28.4%	4
2008 International Boundary & Water Commission	87	36.7%	23.5%	39.8%	1
2006 International Boundary & Water Commission	99	46.2%	29.1%	24.7%	3

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 International Boundary &amp; Water Commission</b>	<b>163</b>	<b>53.6%</b>	<b>27.9%</b>	<b>18.5%</b>	<b>11</b>
2010 International Boundary & Water Commission	80	51.1%	31.0%	17.9%	9
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>50.2%</b>	<b>21.1%</b>	<b>28.7%</b>	<b>2</b>
2010 International Boundary & Water Commission	86	51.4%	22.8%	25.8%	3
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

# International Boundary & Water Commission

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 International Boundary &amp; Water Commission</b>	<b>169</b>	<b>46.5%</b>	<b>21.4%</b>	<b>32.2%</b>	<b>1</b>
2010 International Boundary & Water Commission	86	50.2%	22.5%	27.4%	3
2008 International Boundary & Water Commission	88	44.9%	21.3%	33.8%	0
2006 International Boundary & Water Commission	102	61.5%	13.1%	25.3%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>65.9%</b>	<b>14.3%</b>	<b>19.8%</b>
2010 International Boundary & Water Commission	89	70.2%	19.4%	10.5%
2008 International Boundary & Water Commission	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 International Boundary &amp; Water Commission</b>	<b>174</b>	<b>71.2%</b>	<b>12.4%</b>	<b>16.5%</b>
2010 International Boundary & Water Commission	89	77.3%	13.0%	9.7%
2008 International Boundary & Water Commission	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>76.0%</b>	<b>12.2%</b>	<b>11.7%</b>
2010 International Boundary & Water Commission	89	70.3%	14.9%	14.8%
2008 International Boundary & Water Commission	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 International Boundary &amp; Water Commission</b>	<b>174</b>	<b>51.7%</b>	<b>23.6%</b>	<b>24.8%</b>
2010 International Boundary & Water Commission	88	51.3%	20.9%	27.8%
2008 International Boundary & Water Commission	88	42.0%	19.8%	38.2%
2006 International Boundary & Water Commission	102	51.8%	24.1%	24.1%

# International Boundary & Water Commission

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>52.6%</b>	<b>20.4%</b>	<b>27.0%</b>
2010 International Boundary & Water Commission	89	48.5%	29.5%	21.9%
2008 International Boundary & Water Commission	88	44.6%	25.2%	30.3%
2006 International Boundary & Water Commission	102	52.1%	31.8%	16.1%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>32.6%</b>	<b>26.3%</b>	<b>41.1%</b>	<b>1</b>
2010 International Boundary & Water Commission	86	22.7%	34.3%	43.0%	3
2008 International Boundary & Water Commission	87	27.5%	18.4%	54.0%	1
2006 International Boundary & Water Commission	102	32.0%	27.8%	40.2%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>37.5%</b>	<b>28.4%</b>	<b>34.1%</b>	<b>1</b>
2010 International Boundary & Water Commission	83	31.4%	27.2%	41.4%	6
2008 International Boundary & Water Commission	85	30.6%	23.2%	46.2%	3
2006 International Boundary & Water Commission	99	46.6%	22.5%	30.9%	3

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 International Boundary &amp; Water Commission</b>	<b>166</b>	<b>49.4%</b>	<b>27.5%</b>	<b>23.1%</b>	<b>6</b>
2010 International Boundary & Water Commission	83	40.3%	36.5%	23.3%	6
2008 International Boundary & Water Commission	86	52.6%	21.6%	25.7%	1
2006 International Boundary & Water Commission	98	56.4%	26.0%	17.6%	4

# International Boundary & Water Commission

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 International Boundary &amp; Water Commission</b>	<b>168</b>	<b>39.8%</b>	<b>23.7%</b>	<b>36.5%</b>	<b>4</b>
2010 International Boundary & Water Commission	86	47.2%	23.4%	29.4%	3
2008 International Boundary & Water Commission	89	46.8%	19.2%	34.0%	0
2006 International Boundary & Water Commission	102	44.8%	21.5%	33.7%	0

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 International Boundary &amp; Water Commission</b>	<b>164</b>	<b>42.0%</b>	<b>28.0%</b>	<b>30.0%</b>	<b>8</b>
2010 International Boundary & Water Commission	74	50.3%	21.8%	27.9%	15
2008 International Boundary & Water Commission	82	44.5%	26.6%	28.9%	6
2006 International Boundary & Water Commission	93	51.9%	19.8%	28.4%	9

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 International Boundary &amp; Water Commission</b>	<b>168</b>	<b>38.3%</b>	<b>26.6%</b>	<b>35.1%</b>	<b>5</b>
2010 International Boundary & Water Commission	86	38.9%	23.4%	37.7%	3
2008 International Boundary & Water Commission	88	37.4%	31.4%	31.3%	1
2006 International Boundary & Water Commission	101	45.5%	21.0%	33.5%	1

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 International Boundary &amp; Water Commission</b>	<b>169</b>	<b>43.6%</b>	<b>24.6%</b>	<b>31.7%</b>	<b>3</b>
2010 International Boundary & Water Commission	84	45.8%	22.4%	31.9%	3
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 International Boundary &amp; Water Commission</b>	<b>168</b>	<b>37.8%</b>	<b>27.9%</b>	<b>34.3%</b>	<b>4</b>
2010 International Boundary & Water Commission	77	34.0%	32.7%	33.3%	12
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

# International Boundary & Water Commission

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 International Boundary &amp; Water Commission</b>	<b>171</b>	<b>44.8%</b>	<b>23.5%</b>	<b>31.6%</b>	<b>1</b>
2010 International Boundary & Water Commission	85	44.3%	17.0%	38.8%	3
2008 International Boundary & Water Commission	88	32.5%	27.9%	39.6%	0
2006 International Boundary & Water Commission	102	48.2%	23.3%	28.5%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 International Boundary &amp; Water Commission</b>	<b>161</b>	<b>52.0%</b>	<b>23.8%</b>	<b>24.2%</b>	<b>10</b>
2010 International Boundary & Water Commission	78	43.1%	30.3%	26.6%	10
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>52.8%</b>	<b>18.2%</b>	<b>29.0%</b>
2010 International Boundary & Water Commission	89	49.2%	18.3%	32.5%
2008 International Boundary & Water Commission	88	45.3%	18.6%	36.1%
2006 International Boundary & Water Commission	102	56.2%	21.2%	22.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>40.4%</b>	<b>22.6%</b>	<b>37.0%</b>
2010 International Boundary & Water Commission	89	37.7%	21.4%	40.9%
2008 International Boundary & Water Commission	89	37.7%	17.6%	44.7%
2006 International Boundary & Water Commission	102	37.5%	27.9%	34.6%

# International Boundary & Water Commission

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>40.2%</b>	<b>15.7%</b>	<b>44.0%</b>
2010 International Boundary & Water Commission	89	42.7%	18.5%	38.8%
2008 International Boundary & Water Commission	88	29.6%	20.0%	50.4%
2006 International Boundary & Water Commission	102	39.8%	21.8%	38.5%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>34.7%</b>	<b>28.2%</b>	<b>37.0%</b>
2010 International Boundary & Water Commission	89	36.2%	29.0%	34.8%
2008 International Boundary & Water Commission	88	32.0%	16.9%	51.1%
2006 International Boundary & Water Commission	102	39.2%	29.6%	31.2%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>34.9%</b>	<b>21.0%</b>	<b>44.0%</b>
2010 International Boundary & Water Commission	89	38.1%	21.0%	40.9%
2008 International Boundary & Water Commission	88	27.4%	25.4%	47.2%
2006 International Boundary & Water Commission	102	38.7%	19.7%	41.7%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>32.2%</b>	<b>19.1%</b>	<b>48.7%</b>
2010 International Boundary & Water Commission	89	31.1%	25.8%	43.1%
2008 International Boundary & Water Commission	87	33.3%	25.2%	41.4%
2006 International Boundary & Water Commission	102	54.2%	17.0%	28.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>61.1%</b>	<b>20.1%</b>	<b>18.8%</b>
2010 International Boundary & Water Commission	88	60.1%	17.6%	22.3%
2008 International Boundary & Water Commission	86	64.2%	22.5%	13.3%
2006 International Boundary & Water Commission	102	68.0%	16.7%	15.4%

# International Boundary & Water Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>57.0%</b>	<b>19.1%</b>	<b>23.9%</b>
2010 International Boundary & Water Commission	88	55.8%	17.0%	27.2%
2008 International Boundary & Water Commission	88	57.9%	18.9%	23.2%
2006 International Boundary & Water Commission	102	60.5%	20.5%	19.1%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>50.9%</b>	<b>14.3%</b>	<b>34.8%</b>
2010 International Boundary & Water Commission	88	41.3%	28.4%	30.3%
2008 International Boundary & Water Commission	88	42.0%	28.2%	29.9%
2006 International Boundary & Water Commission	102	53.9%	19.1%	27.0%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>18.6%</b>	<b>64.8%</b>	<b>16.6%</b>
2010 International Boundary & Water Commission	--	--	--	--
2008 International Boundary & Water Commission	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 International Boundary &amp; Water Commission</b>	<b>163</b>	<b>1.1%</b>	<b>2.5%</b>	<b>1.5%</b>	<b>6.3%</b>
2010 International Boundary & Water Commission	--	--	--	--	--
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

(continued)

# International Boundary & Water Commission

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 International Boundary &amp; Water Commission</b>	<b>163</b>	<b>32.7%</b>	<b>10.3%</b>	<b>30.8%</b>	<b>14.9%</b>
2010 International Boundary & Water Commission	--	--	--	--	--
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>30.0%</b>	<b>42.2%</b>	<b>27.8%</b>
2010 International Boundary & Water Commission	--	--	--	--
2008 International Boundary & Water Commission	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>20.2%</b>	<b>63.4%</b>	<b>16.4%</b>
2010 International Boundary & Water Commission	--	--	--	--
2008 International Boundary & Water Commission	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 International Boundary &amp; Water Commission</b>	<b>172</b>	<b>15.4%</b>	<b>76.9%</b>	<b>7.8%</b>
2010 International Boundary & Water Commission	--	--	--	--
2008 International Boundary & Water Commission	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--

# International Boundary & Water Commission

## Trend Report

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>2.6%</b>	<b>65.4%</b>	<b>32.0%</b>
2010 International Boundary & Water Commission	--	--	--	--
2008 International Boundary & Water Commission	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 International Boundary &amp; Water Commission</b>	<b>173</b>	<b>1.8%</b>	<b>70.1%</b>	<b>28.1%</b>
2010 International Boundary & Water Commission	--	--	--	--
2008 International Boundary & Water Commission	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 International Boundary &amp; Water Commission</b>	<b>88</b>	<b>19.4%</b>	<b>45.5%</b>	<b>35.0%</b>	<b>86</b>
2010 International Boundary & Water Commission	52	22.3%	38.8%	38.9%	35
2008 International Boundary & Water Commission	64	19.5%	38.5%	42.0%	24
2006 International Boundary & Water Commission	54	33.2%	43.1%	23.7%	48

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 International Boundary &amp; Water Commission</b>	<b>120</b>	<b>46.1%</b>	<b>29.8%</b>	<b>24.1%</b>	<b>52</b>
2010 International Boundary & Water Commission	81	45.1%	27.9%	27.0%	8
2008 International Boundary & Water Commission	71	35.5%	22.9%	41.6%	17
2006 International Boundary & Water Commission	78	42.0%	26.4%	31.6%	24

# International Boundary & Water Commission

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 International Boundary &amp; Water Commission</b>	<b>102</b>	<b>34.8%</b>	<b>42.3%</b>	<b>22.9%</b>	<b>69</b>
2010 International Boundary & Water Commission	65	21.3%	44.4%	34.3%	23
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 International Boundary &amp; Water Commission</b>	<b>100</b>	<b>38.9%</b>	<b>51.0%</b>	<b>10.1%</b>	<b>73</b>
2010 International Boundary & Water Commission	63	36.2%	55.1%	8.7%	26
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 International Boundary &amp; Water Commission</b>	<b>61</b>	<b>17.5%</b>	<b>63.3%</b>	<b>19.2%</b>	<b>111</b>
2010 International Boundary & Water Commission	48	10.0%	51.0%	39.0%	40
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 International Boundary &amp; Water Commission</b>	<b>62</b>	<b>16.9%</b>	<b>69.9%</b>	<b>13.2%</b>	<b>111</b>
2010 International Boundary & Water Commission	49	9.7%	59.2%	31.1%	39
2008 International Boundary & Water Commission	--	--	--	--	--
2006 International Boundary & Water Commission	--	--	--	--	--



# Marine Mammal Commission

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Marine Mammal Commission</b>	<b>10</b>
2010 Marine Mammal Commission	9
2008 Marine Mammal Commission	8
2006 Marine Mammal Commission	10

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>81.4%</b>	<b>9.1%</b>	<b>9.5%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	89.5%	0.0%	10.5%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	82.1%	9.1%	8.8%

# Marine Mammal Commission

## *Trend Report*

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>79.7%</b>	<b>20.3%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	100.0%	0.0%	0.0%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>71.6%</b>	<b>19.0%</b>	<b>9.5%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	91.7%	8.3%	0.0%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>81.0%</b>	<b>19.0%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	100.0%	0.0%	0.0%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--

# Marine Mammal Commission

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>80.1%</b>	<b>19.9%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>58.2%</b>	<b>21.6%</b>	<b>20.3%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	39.6%	10.5%	49.9%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>0.0%</b>	<b>9.5%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	31.7%	39.5%	28.8%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>61.1%</b>	<b>19.9%</b>	<b>19.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	89.5%	0.0%	10.5%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>79.7%</b>	<b>20.3%</b>	<b>0.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	81.2%	8.3%	10.5%	0

# Marine Mammal Commission

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.9%</b>	<b>9.1%</b>	<b>0.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	100.0%	0.0%	0.0%	0

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	100.0%	0.0%	0.0%	0

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	63.0%	26.5%	10.5%	0

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>0.0%</b>	<b>9.5%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	89.5%	0.0%	10.5%	0

# Marine Mammal Commission

## *Trend Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>79.7%</b>	<b>10.8%</b>	<b>9.5%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	9	80.0%	20.0%	0.0%	1

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>68.9%</b>	<b>10.8%</b>	<b>20.3%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	19.1%	72.1%	8.8%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>81.4%</b>	<b>9.1%</b>	<b>9.5%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	89.5%	0.0%	10.5%

# Marine Mammal Commission

## *Trend Report*

### My Work Unit (continued)

21. *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>70.2%</b>	<b>29.8%</b>	<b>0.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	63.8%	19.1%	17.1%	0

22. *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Marine Mammal Commission</b>	<b>7</b>	<b>73.5%</b>	<b>26.5%</b>	<b>0.0%</b>	<b>3</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	9	48.4%	32.1%	19.4%	1

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Marine Mammal Commission</b>	<b>6</b>	<b>50.6%</b>	<b>33.5%</b>	<b>16.0%</b>	<b>3</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	9	35.1%	44.1%	20.8%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>57.0%</b>	<b>32.5%</b>	<b>10.5%</b>	<b>1</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	42.6%	49.1%	8.3%	0

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Marine Mammal Commission</b>	<b>6</b>	<b>68.7%</b>	<b>31.3%</b>	<b>0.0%</b>	<b>3</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	9	58.8%	21.7%	19.4%	1

# Marine Mammal Commission

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>89.9%</b>	<b>10.1%</b>	<b>0.0%</b>	<b>1</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	89.5%	0.0%	10.5%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>81.4%</b>	<b>18.6%</b>	<b>0.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	62.1%	37.9%	0.0%	0

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	100.0%	0.0%	0.0%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	80.9%	19.1%	0.0%	0

# Marine Mammal Commission

## *Trend Report*

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>68.1%</b>	<b>21.3%</b>	<b>10.6%</b>	<b>1</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	44.2%	19.1%	36.7%	0

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Marine Mammal Commission</b>	<b>7</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>3</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Marine Mammal Commission</b>	<b>8</b>	<b>88.2%</b>	<b>0.0%</b>	<b>11.8%</b>	<b>2</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	52.6%	38.6%	8.8%	0

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Marine Mammal Commission</b>	<b>4</b>	<b>76.7%</b>	<b>23.3%</b>	<b>0.0%</b>	<b>5</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	9	58.8%	21.7%	19.4%	1

# Marine Mammal Commission

## *Trend Report*

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>78.7%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>1</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	9	68.3%	31.7%	0.0%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>0.0%</b>	<b>9.5%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	100.0%	0.0%	0.0%	0

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>80.9%</b>	<b>9.7%</b>	<b>9.5%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	41.2%	40.0%	18.8%	0

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>1</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	54.2%	26.5%	19.3%	0

# Marine Mammal Commission

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>1</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	9	90.0%	10.0%	0.0%	1

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>79.0%</b>	<b>21.0%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	71.6%	9.1%	19.3%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>81.0%</b>	<b>9.5%</b>	<b>9.5%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

# Marine Mammal Commission

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>0.0%</b>	<b>9.5%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	70.4%	29.6%	0.0%	0

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>81.4%</b>	<b>9.1%</b>	<b>9.5%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>81.4%</b>	<b>18.6%</b>	<b>0.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	63.0%	26.5%	10.5%	0

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Marine Mammal Commission</b>	<b>8</b>	<b>88.4%</b>	<b>11.6%</b>	<b>0.0%</b>	<b>2</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>81.0%</b>	<b>19.0%</b>	<b>0.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

# Marine Mammal Commission

## *Trend Report*

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	80.4%	19.6%	0.0%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	80.4%	9.1%	10.5%

# Marine Mammal Commission

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	80.4%	9.1%	10.5%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>78.7%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	61.6%	19.1%	19.3%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	79.5%	10.0%	10.5%	0

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Marine Mammal Commission</b>	<b>8</b>	<b>88.1%</b>	<b>11.9%</b>	<b>0.0%</b>	<b>1</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	82.6%	17.4%	0.0%	0

# Marine Mammal Commission

## Trend Report

### Leadership (continued)

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>78.5%</b>	<b>10.8%</b>	<b>10.6%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	70.7%	0.0%	29.3%	0

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>67.9%</b>	<b>21.5%</b>	<b>10.6%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	62.4%	8.3%	29.3%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>57.3%</b>	<b>21.5%</b>	<b>21.3%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	63.3%	27.9%	8.8%	0

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>67.9%</b>	<b>21.5%</b>	<b>10.6%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>1</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

# Marine Mammal Commission

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>	<b>0</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	10	79.5%	10.0%	10.5%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>78.7%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>1</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>62.5%</b>	<b>18.6%</b>	<b>19.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	90.9%	0.0%	9.1%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>61.9%</b>	<b>19.0%</b>	<b>19.1%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	82.1%	9.1%	8.8%

# Marine Mammal Commission

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	71.3%	18.2%	10.5%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>60.6%</b>	<b>39.4%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	70.7%	10.0%	19.3%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>42.0%</b>	<b>48.5%</b>	<b>9.5%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	32.6%	39.0%	28.4%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	21.6%	69.6%	8.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>81.0%</b>	<b>19.0%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	80.7%	0.0%	19.3%

# Marine Mammal Commission

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>62.5%</b>	<b>18.6%</b>	<b>19.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	44.2%	38.7%	17.1%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	10	80.7%	0.0%	19.3%

### Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--

73. *Please select the response below that BEST describes your current teleworking situation:*

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>0.0%</b>	<b>9.5%</b>	<b>40.7%</b>	<b>19.1%</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

(continued)

# Marine Mammal Commission

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>9.1%</b>	<b>10.8%</b>	<b>0.0%</b>	<b>10.8%</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>28.8%</b>	<b>62.1%</b>	<b>9.1%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>51.5%</b>	<b>39.0%</b>	<b>9.5%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>20.4%</b>	<b>79.6%</b>	<b>0.0%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--

# Marine Mammal Commission

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>0.0%</b>	<b>90.4%</b>	<b>9.6%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Marine Mammal Commission</b>	<b>10</b>	<b>0.0%</b>	<b>90.4%</b>	<b>9.6%</b>
2010 Marine Mammal Commission	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Marine Mammal Commission</b>	<b>9</b>	<b>77.7%</b>	<b>22.3%</b>	<b>0.0%</b>	<b>1</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	6	34.3%	33.1%	32.6%	4

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Marine Mammal Commission</b>	<b>7</b>	<b>69.4%</b>	<b>30.6%</b>	<b>0.0%</b>	<b>3</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	8	41.5%	24.2%	34.3%	2

# Marine Mammal Commission

## *Trend Report*

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Marine Mammal Commission</b>	<b>7</b>	<b>71.8%</b>	<b>0.0%</b>	<b>28.2%</b>	<b>3</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Marine Mammal Commission</b>	<b>6</b>	<b>49.0%</b>	<b>51.0%</b>	<b>0.0%</b>	<b>4</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Marine Mammal Commission</b>	<b>4</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>6</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Marine Mammal Commission</b>	<b>4</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>6</b>
2010 Marine Mammal Commission	--	--	--	--	--
2008 Marine Mammal Commission	--	--	--	--	--
2006 Marine Mammal Commission	--	--	--	--	--



# Merit Systems Protection Board

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Merit Systems Protection Board</b>	<b>143</b>
2010 Merit Systems Protection Board	161
2008 Merit Systems Protection Board	123
2006 Merit Systems Protection Board	136

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Merit Systems Protection Board</b>	<b>142</b>	<b>70.9%</b>	<b>14.4%</b>	<b>14.7%</b>
2010 Merit Systems Protection Board	161	73.1%	7.9%	19.0%
2008 Merit Systems Protection Board	123	75.7%	14.1%	10.1%
2006 Merit Systems Protection Board	136	79.1%	12.0%	8.9%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Merit Systems Protection Board</b>	<b>143</b>	<b>75.9%</b>	<b>10.9%</b>	<b>13.2%</b>
2010 Merit Systems Protection Board	161	82.6%	8.7%	8.7%
2008 Merit Systems Protection Board	123	83.7%	8.2%	8.1%
2006 Merit Systems Protection Board	136	89.5%	4.5%	6.0%

# Merit Systems Protection Board

## *Trend Report*

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Merit Systems Protection Board</b>	<b>142</b>	<b>61.4%</b>	<b>13.7%</b>	<b>25.0%</b>
2010 Merit Systems Protection Board	161	66.2%	13.6%	20.2%
2008 Merit Systems Protection Board	123	63.5%	22.4%	14.1%
2006 Merit Systems Protection Board	136	64.9%	17.9%	17.2%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Merit Systems Protection Board</b>	<b>143</b>	<b>80.4%</b>	<b>6.1%</b>	<b>13.5%</b>
2010 Merit Systems Protection Board	161	75.6%	12.6%	11.7%
2008 Merit Systems Protection Board	123	76.8%	11.7%	11.4%
2006 Merit Systems Protection Board	136	79.6%	10.7%	9.7%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Merit Systems Protection Board</b>	<b>140</b>	<b>89.4%</b>	<b>1.7%</b>	<b>8.9%</b>
2010 Merit Systems Protection Board	160	85.6%	9.2%	5.2%
2008 Merit Systems Protection Board	123	82.9%	9.8%	7.4%
2006 Merit Systems Protection Board	136	87.7%	6.2%	6.1%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Merit Systems Protection Board</b>	<b>143</b>	<b>81.4%</b>	<b>10.3%</b>	<b>8.3%</b>
2010 Merit Systems Protection Board	161	81.6%	13.2%	5.3%
2008 Merit Systems Protection Board	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Merit Systems Protection Board</b>	<b>143</b>	<b>97.6%</b>	<b>1.7%</b>	<b>0.7%</b>
2010 Merit Systems Protection Board	161	97.9%	1.0%	1.1%
2008 Merit Systems Protection Board	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--

# Merit Systems Protection Board

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Merit Systems Protection Board</b>	<b>143</b>	<b>93.7%</b>	<b>5.0%</b>	<b>1.3%</b>
2010 Merit Systems Protection Board	161	91.6%	7.3%	1.1%
2008 Merit Systems Protection Board	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Merit Systems Protection Board</b>	<b>142</b>	<b>46.2%</b>	<b>22.5%</b>	<b>31.3%</b>	<b>1</b>
2010 Merit Systems Protection Board	159	74.2%	13.4%	12.4%	1
2008 Merit Systems Protection Board	123	79.0%	10.6%	10.4%	0
2006 Merit Systems Protection Board	134	76.2%	13.7%	10.1%	2

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Merit Systems Protection Board</b>	<b>141</b>	<b>52.1%</b>	<b>19.4%</b>	<b>28.5%</b>	<b>1</b>
2010 Merit Systems Protection Board	159	67.2%	18.2%	14.5%	2
2008 Merit Systems Protection Board	123	80.6%	8.9%	10.5%	0
2006 Merit Systems Protection Board	135	73.7%	7.9%	18.4%	1

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>71.6%</b>	<b>9.0%</b>	<b>19.4%</b>	<b>1</b>
2010 Merit Systems Protection Board	159	68.0%	13.0%	19.0%	1
2008 Merit Systems Protection Board	122	72.2%	14.1%	13.6%	1
2006 Merit Systems Protection Board	134	73.0%	15.2%	11.8%	2

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Merit Systems Protection Board</b>	<b>141</b>	<b>90.1%</b>	<b>6.2%</b>	<b>3.7%</b>	<b>1</b>
2010 Merit Systems Protection Board	158	94.2%	3.6%	2.2%	3
2008 Merit Systems Protection Board	123	93.4%	0.9%	5.7%	0
2006 Merit Systems Protection Board	136	93.2%	5.3%	1.5%	0

# Merit Systems Protection Board

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Merit Systems Protection Board</b>	<b>140</b>	<b>95.8%</b>	<b>3.5%</b>	<b>0.7%</b>	<b>1</b>
2010 Merit Systems Protection Board	158	95.9%	3.1%	1.0%	3
2008 Merit Systems Protection Board	122	91.9%	5.9%	2.3%	1
2006 Merit Systems Protection Board	136	91.0%	6.7%	2.3%	0

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>88.2%</b>	<b>9.4%</b>	<b>2.4%</b>	<b>1</b>
2010 Merit Systems Protection Board	160	92.4%	0.5%	7.1%	1
2008 Merit Systems Protection Board	123	86.8%	7.5%	5.7%	0
2006 Merit Systems Protection Board	135	87.5%	7.2%	5.3%	1

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Merit Systems Protection Board</b>	<b>138</b>	<b>81.4%</b>	<b>6.6%</b>	<b>12.0%</b>	<b>5</b>
2010 Merit Systems Protection Board	159	82.1%	8.2%	9.7%	2
2008 Merit Systems Protection Board	120	80.1%	11.0%	8.9%	3
2006 Merit Systems Protection Board	134	81.4%	9.0%	9.5%	2

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Merit Systems Protection Board</b>	<b>142</b>	<b>89.6%</b>	<b>7.6%</b>	<b>2.8%</b>	<b>1</b>
2010 Merit Systems Protection Board	161	91.4%	5.9%	2.8%	0
2008 Merit Systems Protection Board	123	92.8%	5.7%	1.5%	0
2006 Merit Systems Protection Board	136	91.2%	6.7%	2.0%	0

# Merit Systems Protection Board

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Merit Systems Protection Board</b>	<b>132</b>	<b>62.3%</b>	<b>22.0%</b>	<b>15.8%</b>	<b>10</b>
2010 Merit Systems Protection Board	151	58.7%	21.5%	19.8%	10
2008 Merit Systems Protection Board	109	55.2%	22.4%	22.4%	14
2006 Merit Systems Protection Board	124	51.3%	25.7%	23.0%	12

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Merit Systems Protection Board</b>	<b>136</b>	<b>41.6%</b>	<b>25.0%</b>	<b>33.4%</b>	<b>5</b>
2010 Merit Systems Protection Board	158	59.5%	18.9%	21.6%	1
2008 Merit Systems Protection Board	123	58.4%	23.5%	18.0%	0
2006 Merit Systems Protection Board	136	54.8%	25.1%	20.1%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Merit Systems Protection Board</b>	<b>136</b>	<b>78.5%</b>	<b>11.2%</b>	<b>10.2%</b>	<b>5</b>
2010 Merit Systems Protection Board	157	78.4%	7.6%	14.1%	3
2008 Merit Systems Protection Board	119	78.6%	13.4%	8.0%	4
2006 Merit Systems Protection Board	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Merit Systems Protection Board</b>	<b>141</b>	<b>80.7%</b>	<b>10.9%</b>	<b>8.5%</b>
2010 Merit Systems Protection Board	149	77.8%	13.6%	8.6%
2008 Merit Systems Protection Board	123	92.8%	4.0%	3.2%
2006 Merit Systems Protection Board	136	92.6%	4.4%	3.0%

# Merit Systems Protection Board

## Trend Report

### My Work Unit (continued)

21. *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Merit Systems Protection Board</b>	<b>135</b>	<b>56.9%</b>	<b>25.6%</b>	<b>17.4%</b>	<b>8</b>
2010 Merit Systems Protection Board	158	72.9%	14.0%	13.0%	3
2008 Merit Systems Protection Board	120	75.2%	16.4%	8.4%	3
2006 Merit Systems Protection Board	131	75.9%	18.0%	6.1%	5

22. *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Merit Systems Protection Board</b>	<b>125</b>	<b>54.8%</b>	<b>24.8%</b>	<b>20.4%</b>	<b>17</b>
2010 Merit Systems Protection Board	154	57.4%	16.7%	25.9%	5
2008 Merit Systems Protection Board	112	70.6%	12.4%	16.9%	11
2006 Merit Systems Protection Board	129	61.9%	23.2%	14.9%	7

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Merit Systems Protection Board</b>	<b>122</b>	<b>55.4%</b>	<b>23.3%</b>	<b>21.3%</b>	<b>21</b>
2010 Merit Systems Protection Board	145	45.1%	30.1%	24.8%	16
2008 Merit Systems Protection Board	106	49.0%	29.6%	21.3%	17
2006 Merit Systems Protection Board	126	54.0%	27.7%	18.3%	10

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Merit Systems Protection Board</b>	<b>132</b>	<b>43.2%</b>	<b>25.1%</b>	<b>31.7%</b>	<b>11</b>
2010 Merit Systems Protection Board	149	47.6%	25.8%	26.7%	12
2008 Merit Systems Protection Board	114	44.9%	28.8%	26.4%	9
2006 Merit Systems Protection Board	129	45.6%	34.3%	20.2%	7

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Merit Systems Protection Board</b>	<b>126</b>	<b>58.8%</b>	<b>22.4%</b>	<b>18.8%</b>	<b>16</b>
2010 Merit Systems Protection Board	153	54.3%	25.3%	20.4%	8
2008 Merit Systems Protection Board	110	61.1%	16.4%	22.5%	13
2006 Merit Systems Protection Board	129	67.7%	19.3%	13.0%	7

# Merit Systems Protection Board

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Merit Systems Protection Board</b>	<b>140</b>	<b>78.8%</b>	<b>9.4%</b>	<b>11.9%</b>	<b>2</b>
2010 Merit Systems Protection Board	159	75.5%	11.2%	13.3%	0
2008 Merit Systems Protection Board	123	81.0%	9.1%	9.8%	0
2006 Merit Systems Protection Board	136	81.1%	9.3%	9.6%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Merit Systems Protection Board</b>	<b>132</b>	<b>56.6%</b>	<b>32.1%</b>	<b>11.3%</b>	<b>9</b>
2010 Merit Systems Protection Board	150	53.4%	33.1%	13.5%	9
2008 Merit Systems Protection Board	118	63.1%	28.4%	8.4%	5
2006 Merit Systems Protection Board	131	57.4%	35.4%	7.2%	5

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Merit Systems Protection Board</b>	<b>143</b>	<b>91.0%</b>	<b>7.7%</b>	<b>1.3%</b>
2010 Merit Systems Protection Board	161	86.8%	9.8%	3.3%
2008 Merit Systems Protection Board	123	90.7%	7.7%	1.6%
2006 Merit Systems Protection Board	136	94.1%	5.1%	0.9%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Merit Systems Protection Board</b>	<b>138</b>	<b>85.6%</b>	<b>6.9%</b>	<b>7.6%</b>	<b>4</b>
2010 Merit Systems Protection Board	158	85.7%	8.0%	6.3%	2
2008 Merit Systems Protection Board	122	91.1%	5.6%	3.3%	1
2006 Merit Systems Protection Board	135	93.7%	5.5%	0.9%	1

# Merit Systems Protection Board

## *Trend Report*

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Merit Systems Protection Board</b>	<b>137</b>	<b>66.0%</b>	<b>13.2%</b>	<b>20.8%</b>	<b>5</b>
2010 Merit Systems Protection Board	154	64.6%	17.9%	17.6%	5
2008 Merit Systems Protection Board	118	61.2%	26.9%	11.9%	5
2006 Merit Systems Protection Board	134	63.0%	22.7%	14.3%	2

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Merit Systems Protection Board</b>	<b>137</b>	<b>65.3%</b>	<b>19.2%</b>	<b>15.5%</b>	<b>5</b>
2010 Merit Systems Protection Board	157	66.8%	15.1%	18.1%	3
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Merit Systems Protection Board</b>	<b>130</b>	<b>40.7%</b>	<b>30.2%</b>	<b>29.0%</b>	<b>6</b>
2010 Merit Systems Protection Board	156	47.5%	26.8%	25.7%	4
2008 Merit Systems Protection Board	117	52.5%	27.7%	19.9%	6
2006 Merit Systems Protection Board	134	57.6%	24.2%	18.2%	2

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Merit Systems Protection Board</b>	<b>124</b>	<b>38.7%</b>	<b>31.6%</b>	<b>29.7%</b>	<b>16</b>
2010 Merit Systems Protection Board	152	38.0%	33.7%	28.3%	8
2008 Merit Systems Protection Board	112	49.7%	26.3%	24.0%	11
2006 Merit Systems Protection Board	129	47.3%	31.6%	21.2%	7

# Merit Systems Protection Board

## *Trend Report*

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Merit Systems Protection Board</b>	<b>132</b>	<b>71.3%</b>	<b>18.6%</b>	<b>10.1%</b>	<b>10</b>
2010 Merit Systems Protection Board	157	65.6%	19.9%	14.5%	3
2008 Merit Systems Protection Board	115	79.8%	11.4%	8.8%	8
2006 Merit Systems Protection Board	132	73.0%	20.0%	7.0%	4

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>79.8%</b>	<b>14.0%</b>	<b>6.2%</b>	<b>3</b>
2010 Merit Systems Protection Board	157	84.6%	9.1%	6.3%	3
2008 Merit Systems Protection Board	122	86.7%	10.0%	3.3%	1
2006 Merit Systems Protection Board	136	89.5%	8.3%	2.3%	0

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Merit Systems Protection Board</b>	<b>140</b>	<b>73.5%</b>	<b>17.1%</b>	<b>9.4%</b>	<b>1</b>
2010 Merit Systems Protection Board	158	71.7%	14.4%	13.8%	2
2008 Merit Systems Protection Board	123	76.8%	13.2%	9.9%	0
2006 Merit Systems Protection Board	135	74.3%	15.0%	10.8%	1

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Merit Systems Protection Board</b>	<b>135</b>	<b>63.6%</b>	<b>20.9%</b>	<b>15.5%</b>	<b>7</b>
2010 Merit Systems Protection Board	154	63.9%	13.0%	23.2%	5
2008 Merit Systems Protection Board	117	58.7%	19.2%	22.1%	6
2006 Merit Systems Protection Board	132	61.7%	19.3%	19.1%	4

# Merit Systems Protection Board

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Merit Systems Protection Board</b>	<b>129</b>	<b>73.8%</b>	<b>19.2%</b>	<b>7.0%</b>	<b>11</b>
2010 Merit Systems Protection Board	157	72.3%	11.2%	16.5%	3
2008 Merit Systems Protection Board	115	69.0%	20.5%	10.5%	8
2006 Merit Systems Protection Board	130	75.7%	15.8%	8.5%	6

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Merit Systems Protection Board</b>	<b>137</b>	<b>86.6%</b>	<b>9.0%</b>	<b>4.4%</b>	<b>3</b>
2010 Merit Systems Protection Board	156	92.5%	3.9%	3.7%	0
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Merit Systems Protection Board</b>	<b>140</b>	<b>76.1%</b>	<b>11.7%</b>	<b>12.2%</b>
2010 Merit Systems Protection Board	160	75.8%	11.6%	12.5%
2008 Merit Systems Protection Board	123	80.5%	11.1%	8.4%
2006 Merit Systems Protection Board	136	78.9%	13.6%	7.5%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Merit Systems Protection Board</b>	<b>127</b>	<b>53.6%</b>	<b>31.8%</b>	<b>14.6%</b>	<b>14</b>
2010 Merit Systems Protection Board	145	50.2%	33.7%	16.1%	15
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

# Merit Systems Protection Board

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Merit Systems Protection Board</b>	<b>141</b>	<b>84.6%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>1</b>
2010 Merit Systems Protection Board	159	80.5%	11.6%	8.0%	0
2008 Merit Systems Protection Board	122	90.4%	5.6%	4.0%	1
2006 Merit Systems Protection Board	135	84.4%	11.1%	4.5%	1

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>66.3%</b>	<b>15.1%</b>	<b>18.7%</b>	<b>3</b>
2010 Merit Systems Protection Board	159	61.9%	19.7%	18.4%	1
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Merit Systems Protection Board</b>	<b>141</b>	<b>70.9%</b>	<b>10.9%</b>	<b>18.2%</b>	<b>0</b>
2010 Merit Systems Protection Board	158	62.3%	19.1%	18.6%	2
2008 Merit Systems Protection Board	122	68.4%	16.6%	15.0%	1
2006 Merit Systems Protection Board	135	65.3%	19.0%	15.7%	1

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Merit Systems Protection Board</b>	<b>127</b>	<b>77.5%</b>	<b>17.2%</b>	<b>5.3%</b>	<b>13</b>
2010 Merit Systems Protection Board	154	64.7%	22.4%	12.9%	6
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>70.1%</b>	<b>11.6%</b>	<b>18.2%</b>	<b>2</b>
2010 Merit Systems Protection Board	158	64.2%	18.2%	17.6%	2
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

# Merit Systems Protection Board

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Merit Systems Protection Board</b>	<b>138</b>	<b>65.4%</b>	<b>22.7%</b>	<b>12.0%</b>	<b>2</b>
2010 Merit Systems Protection Board	158	70.5%	15.9%	13.6%	1
2008 Merit Systems Protection Board	123	74.7%	15.5%	9.8%	0
2006 Merit Systems Protection Board	135	78.6%	12.1%	9.2%	1

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Merit Systems Protection Board</b>	<b>141</b>	<b>79.8%</b>	<b>11.3%</b>	<b>8.9%</b>
2010 Merit Systems Protection Board	159	78.7%	9.3%	12.0%
2008 Merit Systems Protection Board	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Merit Systems Protection Board</b>	<b>141</b>	<b>83.8%</b>	<b>7.8%</b>	<b>8.4%</b>
2010 Merit Systems Protection Board	160	80.1%	9.2%	10.6%
2008 Merit Systems Protection Board	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>86.4%</b>	<b>4.6%</b>	<b>8.9%</b>
2010 Merit Systems Protection Board	159	80.0%	9.5%	10.5%
2008 Merit Systems Protection Board	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Merit Systems Protection Board</b>	<b>141</b>	<b>71.1%</b>	<b>15.1%</b>	<b>13.8%</b>
2010 Merit Systems Protection Board	160	68.7%	10.7%	20.7%
2008 Merit Systems Protection Board	123	74.1%	12.7%	13.2%
2006 Merit Systems Protection Board	136	69.9%	16.1%	14.0%

# Merit Systems Protection Board

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Merit Systems Protection Board</b>	<b>141</b>	<b>73.4%</b>	<b>16.9%</b>	<b>9.6%</b>
2010 Merit Systems Protection Board	160	69.3%	14.5%	16.2%
2008 Merit Systems Protection Board	123	74.8%	20.3%	5.0%
2006 Merit Systems Protection Board	136	73.2%	14.0%	12.8%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>55.4%</b>	<b>23.0%</b>	<b>21.6%</b>	<b>1</b>
2010 Merit Systems Protection Board	155	59.5%	20.9%	19.6%	4
2008 Merit Systems Protection Board	121	47.0%	26.6%	26.4%	2
2006 Merit Systems Protection Board	135	48.3%	30.9%	20.8%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Merit Systems Protection Board</b>	<b>133</b>	<b>62.9%</b>	<b>22.6%</b>	<b>14.5%</b>	<b>7</b>
2010 Merit Systems Protection Board	149	68.4%	15.7%	15.9%	11
2008 Merit Systems Protection Board	118	56.9%	20.2%	22.9%	5
2006 Merit Systems Protection Board	130	55.0%	24.4%	20.7%	6

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Merit Systems Protection Board</b>	<b>132</b>	<b>65.1%</b>	<b>25.0%</b>	<b>9.9%</b>	<b>7</b>
2010 Merit Systems Protection Board	155	70.9%	16.2%	12.9%	5
2008 Merit Systems Protection Board	120	76.4%	11.8%	11.7%	3
2006 Merit Systems Protection Board	132	80.8%	12.1%	7.1%	4

# Merit Systems Protection Board

## Trend Report

### Leadership (continued)

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Merit Systems Protection Board</b>	<b>140</b>	<b>67.2%</b>	<b>23.2%</b>	<b>9.5%</b>	<b>0</b>
2010 Merit Systems Protection Board	157	75.4%	11.6%	13.1%	3
2008 Merit Systems Protection Board	122	73.6%	13.9%	12.5%	1
2006 Merit Systems Protection Board	136	73.0%	17.9%	9.1%	0

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Merit Systems Protection Board</b>	<b>130</b>	<b>72.5%</b>	<b>19.4%</b>	<b>8.1%</b>	<b>8</b>
2010 Merit Systems Protection Board	149	81.2%	11.8%	7.1%	9
2008 Merit Systems Protection Board	118	75.9%	17.9%	6.2%	5
2006 Merit Systems Protection Board	130	77.5%	18.7%	3.8%	6

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Merit Systems Protection Board</b>	<b>138</b>	<b>59.5%</b>	<b>23.1%</b>	<b>17.3%</b>	<b>2</b>
2010 Merit Systems Protection Board	154	62.0%	19.4%	18.6%	6
2008 Merit Systems Protection Board	118	65.2%	18.3%	16.4%	5
2006 Merit Systems Protection Board	129	57.6%	24.6%	17.7%	7

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Merit Systems Protection Board</b>	<b>135</b>	<b>59.9%</b>	<b>23.3%</b>	<b>16.8%</b>	<b>4</b>
2010 Merit Systems Protection Board	149	65.0%	19.7%	15.2%	8
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Merit Systems Protection Board</b>	<b>137</b>	<b>60.7%</b>	<b>26.8%</b>	<b>12.5%</b>	<b>2</b>
2010 Merit Systems Protection Board	150	67.3%	17.0%	15.7%	9
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

# Merit Systems Protection Board

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Merit Systems Protection Board</b>	<b>140</b>	<b>65.6%</b>	<b>21.9%</b>	<b>12.5%</b>	<b>0</b>
2010 Merit Systems Protection Board	151	66.9%	21.3%	11.8%	7
2008 Merit Systems Protection Board	123	58.2%	18.6%	23.2%	0
2006 Merit Systems Protection Board	134	55.5%	23.9%	20.6%	2

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Merit Systems Protection Board</b>	<b>131</b>	<b>75.3%</b>	<b>18.9%</b>	<b>5.8%</b>	<b>9</b>
2010 Merit Systems Protection Board	143	74.1%	17.7%	8.2%	17
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>53.9%</b>	<b>25.4%</b>	<b>20.7%</b>
2010 Merit Systems Protection Board	160	63.1%	20.8%	16.1%
2008 Merit Systems Protection Board	123	59.7%	21.0%	19.2%
2006 Merit Systems Protection Board	136	62.9%	19.2%	17.9%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Merit Systems Protection Board</b>	<b>140</b>	<b>58.9%</b>	<b>25.2%</b>	<b>16.0%</b>
2010 Merit Systems Protection Board	159	56.4%	19.0%	24.7%
2008 Merit Systems Protection Board	123	51.3%	26.6%	22.0%
2006 Merit Systems Protection Board	136	60.6%	20.6%	18.8%

# Merit Systems Protection Board

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Merit Systems Protection Board</b>	<b>138</b>	<b>64.2%</b>	<b>18.3%</b>	<b>17.5%</b>
2010 Merit Systems Protection Board	160	67.1%	13.9%	19.0%
2008 Merit Systems Protection Board	123	65.0%	20.6%	14.4%
2006 Merit Systems Protection Board	136	70.1%	14.4%	15.4%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>55.2%</b>	<b>27.0%</b>	<b>17.8%</b>
2010 Merit Systems Protection Board	159	58.6%	25.9%	15.6%
2008 Merit Systems Protection Board	123	51.2%	25.5%	23.3%
2006 Merit Systems Protection Board	136	47.9%	29.3%	22.8%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Merit Systems Protection Board</b>	<b>138</b>	<b>33.8%</b>	<b>38.6%</b>	<b>27.7%</b>
2010 Merit Systems Protection Board	158	36.6%	35.2%	28.2%
2008 Merit Systems Protection Board	123	38.2%	33.3%	28.4%
2006 Merit Systems Protection Board	136	32.7%	38.3%	29.0%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>49.1%</b>	<b>27.2%</b>	<b>23.8%</b>
2010 Merit Systems Protection Board	160	62.3%	21.1%	16.6%
2008 Merit Systems Protection Board	123	61.0%	23.7%	15.3%
2006 Merit Systems Protection Board	136	64.5%	24.5%	11.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Merit Systems Protection Board</b>	<b>138</b>	<b>75.7%</b>	<b>11.4%</b>	<b>13.0%</b>
2010 Merit Systems Protection Board	158	76.7%	10.6%	12.6%
2008 Merit Systems Protection Board	123	72.3%	13.7%	14.0%
2006 Merit Systems Protection Board	136	78.1%	11.0%	10.9%

# Merit Systems Protection Board

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>65.3%</b>	<b>17.3%</b>	<b>17.4%</b>
2010 Merit Systems Protection Board	158	69.1%	11.5%	19.5%
2008 Merit Systems Protection Board	123	63.8%	17.8%	18.4%
2006 Merit Systems Protection Board	136	64.4%	20.0%	15.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>74.4%</b>	<b>11.9%</b>	<b>13.7%</b>
2010 Merit Systems Protection Board	159	73.9%	11.9%	14.2%
2008 Merit Systems Protection Board	123	68.1%	17.1%	14.9%
2006 Merit Systems Protection Board	136	76.7%	11.4%	11.9%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>64.5%</b>	<b>33.4%</b>	<b>2.1%</b>
2010 Merit Systems Protection Board	--	--	--	--
2008 Merit Systems Protection Board	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Merit Systems Protection Board</b>	<b>138</b>	<b>4.5%</b>	<b>30.7%</b>	<b>7.6%</b>	<b>11.6%</b>
2010 Merit Systems Protection Board	--	--	--	--	--
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

(continued)

# Merit Systems Protection Board

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Merit Systems Protection Board</b>	<b>138</b>	<b>12.5%</b>	<b>1.8%</b>	<b>15.4%</b>	<b>15.9%</b>
2010 Merit Systems Protection Board	--	--	--	--	--
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>51.8%</b>	<b>38.4%</b>	<b>9.8%</b>
2010 Merit Systems Protection Board	--	--	--	--
2008 Merit Systems Protection Board	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>31.9%</b>	<b>56.5%</b>	<b>11.6%</b>
2010 Merit Systems Protection Board	--	--	--	--
2008 Merit Systems Protection Board	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Merit Systems Protection Board</b>	<b>138</b>	<b>7.2%</b>	<b>90.3%</b>	<b>2.5%</b>
2010 Merit Systems Protection Board	--	--	--	--
2008 Merit Systems Protection Board	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--

# Merit Systems Protection Board

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Merit Systems Protection Board</b>	<b>139</b>	<b>0.6%</b>	<b>74.3%</b>	<b>25.1%</b>
2010 Merit Systems Protection Board	--	--	--	--
2008 Merit Systems Protection Board	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Merit Systems Protection Board</b>	<b>138</b>	<b>0.6%</b>	<b>71.4%</b>	<b>27.9%</b>
2010 Merit Systems Protection Board	--	--	--	--
2008 Merit Systems Protection Board	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Merit Systems Protection Board</b>	<b>110</b>	<b>71.1%</b>	<b>16.2%</b>	<b>12.6%</b>	<b>30</b>
2010 Merit Systems Protection Board	120	61.9%	22.3%	15.8%	39
2008 Merit Systems Protection Board	86	70.3%	12.2%	17.5%	37
2006 Merit Systems Protection Board	96	59.4%	24.2%	16.3%	40

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Merit Systems Protection Board</b>	<b>100</b>	<b>86.6%</b>	<b>8.6%</b>	<b>4.8%</b>	<b>40</b>
2010 Merit Systems Protection Board	130	82.2%	12.1%	5.7%	30
2008 Merit Systems Protection Board	107	85.0%	8.5%	6.5%	16
2006 Merit Systems Protection Board	120	84.7%	8.9%	6.4%	16

# Merit Systems Protection Board

## *Trend Report*

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Merit Systems Protection Board</b>	<b>79</b>	<b>54.7%</b>	<b>38.0%</b>	<b>7.4%</b>	<b>61</b>
2010 Merit Systems Protection Board	130	65.5%	26.8%	7.7%	30
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Merit Systems Protection Board</b>	<b>55</b>	<b>52.3%</b>	<b>45.9%</b>	<b>1.8%</b>	<b>83</b>
2010 Merit Systems Protection Board	82	55.5%	40.0%	4.6%	77
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Merit Systems Protection Board</b>	<b>30</b>	<b>12.8%</b>	<b>73.6%</b>	<b>13.6%</b>	<b>110</b>
2010 Merit Systems Protection Board	52	22.6%	59.0%	18.4%	108
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Merit Systems Protection Board</b>	<b>29</b>	<b>13.4%</b>	<b>77.4%</b>	<b>9.2%</b>	<b>111</b>
2010 Merit Systems Protection Board	50	23.2%	63.2%	13.6%	109
2008 Merit Systems Protection Board	--	--	--	--	--
2006 Merit Systems Protection Board	--	--	--	--	--



# National Capital Planning Commission

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 National Capital Planning Commission</b>	<b>32</b>
2010 National Capital Planning Commission	31
2008 National Capital Planning Commission	22
2006 National Capital Planning Commission	19

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>72.5%</b>	<b>8.5%</b>	<b>19.0%</b>
2010 National Capital Planning Commission	31	72.8%	13.2%	13.9%
2008 National Capital Planning Commission	22	67.2%	13.1%	19.7%
2006 National Capital Planning Commission	19	60.7%	26.2%	13.2%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>78.9%</b>	<b>8.4%</b>	<b>12.7%</b>
2010 National Capital Planning Commission	30	83.5%	13.1%	3.4%
2008 National Capital Planning Commission	22	66.4%	14.9%	18.8%
2006 National Capital Planning Commission	19	58.6%	21.1%	20.2%

# National Capital Planning Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>71.7%</b>	<b>8.9%</b>	<b>19.4%</b>
2010 National Capital Planning Commission	30	78.3%	10.6%	11.0%
2008 National Capital Planning Commission	22	61.4%	19.7%	18.9%
2006 National Capital Planning Commission	19	57.3%	29.5%	13.2%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>73.1%</b>	<b>18.8%</b>	<b>8.1%</b>
2010 National Capital Planning Commission	31	86.6%	6.5%	6.9%
2008 National Capital Planning Commission	22	76.7%	5.0%	18.3%
2006 National Capital Planning Commission	19	63.9%	16.7%	19.4%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>79.9%</b>	<b>6.3%</b>	<b>13.9%</b>
2010 National Capital Planning Commission	31	90.3%	2.8%	6.9%
2008 National Capital Planning Commission	22	91.2%	4.6%	4.3%
2006 National Capital Planning Commission	19	70.7%	29.3%	0.0%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>76.6%</b>	<b>13.4%</b>	<b>10.0%</b>
2010 National Capital Planning Commission	31	84.5%	6.1%	9.4%
2008 National Capital Planning Commission	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>97.3%</b>	<b>2.7%</b>	<b>0.0%</b>
2010 National Capital Planning Commission	31	100.0%	0.0%	0.0%
2008 National Capital Planning Commission	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--

# National Capital Planning Commission

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>97.3%</b>	<b>2.7%</b>	<b>0.0%</b>
2010 National Capital Planning Commission	31	96.7%	3.3%	0.0%
2008 National Capital Planning Commission	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>62.7%</b>	<b>15.7%</b>	<b>21.6%</b>	<b>0</b>
2010 National Capital Planning Commission	31	51.3%	22.4%	26.3%	0
2008 National Capital Planning Commission	21	36.8%	35.5%	27.7%	1
2006 National Capital Planning Commission	19	38.9%	46.0%	15.0%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>68.8%</b>	<b>16.1%</b>	<b>15.2%</b>	<b>0</b>
2010 National Capital Planning Commission	31	67.6%	17.4%	15.0%	0
2008 National Capital Planning Commission	21	68.6%	18.2%	13.3%	1
2006 National Capital Planning Commission	19	68.4%	7.1%	24.6%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 National Capital Planning Commission</b>	<b>31</b>	<b>56.6%</b>	<b>24.5%</b>	<b>18.8%</b>	<b>1</b>
2010 National Capital Planning Commission	30	78.5%	11.4%	10.1%	1
2008 National Capital Planning Commission	22	76.8%	9.6%	13.6%	0
2006 National Capital Planning Commission	19	54.2%	13.2%	32.6%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 National Capital Planning Commission</b>	<b>31</b>	<b>75.7%</b>	<b>9.7%</b>	<b>14.6%</b>	<b>1</b>
2010 National Capital Planning Commission	31	93.4%	3.3%	3.3%	0
2008 National Capital Planning Commission	21	89.5%	5.2%	5.2%	1
2006 National Capital Planning Commission	19	87.7%	6.2%	6.2%	0

# National Capital Planning Commission

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>82.1%</b>	<b>9.8%</b>	<b>8.1%</b>	<b>0</b>
2010 National Capital Planning Commission	31	86.8%	6.3%	6.9%	0
2008 National Capital Planning Commission	22	81.0%	14.0%	5.0%	0
2006 National Capital Planning Commission	19	80.6%	6.2%	13.2%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>94.2%</b>	<b>2.7%</b>	<b>3.1%</b>	<b>0</b>
2010 National Capital Planning Commission	31	96.3%	3.7%	0.0%	0
2008 National Capital Planning Commission	22	86.0%	14.0%	0.0%	0
2006 National Capital Planning Commission	19	100.0%	0.0%	0.0%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 National Capital Planning Commission</b>	<b>31</b>	<b>79.6%</b>	<b>10.2%</b>	<b>10.2%</b>	<b>1</b>
2010 National Capital Planning Commission	31	75.9%	10.2%	13.9%	0
2008 National Capital Planning Commission	21	85.3%	9.4%	5.2%	1
2006 National Capital Planning Commission	18	62.0%	30.5%	7.5%	1

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>91.9%</b>	<b>5.4%</b>	<b>2.7%</b>	<b>0</b>
2010 National Capital Planning Commission	31	87.2%	9.5%	3.3%	0
2008 National Capital Planning Commission	22	90.6%	9.4%	0.0%	0
2006 National Capital Planning Commission	19	80.8%	19.2%	0.0%	0

# National Capital Planning Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 National Capital Planning Commission</b>	<b>24</b>	<b>83.2%</b>	<b>5.4%</b>	<b>11.4%</b>	<b>7</b>
2010 National Capital Planning Commission	30	69.7%	17.3%	13.1%	1
2008 National Capital Planning Commission	16	81.4%	6.2%	12.4%	6
2006 National Capital Planning Commission	16	35.6%	35.1%	29.3%	3

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>50.6%</b>	<b>28.2%</b>	<b>21.1%</b>	<b>0</b>
2010 National Capital Planning Commission	31	57.7%	15.9%	26.4%	0
2008 National Capital Planning Commission	22	72.3%	17.7%	10.0%	0
2006 National Capital Planning Commission	18	47.3%	31.2%	21.5%	1

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 National Capital Planning Commission</b>	<b>30</b>	<b>90.5%</b>	<b>3.3%</b>	<b>6.2%</b>	<b>2</b>
2010 National Capital Planning Commission	30	72.5%	17.4%	10.1%	0
2008 National Capital Planning Commission	21	80.8%	13.9%	5.2%	1
2006 National Capital Planning Commission	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 National Capital Planning Commission</b>	<b>28</b>	<b>74.2%</b>	<b>13.3%</b>	<b>12.5%</b>
2010 National Capital Planning Commission	30	76.9%	23.1%	0.0%
2008 National Capital Planning Commission	22	80.3%	10.4%	9.3%
2006 National Capital Planning Commission	19	86.8%	6.2%	7.0%

# National Capital Planning Commission

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 National Capital Planning Commission</b>	<b>29</b>	<b>63.3%</b>	<b>24.6%</b>	<b>12.1%</b>	<b>2</b>
2010 National Capital Planning Commission	30	60.3%	33.4%	6.3%	1
2008 National Capital Planning Commission	21	62.8%	18.2%	19.1%	1
2006 National Capital Planning Commission	18	73.9%	12.9%	13.2%	1

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 National Capital Planning Commission</b>	<b>28</b>	<b>63.7%</b>	<b>14.3%</b>	<b>22.0%</b>	<b>4</b>
2010 National Capital Planning Commission	28	71.1%	17.6%	11.3%	3
2008 National Capital Planning Commission	19	61.3%	22.2%	16.6%	3
2006 National Capital Planning Commission	19	48.8%	24.8%	26.4%	0

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 National Capital Planning Commission</b>	<b>24</b>	<b>61.6%</b>	<b>4.1%</b>	<b>34.4%</b>	<b>7</b>
2010 National Capital Planning Commission	29	58.2%	13.7%	28.1%	2
2008 National Capital Planning Commission	20	38.5%	21.1%	40.3%	2
2006 National Capital Planning Commission	17	40.8%	24.8%	34.4%	2

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 National Capital Planning Commission</b>	<b>28</b>	<b>54.3%</b>	<b>16.8%</b>	<b>28.9%</b>	<b>4</b>
2010 National Capital Planning Commission	26	50.1%	18.9%	31.0%	5
2008 National Capital Planning Commission	19	56.1%	11.9%	32.0%	3
2006 National Capital Planning Commission	19	38.1%	29.3%	32.6%	0

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 National Capital Planning Commission</b>	<b>29</b>	<b>65.6%</b>	<b>18.8%</b>	<b>15.6%</b>	<b>3</b>
2010 National Capital Planning Commission	28	54.1%	19.8%	26.1%	3
2008 National Capital Planning Commission	20	58.3%	26.5%	15.1%	2
2006 National Capital Planning Commission	19	52.0%	6.0%	42.0%	0

# National Capital Planning Commission

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 National Capital Planning Commission</b>	<b>31</b>	<b>70.4%</b>	<b>18.4%</b>	<b>11.2%</b>	<b>1</b>
2010 National Capital Planning Commission	31	83.3%	6.6%	10.1%	0
2008 National Capital Planning Commission	22	82.1%	8.6%	9.3%	0
2006 National Capital Planning Commission	19	80.8%	0.0%	19.2%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 National Capital Planning Commission</b>	<b>30</b>	<b>66.1%</b>	<b>25.4%</b>	<b>8.6%</b>	<b>2</b>
2010 National Capital Planning Commission	30	73.1%	20.2%	6.7%	1
2008 National Capital Planning Commission	21	56.5%	23.8%	19.8%	1
2006 National Capital Planning Commission	19	44.4%	37.4%	18.2%	0

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 National Capital Planning Commission</b>	<b>31</b>	<b>87.4%</b>	<b>9.8%</b>	<b>2.8%</b>
2010 National Capital Planning Commission	31	93.1%	6.9%	0.0%
2008 National Capital Planning Commission	22	81.6%	18.4%	0.0%
2006 National Capital Planning Commission	19	70.7%	29.3%	0.0%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>91.6%</b>	<b>5.4%</b>	<b>3.0%</b>	<b>0</b>
2010 National Capital Planning Commission	31	83.3%	9.8%	7.0%	0
2008 National Capital Planning Commission	22	68.1%	4.2%	27.7%	0
2006 National Capital Planning Commission	18	72.1%	14.0%	13.9%	1

# National Capital Planning Commission

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 National Capital Planning Commission</b>	<b>31</b>	<b>59.7%</b>	<b>31.8%</b>	<b>8.4%</b>	<b>1</b>
2010 National Capital Planning Commission	31	65.5%	18.7%	15.9%	0
2008 National Capital Planning Commission	22	54.6%	17.7%	27.6%	0
2006 National Capital Planning Commission	18	34.8%	30.4%	34.8%	1

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>72.7%</b>	<b>16.0%</b>	<b>11.3%</b>	<b>0</b>
2010 National Capital Planning Commission	31	74.3%	9.0%	16.7%	0
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>65.5%</b>	<b>21.8%</b>	<b>12.7%</b>	<b>0</b>
2010 National Capital Planning Commission	30	66.5%	22.6%	11.0%	1
2008 National Capital Planning Commission	22	52.5%	23.2%	24.3%	0
2006 National Capital Planning Commission	18	35.3%	37.4%	27.3%	1

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 National Capital Planning Commission</b>	<b>27</b>	<b>55.4%</b>	<b>24.8%</b>	<b>19.8%</b>	<b>5</b>
2010 National Capital Planning Commission	30	53.3%	20.6%	26.1%	1
2008 National Capital Planning Commission	19	40.5%	31.8%	27.6%	3
2006 National Capital Planning Commission	19	32.3%	42.4%	25.3%	0

# National Capital Planning Commission

## Trend Report

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 National Capital Planning Commission</b>	<b>26</b>	<b>67.7%</b>	<b>27.3%</b>	<b>5.0%</b>	<b>6</b>
2010 National Capital Planning Commission	28	55.8%	36.6%	7.6%	3
2008 National Capital Planning Commission	18	69.6%	25.1%	5.3%	4
2006 National Capital Planning Commission	16	47.5%	43.6%	8.9%	3

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 National Capital Planning Commission	31	96.3%	3.7%	0.0%	0
2008 National Capital Planning Commission	22	100.0%	0.0%	0.0%	0
2006 National Capital Planning Commission	19	97.1%	2.9%	0.0%	0

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 National Capital Planning Commission</b>	<b>31</b>	<b>82.0%</b>	<b>12.0%</b>	<b>6.0%</b>	<b>1</b>
2010 National Capital Planning Commission	29	71.8%	10.0%	18.2%	1
2008 National Capital Planning Commission	21	57.5%	13.9%	28.6%	1
2006 National Capital Planning Commission	18	54.8%	38.8%	6.4%	1

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 National Capital Planning Commission</b>	<b>29</b>	<b>73.9%</b>	<b>5.9%</b>	<b>20.2%</b>	<b>3</b>
2010 National Capital Planning Commission	28	67.1%	29.8%	3.1%	3
2008 National Capital Planning Commission	19	84.1%	0.0%	15.9%	3
2006 National Capital Planning Commission	19	61.7%	25.1%	13.2%	0

# National Capital Planning Commission

## *Trend Report*

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 National Capital Planning Commission</b>	<b>25</b>	<b>95.9%</b>	<b>4.1%</b>	<b>0.0%</b>	<b>7</b>
2010 National Capital Planning Commission	26	84.4%	11.2%	4.4%	5
2008 National Capital Planning Commission	20	84.8%	4.7%	10.4%	2
2006 National Capital Planning Commission	18	79.7%	13.8%	6.6%	1

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 National Capital Planning Commission</b>	<b>31</b>	<b>81.3%</b>	<b>15.8%</b>	<b>2.8%</b>	<b>0</b>
2010 National Capital Planning Commission	31	89.8%	6.9%	3.3%	0
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>83.7%</b>	<b>13.6%</b>	<b>2.7%</b>
2010 National Capital Planning Commission	31	77.6%	16.3%	6.1%
2008 National Capital Planning Commission	22	62.1%	19.1%	18.8%
2006 National Capital Planning Commission	19	52.6%	9.1%	38.3%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 National Capital Planning Commission</b>	<b>28</b>	<b>68.5%</b>	<b>16.1%</b>	<b>15.4%</b>	<b>4</b>
2010 National Capital Planning Commission	27	60.0%	24.8%	15.2%	4
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

# National Capital Planning Commission

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>91.0%</b>	<b>5.8%</b>	<b>3.1%</b>	<b>0</b>
2010 National Capital Planning Commission	31	73.0%	17.2%	9.8%	0
2008 National Capital Planning Commission	22	81.7%	13.3%	5.0%	0
2006 National Capital Planning Commission	19	77.8%	16.1%	6.2%	0

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>72.1%</b>	<b>17.1%</b>	<b>10.8%</b>	<b>0</b>
2010 National Capital Planning Commission	31	73.5%	16.3%	10.2%	0
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 National Capital Planning Commission</b>	<b>30</b>	<b>71.1%</b>	<b>20.2%</b>	<b>8.7%</b>	<b>2</b>
2010 National Capital Planning Commission	31	73.0%	13.1%	13.9%	0
2008 National Capital Planning Commission	21	76.6%	13.5%	9.9%	1
2006 National Capital Planning Commission	19	63.3%	16.5%	20.2%	0

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 National Capital Planning Commission</b>	<b>29</b>	<b>74.5%</b>	<b>25.5%</b>	<b>0.0%</b>	<b>3</b>
2010 National Capital Planning Commission	28	64.1%	24.1%	11.9%	2
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 National Capital Planning Commission</b>	<b>30</b>	<b>74.4%</b>	<b>19.3%</b>	<b>6.3%</b>	<b>1</b>
2010 National Capital Planning Commission	31	73.9%	15.5%	10.6%	0
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

# National Capital Planning Commission

## Trend Report

### My Supervisor/Team Leader (continued)

**47. Supervisors/team leaders in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>73.8%</b>	<b>11.3%</b>	<b>14.9%</b>	<b>0</b>
2010 National Capital Planning Commission	31	73.6%	12.5%	13.9%	0
2008 National Capital Planning Commission	22	86.1%	8.9%	5.0%	0
2006 National Capital Planning Commission	19	64.1%	15.6%	20.2%	0

**48. My supervisor/team leader listens to what I have to say.**

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>81.5%</b>	<b>9.0%</b>	<b>9.5%</b>
2010 National Capital Planning Commission	31	80.0%	6.1%	13.9%
2008 National Capital Planning Commission	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--

**49. My supervisor/team leader treats me with respect.**

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>81.1%</b>	<b>15.7%</b>	<b>3.1%</b>
2010 National Capital Planning Commission	31	77.2%	15.9%	6.9%
2008 National Capital Planning Commission	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--

**50. In the last six months, my supervisor/team leader has talked with me about my performance.**

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>86.0%</b>	<b>5.4%</b>	<b>8.6%</b>
2010 National Capital Planning Commission	31	90.2%	9.8%	0.0%
2008 National Capital Planning Commission	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>78.4%</b>	<b>13.1%</b>	<b>8.5%</b>
2010 National Capital Planning Commission	31	68.8%	17.8%	13.5%
2008 National Capital Planning Commission	22	68.1%	0.0%	31.9%
2006 National Capital Planning Commission	19	60.6%	12.4%	27.0%

# National Capital Planning Commission

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>81.5%</b>	<b>15.8%</b>	<b>2.7%</b>
2010 National Capital Planning Commission	31	76.7%	13.1%	10.2%
2008 National Capital Planning Commission	22	63.9%	26.9%	9.3%
2006 National Capital Planning Commission	19	57.6%	22.1%	20.2%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>60.4%</b>	<b>20.5%</b>	<b>19.0%</b>	<b>0</b>
2010 National Capital Planning Commission	30	60.2%	33.0%	6.8%	1
2008 National Capital Planning Commission	22	48.7%	28.3%	23.0%	0
2006 National Capital Planning Commission	19	29.4%	13.1%	57.5%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>76.2%</b>	<b>8.4%</b>	<b>15.4%</b>	<b>0</b>
2010 National Capital Planning Commission	29	79.4%	6.5%	14.0%	2
2008 National Capital Planning Commission	22	67.3%	13.9%	18.8%	0
2006 National Capital Planning Commission	19	36.2%	29.1%	34.7%	0

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 National Capital Planning Commission</b>	<b>31</b>	<b>64.7%</b>	<b>20.8%</b>	<b>14.5%</b>	<b>1</b>
2010 National Capital Planning Commission	29	62.4%	23.3%	14.3%	2
2008 National Capital Planning Commission	22	70.7%	24.3%	5.0%	0
2006 National Capital Planning Commission	19	73.6%	19.4%	7.0%	0

# National Capital Planning Commission

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>75.9%</b>	<b>11.5%</b>	<b>12.6%</b>	<b>0</b>
2010 National Capital Planning Commission	31	67.8%	23.0%	9.3%	0
2008 National Capital Planning Commission	22	72.1%	13.3%	14.6%	0
2006 National Capital Planning Commission	19	55.3%	12.4%	32.3%	0

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>77.2%</b>	<b>17.3%</b>	<b>5.4%</b>	<b>0</b>
2010 National Capital Planning Commission	30	87.7%	9.4%	2.9%	1
2008 National Capital Planning Commission	20	85.7%	4.8%	9.5%	2
2006 National Capital Planning Commission	18	56.3%	30.4%	13.2%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>66.7%</b>	<b>8.4%</b>	<b>24.9%</b>	<b>0</b>
2010 National Capital Planning Commission	30	64.5%	22.3%	13.2%	0
2008 National Capital Planning Commission	20	69.6%	4.9%	25.5%	2
2006 National Capital Planning Commission	19	41.8%	38.2%	19.9%	0

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>67.1%</b>	<b>8.5%</b>	<b>24.4%</b>	<b>0</b>
2010 National Capital Planning Commission	30	56.8%	32.6%	10.6%	0
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>65.4%</b>	<b>29.1%</b>	<b>5.4%</b>	<b>0</b>
2010 National Capital Planning Commission	31	73.0%	16.8%	10.2%	0
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

# National Capital Planning Commission

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>68.9%</b>	<b>15.8%</b>	<b>15.4%</b>	<b>0</b>
2010 National Capital Planning Commission	31	74.3%	13.5%	12.2%	0
2008 National Capital Planning Commission	22	68.1%	8.8%	23.1%	0
2006 National Capital Planning Commission	19	40.4%	11.8%	47.8%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 National Capital Planning Commission</b>	<b>30</b>	<b>80.3%</b>	<b>12.4%</b>	<b>7.2%</b>	<b>2</b>
2010 National Capital Planning Commission	27	75.0%	17.5%	7.5%	4
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>57.3%</b>	<b>25.9%</b>	<b>16.8%</b>
2010 National Capital Planning Commission	31	66.5%	17.2%	16.3%
2008 National Capital Planning Commission	22	72.4%	5.0%	22.6%
2006 National Capital Planning Commission	19	64.1%	6.2%	29.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>68.9%</b>	<b>8.9%</b>	<b>22.1%</b>
2010 National Capital Planning Commission	30	62.5%	21.2%	16.4%
2008 National Capital Planning Commission	22	72.1%	18.3%	9.6%
2006 National Capital Planning Commission	19	52.2%	15.5%	32.3%

# National Capital Planning Commission

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>62.7%</b>	<b>18.7%</b>	<b>18.5%</b>
2010 National Capital Planning Commission	31	63.8%	19.5%	16.7%
2008 National Capital Planning Commission	22	68.1%	22.6%	9.3%
2006 National Capital Planning Commission	19	51.3%	16.3%	32.4%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>71.7%</b>	<b>12.0%</b>	<b>16.4%</b>
2010 National Capital Planning Commission	31	60.0%	20.4%	19.6%
2008 National Capital Planning Commission	22	76.9%	4.3%	18.8%
2006 National Capital Planning Commission	19	39.6%	18.7%	41.7%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 National Capital Planning Commission</b>	<b>31</b>	<b>42.9%</b>	<b>34.8%</b>	<b>22.2%</b>
2010 National Capital Planning Commission	31	38.0%	29.5%	32.6%
2008 National Capital Planning Commission	22	50.1%	18.1%	31.8%
2006 National Capital Planning Commission	19	33.6%	33.9%	32.6%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>53.3%</b>	<b>15.7%</b>	<b>31.0%</b>
2010 National Capital Planning Commission	30	55.6%	24.4%	19.9%
2008 National Capital Planning Commission	22	71.3%	10.0%	18.6%
2006 National Capital Planning Commission	19	33.7%	26.7%	39.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>69.0%</b>	<b>25.6%</b>	<b>5.4%</b>
2010 National Capital Planning Commission	31	77.6%	5.6%	16.7%
2008 National Capital Planning Commission	22	68.1%	18.0%	13.9%
2006 National Capital Planning Commission	19	58.6%	21.2%	20.2%

# National Capital Planning Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>74.9%</b>	<b>6.3%</b>	<b>18.9%</b>
2010 National Capital Planning Commission	31	80.5%	6.5%	13.0%
2008 National Capital Planning Commission	22	76.7%	0.0%	23.3%
2006 National Capital Planning Commission	19	59.9%	19.8%	20.3%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>74.7%</b>	<b>15.7%</b>	<b>9.5%</b>
2010 National Capital Planning Commission	31	73.9%	20.0%	6.1%
2008 National Capital Planning Commission	22	72.3%	8.9%	18.8%
2006 National Capital Planning Commission	19	49.3%	18.4%	32.3%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>94.2%</b>	<b>5.8%</b>	<b>0.0%</b>
2010 National Capital Planning Commission	--	--	--	--
2008 National Capital Planning Commission	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>0.0%</b>	<b>5.8%</b>	<b>15.7%</b>	<b>61.1%</b>
2010 National Capital Planning Commission	--	--	--	--	--
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

(continued)

# National Capital Planning Commission

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>2.7%</b>	<b>5.7%</b>	<b>3.1%</b>	<b>5.8%</b>
2010 National Capital Planning Commission	--	--	--	--	--
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>44.3%</b>	<b>49.9%</b>	<b>5.8%</b>
2010 National Capital Planning Commission	--	--	--	--
2008 National Capital Planning Commission	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 National Capital Planning Commission</b>	<b>31</b>	<b>37.0%</b>	<b>63.0%</b>	<b>0.0%</b>
2010 National Capital Planning Commission	--	--	--	--
2008 National Capital Planning Commission	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 National Capital Planning Commission</b>	<b>32</b>	<b>13.1%</b>	<b>83.8%</b>	<b>3.1%</b>
2010 National Capital Planning Commission	--	--	--	--
2008 National Capital Planning Commission	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--

# National Capital Planning Commission

## *Trend Report*

### Work/Life (continued)

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 National Capital Planning Commission</b>	<b>31</b>	<b>0.0%</b>	<b>80.0%</b>	<b>20.0%</b>
2010 National Capital Planning Commission	--	--	--	--
2008 National Capital Planning Commission	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 National Capital Planning Commission</b>	<b>31</b>	<b>0.0%</b>	<b>84.2%</b>	<b>15.8%</b>
2010 National Capital Planning Commission	--	--	--	--
2008 National Capital Planning Commission	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 National Capital Planning Commission</b>	<b>29</b>	<b>78.2%</b>	<b>13.8%</b>	<b>8.0%</b>	<b>3</b>
2010 National Capital Planning Commission	26	68.3%	15.2%	16.5%	4
2008 National Capital Planning Commission	16	75.4%	12.9%	11.6%	6
2006 National Capital Planning Commission	17	28.9%	34.3%	36.8%	2

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 National Capital Planning Commission</b>	<b>24</b>	<b>91.5%</b>	<b>4.3%</b>	<b>4.3%</b>	<b>8</b>
2010 National Capital Planning Commission	27	95.7%	4.3%	0.0%	3
2008 National Capital Planning Commission	18	94.7%	5.3%	0.0%	4
2006 National Capital Planning Commission	19	67.4%	20.5%	12.1%	0

# National Capital Planning Commission

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 National Capital Planning Commission</b>	<b>20</b>	<b>80.5%</b>	<b>19.5%</b>	<b>0.0%</b>	<b>12</b>
2010 National Capital Planning Commission	22	70.9%	18.8%	10.3%	9
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 National Capital Planning Commission</b>	<b>17</b>	<b>60.5%</b>	<b>34.4%</b>	<b>5.0%</b>	<b>15</b>
2010 National Capital Planning Commission	17	73.6%	19.8%	6.7%	14
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 National Capital Planning Commission</b>	<b>6</b>	<b>35.2%</b>	<b>49.8%</b>	<b>15.0%</b>	<b>26</b>
2010 National Capital Planning Commission	9	43.5%	24.2%	32.3%	21
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 National Capital Planning Commission</b>	<b>6</b>	<b>17.6%</b>	<b>82.4%</b>	<b>0.0%</b>	<b>26</b>
2010 National Capital Planning Commission	8	22.1%	50.9%	27.0%	22
2008 National Capital Planning Commission	--	--	--	--	--
2006 National Capital Planning Commission	--	--	--	--	--



# National Endowment for the Arts

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 National Endowment for the Arts</b>	<b>97</b>
2010 National Endowment for the Arts	87
2008 National Endowment for the Arts	83
2006 National Endowment for the Arts	73

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>54.9%</b>	<b>23.0%</b>	<b>22.1%</b>
2010 National Endowment for the Arts	87	63.7%	16.9%	19.4%
2008 National Endowment for the Arts	83	70.0%	14.4%	15.6%
2006 National Endowment for the Arts	73	58.3%	16.7%	25.0%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 National Endowment for the Arts</b>	<b>96</b>	<b>69.2%</b>	<b>19.6%</b>	<b>11.2%</b>
2010 National Endowment for the Arts	87	78.6%	14.8%	6.6%
2008 National Endowment for the Arts	83	84.2%	9.8%	6.0%
2006 National Endowment for the Arts	73	68.7%	21.5%	9.9%

# National Endowment for the Arts

## Trend Report

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>65.2%</b>	<b>17.5%</b>	<b>17.3%</b>
2010 National Endowment for the Arts	87	75.9%	12.2%	11.9%
2008 National Endowment for the Arts	83	72.3%	17.9%	9.8%
2006 National Endowment for the Arts	73	66.3%	16.8%	16.9%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 National Endowment for the Arts</b>	<b>96</b>	<b>77.3%</b>	<b>12.4%</b>	<b>10.3%</b>
2010 National Endowment for the Arts	87	77.3%	17.0%	5.7%
2008 National Endowment for the Arts	83	78.1%	12.0%	9.9%
2006 National Endowment for the Arts	73	73.4%	14.0%	12.6%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>84.4%</b>	<b>8.1%</b>	<b>7.5%</b>
2010 National Endowment for the Arts	86	79.8%	15.8%	4.4%
2008 National Endowment for the Arts	83	82.7%	11.0%	6.3%
2006 National Endowment for the Arts	73	85.0%	10.8%	4.2%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>81.2%</b>	<b>10.0%</b>	<b>8.9%</b>
2010 National Endowment for the Arts	87	87.8%	9.9%	2.2%
2008 National Endowment for the Arts	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>96.2%</b>	<b>2.4%</b>	<b>1.4%</b>
2010 National Endowment for the Arts	87	95.1%	3.9%	1.0%
2008 National Endowment for the Arts	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--

# National Endowment for the Arts

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 National Endowment for the Arts</b>	<b>96</b>	<b>88.7%</b>	<b>7.8%</b>	<b>3.5%</b>
2010 National Endowment for the Arts	87	91.2%	6.6%	2.2%
2008 National Endowment for the Arts	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>57.8%</b>	<b>20.0%</b>	<b>22.3%</b>	<b>0</b>
2010 National Endowment for the Arts	87	71.2%	10.9%	17.9%	0
2008 National Endowment for the Arts	83	71.7%	12.0%	16.2%	0
2006 National Endowment for the Arts	73	59.2%	17.0%	23.8%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>65.8%</b>	<b>15.1%</b>	<b>19.0%</b>	<b>0</b>
2010 National Endowment for the Arts	87	68.7%	15.1%	16.1%	0
2008 National Endowment for the Arts	82	72.1%	12.0%	16.0%	1
2006 National Endowment for the Arts	73	70.6%	16.9%	12.5%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>56.4%</b>	<b>19.0%</b>	<b>24.6%</b>	<b>0</b>
2010 National Endowment for the Arts	86	58.0%	25.3%	16.8%	0
2008 National Endowment for the Arts	83	64.5%	21.8%	13.7%	0
2006 National Endowment for the Arts	73	60.2%	15.3%	24.5%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>85.0%</b>	<b>9.5%</b>	<b>5.6%</b>	<b>0</b>
2010 National Endowment for the Arts	87	90.5%	4.1%	5.5%	0
2008 National Endowment for the Arts	83	92.7%	4.8%	2.5%	0
2006 National Endowment for the Arts	73	90.0%	8.5%	1.5%	0

# National Endowment for the Arts

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>88.3%</b>	<b>7.6%</b>	<b>4.1%</b>	<b>0</b>
2010 National Endowment for the Arts	87	94.0%	4.0%	2.0%	0
2008 National Endowment for the Arts	83	89.2%	8.5%	2.3%	0
2006 National Endowment for the Arts	73	87.3%	11.4%	1.3%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>39.8%</b>	<b>15.1%</b>	<b>45.1%</b>	<b>0</b>
2010 National Endowment for the Arts	87	27.8%	14.5%	57.7%	0
2008 National Endowment for the Arts	82	34.9%	12.9%	52.2%	1
2006 National Endowment for the Arts	72	42.4%	18.8%	38.8%	1

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>77.5%</b>	<b>11.1%</b>	<b>11.5%</b>	<b>0</b>
2010 National Endowment for the Arts	86	86.5%	9.9%	3.6%	0
2008 National Endowment for the Arts	81	85.0%	9.9%	5.0%	2
2006 National Endowment for the Arts	73	84.7%	8.6%	6.8%	0

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 National Endowment for the Arts</b>	<b>96</b>	<b>85.9%</b>	<b>9.8%</b>	<b>4.3%</b>	<b>0</b>
2010 National Endowment for the Arts	87	91.3%	7.7%	1.0%	0
2008 National Endowment for the Arts	82	90.7%	7.0%	2.3%	1
2006 National Endowment for the Arts	73	86.3%	12.3%	1.4%	0

# National Endowment for the Arts

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 National Endowment for the Arts</b>	<b>89</b>	<b>60.0%</b>	<b>27.5%</b>	<b>12.5%</b>	<b>8</b>
2010 National Endowment for the Arts	79	65.4%	25.6%	9.0%	7
2008 National Endowment for the Arts	68	63.7%	18.7%	17.6%	15
2006 National Endowment for the Arts	62	43.1%	40.4%	16.5%	11

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 National Endowment for the Arts</b>	<b>96</b>	<b>44.0%</b>	<b>30.3%</b>	<b>25.7%</b>	<b>1</b>
2010 National Endowment for the Arts	86	51.1%	23.0%	25.8%	0
2008 National Endowment for the Arts	80	56.2%	22.6%	21.2%	3
2006 National Endowment for the Arts	73	62.7%	23.6%	13.8%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>70.3%</b>	<b>14.7%</b>	<b>15.0%</b>	<b>0</b>
2010 National Endowment for the Arts	84	77.3%	12.5%	10.2%	3
2008 National Endowment for the Arts	78	75.6%	13.9%	10.5%	5
2006 National Endowment for the Arts	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 National Endowment for the Arts</b>	<b>91</b>	<b>85.4%</b>	<b>9.2%</b>	<b>5.4%</b>
2010 National Endowment for the Arts	87	89.2%	5.2%	5.6%
2008 National Endowment for the Arts	83	91.5%	3.7%	4.8%
2006 National Endowment for the Arts	73	88.8%	7.1%	4.1%

# National Endowment for the Arts

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 National Endowment for the Arts</b>	<b>92</b>	<b>56.8%</b>	<b>28.7%</b>	<b>14.4%</b>	<b>5</b>
2010 National Endowment for the Arts	84	65.8%	23.0%	11.2%	3
2008 National Endowment for the Arts	81	69.2%	18.5%	12.3%	2
2006 National Endowment for the Arts	71	61.6%	14.8%	23.6%	2

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 National Endowment for the Arts</b>	<b>86</b>	<b>39.9%</b>	<b>29.2%</b>	<b>30.9%</b>	<b>11</b>
2010 National Endowment for the Arts	85	44.5%	25.8%	29.6%	2
2008 National Endowment for the Arts	78	51.0%	23.3%	25.7%	5
2006 National Endowment for the Arts	71	48.7%	18.8%	32.4%	2

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 National Endowment for the Arts</b>	<b>81</b>	<b>37.7%</b>	<b>29.4%</b>	<b>32.9%</b>	<b>15</b>
2010 National Endowment for the Arts	81	40.6%	35.9%	23.5%	6
2008 National Endowment for the Arts	75	43.4%	27.6%	29.1%	8
2006 National Endowment for the Arts	65	40.7%	30.0%	29.2%	8

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 National Endowment for the Arts</b>	<b>88</b>	<b>32.3%</b>	<b>32.5%</b>	<b>35.3%</b>	<b>9</b>
2010 National Endowment for the Arts	83	44.1%	32.5%	23.4%	4
2008 National Endowment for the Arts	75	50.8%	21.6%	27.6%	8
2006 National Endowment for the Arts	70	45.3%	28.1%	26.6%	3

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 National Endowment for the Arts</b>	<b>92</b>	<b>47.6%</b>	<b>32.5%</b>	<b>19.8%</b>	<b>5</b>
2010 National Endowment for the Arts	82	65.8%	17.8%	16.4%	5
2008 National Endowment for the Arts	78	56.4%	22.0%	21.6%	5
2006 National Endowment for the Arts	70	56.1%	25.1%	18.8%	3

# National Endowment for the Arts

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>71.2%</b>	<b>17.7%</b>	<b>11.1%</b>	<b>0</b>
2010 National Endowment for the Arts	87	77.5%	13.2%	9.3%	0
2008 National Endowment for the Arts	82	76.9%	14.4%	8.7%	1
2006 National Endowment for the Arts	73	80.0%	10.6%	9.4%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 National Endowment for the Arts</b>	<b>90</b>	<b>56.2%</b>	<b>34.2%</b>	<b>9.6%</b>	<b>7</b>
2010 National Endowment for the Arts	81	68.4%	22.7%	8.9%	5
2008 National Endowment for the Arts	82	56.8%	30.0%	13.3%	1
2006 National Endowment for the Arts	71	49.1%	38.9%	12.0%	2

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 National Endowment for the Arts</b>	<b>97</b>	<b>94.2%</b>	<b>4.9%</b>	<b>0.9%</b>
2010 National Endowment for the Arts	87	97.0%	2.0%	1.0%
2008 National Endowment for the Arts	83	88.0%	10.9%	1.1%
2006 National Endowment for the Arts	73	89.0%	8.1%	2.9%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 National Endowment for the Arts</b>	<b>95</b>	<b>80.7%</b>	<b>14.5%</b>	<b>4.9%</b>	<b>0</b>
2010 National Endowment for the Arts	86	85.0%	12.7%	2.3%	0
2008 National Endowment for the Arts	82	82.9%	11.0%	6.1%	1
2006 National Endowment for the Arts	73	70.3%	20.8%	8.9%	0

# National Endowment for the Arts

## *Trend Report*

### My Agency (continued)

#### 30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 National Endowment for the Arts</b>	<b>91</b>	<b>47.1%</b>	<b>28.8%</b>	<b>24.1%</b>	<b>3</b>
2010 National Endowment for the Arts	85	55.9%	24.8%	19.3%	1
2008 National Endowment for the Arts	77	57.1%	20.4%	22.5%	6
2006 National Endowment for the Arts	71	41.6%	35.9%	22.6%	2

#### 31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 National Endowment for the Arts</b>	<b>95</b>	<b>53.0%</b>	<b>22.3%</b>	<b>24.7%</b>	<b>0</b>
2010 National Endowment for the Arts	83	71.4%	17.9%	10.7%	3
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

#### 32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 National Endowment for the Arts</b>	<b>91</b>	<b>47.6%</b>	<b>26.8%</b>	<b>25.6%</b>	<b>4</b>
2010 National Endowment for the Arts	81	53.2%	31.2%	15.5%	5
2008 National Endowment for the Arts	78	59.3%	26.4%	14.3%	5
2006 National Endowment for the Arts	72	48.5%	30.9%	20.6%	1

#### 33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 National Endowment for the Arts</b>	<b>90</b>	<b>22.6%</b>	<b>37.4%</b>	<b>40.1%</b>	<b>5</b>
2010 National Endowment for the Arts	80	34.0%	38.0%	28.0%	5
2008 National Endowment for the Arts	76	38.2%	17.5%	44.4%	7
2006 National Endowment for the Arts	71	28.8%	30.4%	40.8%	2

# National Endowment for the Arts

## *Trend Report*

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 National Endowment for the Arts</b>	<b>84</b>	<b>43.1%</b>	<b>34.0%</b>	<b>22.9%</b>	<b>10</b>
2010 National Endowment for the Arts	77	48.7%	28.0%	23.3%	9
2008 National Endowment for the Arts	75	56.2%	23.5%	20.3%	8
2006 National Endowment for the Arts	66	33.1%	34.2%	32.7%	7

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 National Endowment for the Arts</b>	<b>92</b>	<b>48.1%</b>	<b>26.8%</b>	<b>25.1%</b>	<b>3</b>
2010 National Endowment for the Arts	83	46.5%	22.2%	31.2%	3
2008 National Endowment for the Arts	80	46.9%	24.2%	28.8%	3
2006 National Endowment for the Arts	72	41.7%	34.9%	23.4%	1

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 National Endowment for the Arts</b>	<b>93</b>	<b>62.0%</b>	<b>22.5%</b>	<b>15.4%</b>	<b>1</b>
2010 National Endowment for the Arts	85	72.4%	15.5%	12.1%	1
2008 National Endowment for the Arts	81	83.0%	13.2%	3.8%	2
2006 National Endowment for the Arts	72	74.8%	18.0%	7.2%	1

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 National Endowment for the Arts</b>	<b>89</b>	<b>45.7%</b>	<b>36.7%</b>	<b>17.6%</b>	<b>6</b>
2010 National Endowment for the Arts	80	54.2%	26.0%	19.9%	5
2008 National Endowment for the Arts	74	60.7%	15.9%	23.4%	9
2006 National Endowment for the Arts	70	44.0%	19.2%	36.7%	3

# National Endowment for the Arts

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 National Endowment for the Arts</b>	<b>83</b>	<b>66.3%</b>	<b>18.7%</b>	<b>15.0%</b>	<b>12</b>
2010 National Endowment for the Arts	75	76.5%	10.0%	13.5%	10
2008 National Endowment for the Arts	75	71.8%	13.6%	14.6%	8
2006 National Endowment for the Arts	67	58.4%	21.5%	20.1%	6

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>84.3%</b>	<b>12.5%</b>	<b>3.3%</b>	<b>0</b>
2010 National Endowment for the Arts	84	94.5%	5.5%	0.0%	1
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 National Endowment for the Arts</b>	<b>95</b>	<b>66.2%</b>	<b>27.5%</b>	<b>6.2%</b>
2010 National Endowment for the Arts	84	79.6%	13.2%	7.3%
2008 National Endowment for the Arts	83	73.4%	15.8%	10.8%
2006 National Endowment for the Arts	73	59.5%	17.9%	22.6%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 National Endowment for the Arts</b>	<b>84</b>	<b>36.3%</b>	<b>31.6%</b>	<b>32.1%</b>	<b>11</b>
2010 National Endowment for the Arts	76	47.0%	33.9%	19.1%	9
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

# National Endowment for the Arts

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 National Endowment for the Arts</b>	<b>93</b>	<b>84.7%</b>	<b>10.4%</b>	<b>4.9%</b>	<b>1</b>
2010 National Endowment for the Arts	86	94.6%	2.1%	3.3%	0
2008 National Endowment for the Arts	83	86.7%	11.0%	2.3%	0
2006 National Endowment for the Arts	72	89.1%	3.8%	7.1%	1

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 National Endowment for the Arts</b>	<b>93</b>	<b>65.7%</b>	<b>15.0%</b>	<b>19.3%</b>	<b>2</b>
2010 National Endowment for the Arts	85	79.4%	12.0%	8.6%	1
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>73.7%</b>	<b>13.0%</b>	<b>13.3%</b>	<b>1</b>
2010 National Endowment for the Arts	86	78.2%	16.4%	5.3%	0
2008 National Endowment for the Arts	81	63.5%	25.8%	10.8%	2
2006 National Endowment for the Arts	73	65.2%	18.1%	16.7%	0

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 National Endowment for the Arts</b>	<b>88</b>	<b>78.3%</b>	<b>15.1%</b>	<b>6.6%</b>	<b>7</b>
2010 National Endowment for the Arts	78	73.8%	23.9%	2.2%	7
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 National Endowment for the Arts</b>	<b>93</b>	<b>72.2%</b>	<b>13.6%</b>	<b>14.3%</b>	<b>2</b>
2010 National Endowment for the Arts	85	71.1%	21.3%	7.6%	0
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

# National Endowment for the Arts

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 National Endowment for the Arts</b>	<b>92</b>	<b>68.4%</b>	<b>19.1%</b>	<b>12.4%</b>	<b>2</b>
2010 National Endowment for the Arts	86	66.4%	26.2%	7.4%	0
2008 National Endowment for the Arts	82	69.6%	18.4%	12.0%	1
2006 National Endowment for the Arts	73	70.9%	13.8%	15.4%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 National Endowment for the Arts</b>	<b>95</b>	<b>84.6%</b>	<b>10.6%</b>	<b>4.8%</b>
2010 National Endowment for the Arts	86	87.9%	11.1%	1.0%
2008 National Endowment for the Arts	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 National Endowment for the Arts</b>	<b>95</b>	<b>87.4%</b>	<b>5.9%</b>	<b>6.7%</b>
2010 National Endowment for the Arts	86	87.8%	10.1%	2.0%
2008 National Endowment for the Arts	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>91.0%</b>	<b>6.1%</b>	<b>2.8%</b>
2010 National Endowment for the Arts	86	94.4%	3.4%	2.1%
2008 National Endowment for the Arts	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 National Endowment for the Arts</b>	<b>95</b>	<b>72.7%</b>	<b>17.3%</b>	<b>10.1%</b>
2010 National Endowment for the Arts	86	75.2%	18.1%	6.7%
2008 National Endowment for the Arts	83	69.8%	12.3%	18.0%
2006 National Endowment for the Arts	73	71.1%	9.2%	19.7%

# National Endowment for the Arts

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>80.8%</b>	<b>10.9%</b>	<b>8.2%</b>
2010 National Endowment for the Arts	85	81.8%	15.0%	3.2%
2008 National Endowment for the Arts	83	74.7%	11.0%	14.3%
2006 National Endowment for the Arts	73	74.4%	11.5%	14.1%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 National Endowment for the Arts</b>	<b>92</b>	<b>32.8%</b>	<b>19.0%</b>	<b>48.1%</b>	<b>2</b>
2010 National Endowment for the Arts	85	57.8%	19.1%	23.1%	1
2008 National Endowment for the Arts	83	42.3%	18.0%	39.7%	0
2006 National Endowment for the Arts	73	23.7%	20.9%	55.4%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 National Endowment for the Arts</b>	<b>89</b>	<b>46.5%</b>	<b>27.8%</b>	<b>25.6%</b>	<b>5</b>
2010 National Endowment for the Arts	82	70.4%	15.1%	14.5%	4
2008 National Endowment for the Arts	80	53.5%	23.7%	22.8%	3
2006 National Endowment for the Arts	72	38.0%	28.3%	33.7%	1

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 National Endowment for the Arts</b>	<b>85</b>	<b>70.1%</b>	<b>15.8%</b>	<b>14.1%</b>	<b>9</b>
2010 National Endowment for the Arts	76	71.3%	21.9%	6.8%	9
2008 National Endowment for the Arts	80	72.3%	15.3%	12.4%	3
2006 National Endowment for the Arts	70	54.9%	23.2%	21.8%	3

# National Endowment for the Arts

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 National Endowment for the Arts</b>	<b>93</b>	<b>56.4%</b>	<b>20.3%</b>	<b>23.3%</b>	<b>1</b>
2010 National Endowment for the Arts	86	71.7%	14.8%	13.5%	0
2008 National Endowment for the Arts	83	69.6%	18.8%	11.6%	0
2006 National Endowment for the Arts	72	60.9%	24.0%	15.1%	1

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 National Endowment for the Arts</b>	<b>86</b>	<b>59.7%</b>	<b>22.8%</b>	<b>17.4%</b>	<b>8</b>
2010 National Endowment for the Arts	76	70.0%	23.9%	6.0%	10
2008 National Endowment for the Arts	70	55.9%	33.1%	11.1%	13
2006 National Endowment for the Arts	65	58.8%	24.3%	16.9%	8

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 National Endowment for the Arts</b>	<b>89</b>	<b>39.5%</b>	<b>26.5%</b>	<b>34.0%</b>	<b>5</b>
2010 National Endowment for the Arts	83	59.3%	18.6%	22.1%	3
2008 National Endowment for the Arts	77	65.2%	16.4%	18.3%	6
2006 National Endowment for the Arts	71	47.8%	23.5%	28.6%	2

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 National Endowment for the Arts</b>	<b>89</b>	<b>49.7%</b>	<b>27.9%</b>	<b>22.4%</b>	<b>5</b>
2010 National Endowment for the Arts	82	65.1%	18.1%	16.8%	4
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 National Endowment for the Arts</b>	<b>87</b>	<b>53.2%</b>	<b>24.2%</b>	<b>22.7%</b>	<b>7</b>
2010 National Endowment for the Arts	78	72.2%	16.5%	11.4%	7
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

# National Endowment for the Arts

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 National Endowment for the Arts</b>	<b>92</b>	<b>31.2%</b>	<b>33.2%</b>	<b>35.7%</b>	<b>2</b>
2010 National Endowment for the Arts	85	57.3%	25.2%	17.5%	0
2008 National Endowment for the Arts	83	49.0%	20.6%	30.5%	0
2006 National Endowment for the Arts	73	37.7%	22.5%	39.8%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 National Endowment for the Arts</b>	<b>78</b>	<b>40.8%</b>	<b>30.6%</b>	<b>28.6%</b>	<b>16</b>
2010 National Endowment for the Arts	74	54.2%	27.3%	18.4%	12
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>45.9%</b>	<b>26.5%</b>	<b>27.6%</b>
2010 National Endowment for the Arts	85	61.0%	20.4%	18.6%
2008 National Endowment for the Arts	83	62.9%	23.7%	13.4%
2006 National Endowment for the Arts	73	51.4%	35.7%	12.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>35.2%</b>	<b>24.3%</b>	<b>40.6%</b>
2010 National Endowment for the Arts	85	52.2%	18.0%	29.8%
2008 National Endowment for the Arts	83	56.6%	23.3%	20.1%
2006 National Endowment for the Arts	73	38.7%	28.6%	32.7%

# National Endowment for the Arts

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>55.2%</b>	<b>21.5%</b>	<b>23.2%</b>
2010 National Endowment for the Arts	85	63.1%	22.9%	14.0%
2008 National Endowment for the Arts	83	69.1%	11.7%	19.1%
2006 National Endowment for the Arts	73	57.2%	23.7%	19.1%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>33.8%</b>	<b>26.5%</b>	<b>39.7%</b>
2010 National Endowment for the Arts	85	48.0%	33.0%	19.1%
2008 National Endowment for the Arts	83	46.8%	24.0%	29.2%
2006 National Endowment for the Arts	73	34.1%	24.0%	41.9%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>23.6%</b>	<b>37.4%</b>	<b>39.0%</b>
2010 National Endowment for the Arts	83	32.9%	26.1%	41.0%
2008 National Endowment for the Arts	83	34.1%	33.2%	32.7%
2006 National Endowment for the Arts	73	20.9%	41.0%	38.1%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>47.8%</b>	<b>33.8%</b>	<b>18.3%</b>
2010 National Endowment for the Arts	85	48.7%	33.4%	17.9%
2008 National Endowment for the Arts	83	56.0%	27.6%	16.4%
2006 National Endowment for the Arts	73	45.8%	31.1%	23.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 National Endowment for the Arts</b>	<b>93</b>	<b>73.2%</b>	<b>10.6%</b>	<b>16.2%</b>
2010 National Endowment for the Arts	84	78.9%	12.8%	8.2%
2008 National Endowment for the Arts	83	74.9%	16.6%	8.5%
2006 National Endowment for the Arts	73	66.1%	18.3%	15.6%

# National Endowment for the Arts

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>74.4%</b>	<b>9.9%</b>	<b>15.7%</b>
2010 National Endowment for the Arts	85	72.0%	12.4%	15.6%
2008 National Endowment for the Arts	83	62.7%	18.9%	18.4%
2006 National Endowment for the Arts	73	63.4%	24.0%	12.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>64.0%</b>	<b>20.4%</b>	<b>15.7%</b>
2010 National Endowment for the Arts	84	78.0%	12.5%	9.5%
2008 National Endowment for the Arts	83	70.6%	14.8%	14.6%
2006 National Endowment for the Arts	73	59.1%	19.2%	21.6%

### Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>56.8%</b>	<b>31.3%</b>	<b>11.9%</b>
2010 National Endowment for the Arts	--	--	--	--
2008 National Endowment for the Arts	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--

73. *Please select the response below that BEST describes your current teleworking situation:*

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>1.0%</b>	<b>8.5%</b>	<b>9.8%</b>	<b>32.9%</b>
2010 National Endowment for the Arts	--	--	--	--	--
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

(continued)

# National Endowment for the Arts

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>8.6%</b>	<b>3.6%</b>	<b>13.2%</b>	<b>22.4%</b>
2010 National Endowment for the Arts	--	--	--	--	--
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 National Endowment for the Arts</b>	<b>94</b>	<b>54.3%</b>	<b>41.9%</b>	<b>3.7%</b>
2010 National Endowment for the Arts	--	--	--	--
2008 National Endowment for the Arts	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 National Endowment for the Arts</b>	<b>93</b>	<b>8.8%</b>	<b>78.9%</b>	<b>12.3%</b>
2010 National Endowment for the Arts	--	--	--	--
2008 National Endowment for the Arts	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 National Endowment for the Arts</b>	<b>92</b>	<b>4.3%</b>	<b>94.2%</b>	<b>1.5%</b>
2010 National Endowment for the Arts	--	--	--	--
2008 National Endowment for the Arts	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--

# National Endowment for the Arts

## *Trend Report*

### Work/Life (continued)

77. *Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 National Endowment for the Arts</b>	<b>93</b>	<b>0.0%</b>	<b>78.2%</b>	<b>21.8%</b>
2010 National Endowment for the Arts	--	--	--	--
2008 National Endowment for the Arts	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--

78. *Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)*

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 National Endowment for the Arts</b>	<b>93</b>	<b>0.0%</b>	<b>79.0%</b>	<b>21.0%</b>
2010 National Endowment for the Arts	--	--	--	--
2008 National Endowment for the Arts	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--

79. *How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 National Endowment for the Arts</b>	<b>73</b>	<b>58.3%</b>	<b>21.9%</b>	<b>19.8%</b>	<b>21</b>
2010 National Endowment for the Arts	66	50.0%	30.4%	19.7%	16
2008 National Endowment for the Arts	65	45.2%	36.0%	18.8%	18
2006 National Endowment for the Arts	55	40.1%	33.8%	26.0%	18

80. *How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 National Endowment for the Arts</b>	<b>74</b>	<b>74.0%</b>	<b>20.9%</b>	<b>5.1%</b>	<b>19</b>
2010 National Endowment for the Arts	74	78.7%	14.6%	6.7%	11
2008 National Endowment for the Arts	73	79.3%	16.6%	4.1%	10
2006 National Endowment for the Arts	65	76.9%	19.7%	3.4%	8

# National Endowment for the Arts

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 National Endowment for the Arts</b>	<b>44</b>	<b>26.5%</b>	<b>51.2%</b>	<b>22.3%</b>	<b>50</b>
2010 National Endowment for the Arts	61	21.6%	38.8%	39.6%	24
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 National Endowment for the Arts</b>	<b>38</b>	<b>23.4%</b>	<b>63.8%</b>	<b>12.8%</b>	<b>55</b>
2010 National Endowment for the Arts	47	29.2%	53.7%	17.1%	37
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 National Endowment for the Arts</b>	<b>27</b>	<b>3.7%</b>	<b>76.2%</b>	<b>20.1%</b>	<b>67</b>
2010 National Endowment for the Arts	35	2.6%	52.3%	45.2%	50
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 National Endowment for the Arts</b>	<b>24</b>	<b>4.1%</b>	<b>91.8%</b>	<b>4.1%</b>	<b>70</b>
2010 National Endowment for the Arts	34	2.6%	68.1%	29.3%	51
2008 National Endowment for the Arts	--	--	--	--	--
2006 National Endowment for the Arts	--	--	--	--	--



# National Endowment for the Humanities

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 National Endowment for the Humanities</b>	<b>116</b>
2010 National Endowment for the Humanities	97
2008 National Endowment for the Humanities	72
2006 National Endowment for the Humanities	102

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 National Endowment for the Humanities</b>	<b>116</b>	<b>76.0%</b>	<b>14.1%</b>	<b>9.9%</b>
2010 National Endowment for the Humanities	97	76.4%	10.9%	12.7%
2008 National Endowment for the Humanities	72	69.2%	14.1%	16.7%
2006 National Endowment for the Humanities	102	52.4%	26.3%	21.3%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 National Endowment for the Humanities</b>	<b>116</b>	<b>80.5%</b>	<b>15.1%</b>	<b>4.3%</b>
2010 National Endowment for the Humanities	97	80.9%	8.7%	10.4%
2008 National Endowment for the Humanities	72	77.8%	14.0%	8.1%
2006 National Endowment for the Humanities	102	81.4%	11.6%	6.9%

# National Endowment for the Humanities

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 National Endowment for the Humanities</b>	<b>116</b>	<b>74.0%</b>	<b>13.5%</b>	<b>12.6%</b>
2010 National Endowment for the Humanities	97	72.2%	18.5%	9.3%
2008 National Endowment for the Humanities	72	65.1%	21.0%	13.9%
2006 National Endowment for the Humanities	102	61.2%	18.0%	20.8%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 National Endowment for the Humanities</b>	<b>116</b>	<b>79.1%</b>	<b>17.5%</b>	<b>3.4%</b>
2010 National Endowment for the Humanities	97	78.1%	14.7%	7.2%
2008 National Endowment for the Humanities	72	76.3%	17.9%	5.8%
2006 National Endowment for the Humanities	102	73.9%	11.4%	14.7%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 National Endowment for the Humanities</b>	<b>116</b>	<b>81.7%</b>	<b>15.0%</b>	<b>3.3%</b>
2010 National Endowment for the Humanities	96	84.0%	11.1%	4.9%
2008 National Endowment for the Humanities	72	85.8%	9.9%	4.4%
2006 National Endowment for the Humanities	102	82.4%	13.2%	4.3%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 National Endowment for the Humanities</b>	<b>115</b>	<b>87.7%</b>	<b>9.0%</b>	<b>3.3%</b>
2010 National Endowment for the Humanities	97	87.9%	7.1%	5.0%
2008 National Endowment for the Humanities	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 National Endowment for the Humanities</b>	<b>114</b>	<b>98.2%</b>	<b>1.8%</b>	<b>0.0%</b>
2010 National Endowment for the Humanities	97	100.0%	0.0%	0.0%
2008 National Endowment for the Humanities	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--

# National Endowment for the Humanities

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 National Endowment for the Humanities</b>	<b>116</b>	<b>88.3%</b>	<b>10.0%</b>	<b>1.8%</b>
2010 National Endowment for the Humanities	97	88.5%	10.5%	0.9%
2008 National Endowment for the Humanities	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 National Endowment for the Humanities</b>	<b>116</b>	<b>61.0%</b>	<b>21.1%</b>	<b>17.8%</b>	<b>0</b>
2010 National Endowment for the Humanities	96	62.7%	19.9%	17.4%	1
2008 National Endowment for the Humanities	71	52.1%	22.3%	25.7%	1
2006 National Endowment for the Humanities	102	49.1%	18.5%	32.5%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 National Endowment for the Humanities</b>	<b>116</b>	<b>68.1%</b>	<b>18.4%</b>	<b>13.6%</b>	<b>0</b>
2010 National Endowment for the Humanities	97	66.4%	16.2%	17.4%	0
2008 National Endowment for the Humanities	72	59.7%	14.1%	26.3%	0
2006 National Endowment for the Humanities	102	63.5%	9.8%	26.7%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 National Endowment for the Humanities</b>	<b>116</b>	<b>66.2%</b>	<b>18.1%</b>	<b>15.7%</b>	<b>0</b>
2010 National Endowment for the Humanities	96	63.5%	16.5%	20.0%	1
2008 National Endowment for the Humanities	71	62.2%	22.4%	15.4%	1
2006 National Endowment for the Humanities	102	58.5%	14.3%	27.2%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 National Endowment for the Humanities</b>	<b>115</b>	<b>88.1%</b>	<b>6.8%</b>	<b>5.1%</b>	<b>1</b>
2010 National Endowment for the Humanities	96	89.1%	5.8%	5.1%	0
2008 National Endowment for the Humanities	71	86.2%	9.7%	4.1%	1
2006 National Endowment for the Humanities	102	90.4%	4.2%	5.4%	0

# National Endowment for the Humanities

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 National Endowment for the Humanities</b>	<b>114</b>	<b>91.6%</b>	<b>4.3%</b>	<b>4.1%</b>	<b>1</b>
2010 National Endowment for the Humanities	96	92.9%	4.1%	3.0%	0
2008 National Endowment for the Humanities	72	89.0%	5.3%	5.7%	0
2006 National Endowment for the Humanities	102	89.5%	8.3%	2.1%	0

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 National Endowment for the Humanities</b>	<b>113</b>	<b>32.5%</b>	<b>23.1%</b>	<b>44.4%</b>	<b>1</b>
2010 National Endowment for the Humanities	95	40.5%	19.4%	40.1%	2
2008 National Endowment for the Humanities	71	39.8%	19.8%	40.4%	1
2006 National Endowment for the Humanities	100	30.3%	22.7%	46.9%	2

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 National Endowment for the Humanities</b>	<b>116</b>	<b>81.5%</b>	<b>11.5%</b>	<b>7.0%</b>	<b>0</b>
2010 National Endowment for the Humanities	94	80.8%	11.7%	7.6%	2
2008 National Endowment for the Humanities	67	71.9%	16.2%	11.9%	5
2006 National Endowment for the Humanities	99	70.3%	20.1%	9.6%	3

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 National Endowment for the Humanities</b>	<b>116</b>	<b>85.6%</b>	<b>14.4%</b>	<b>0.0%</b>	<b>0</b>
2010 National Endowment for the Humanities	97	91.5%	6.5%	2.0%	0
2008 National Endowment for the Humanities	70	85.7%	11.4%	2.9%	2
2006 National Endowment for the Humanities	101	76.4%	14.1%	9.5%	1

# National Endowment for the Humanities

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 National Endowment for the Humanities</b>	<b>113</b>	<b>62.9%</b>	<b>29.4%</b>	<b>7.6%</b>	<b>3</b>
2010 National Endowment for the Humanities	96	61.7%	27.1%	11.2%	1
2008 National Endowment for the Humanities	60	39.4%	33.9%	26.8%	12
2006 National Endowment for the Humanities	87	44.5%	27.6%	27.9%	15

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 National Endowment for the Humanities</b>	<b>112</b>	<b>43.2%</b>	<b>31.6%</b>	<b>25.1%</b>	<b>3</b>
2010 National Endowment for the Humanities	92	46.2%	37.1%	16.7%	3
2008 National Endowment for the Humanities	72	47.6%	33.1%	19.3%	0
2006 National Endowment for the Humanities	99	32.7%	31.0%	36.2%	3

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 National Endowment for the Humanities</b>	<b>111</b>	<b>77.2%</b>	<b>10.5%</b>	<b>12.3%</b>	<b>3</b>
2010 National Endowment for the Humanities	93	74.6%	17.8%	7.6%	4
2008 National Endowment for the Humanities	65	61.9%	24.6%	13.5%	7
2006 National Endowment for the Humanities	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 National Endowment for the Humanities</b>	<b>96</b>	<b>91.5%</b>	<b>6.4%</b>	<b>2.0%</b>
2010 National Endowment for the Humanities	96	79.4%	13.3%	7.2%
2008 National Endowment for the Humanities	72	90.2%	5.5%	4.3%
2006 National Endowment for the Humanities	102	90.2%	5.5%	4.2%

# National Endowment for the Humanities

## *Trend Report*

### My Work Unit (continued)

21. *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 National Endowment for the Humanities</b>	<b>108</b>	<b>61.4%</b>	<b>27.4%</b>	<b>11.2%</b>	<b>7</b>
2010 National Endowment for the Humanities	94	61.9%	25.5%	12.6%	2
2008 National Endowment for the Humanities	67	58.4%	25.0%	16.6%	5
2006 National Endowment for the Humanities	100	45.0%	36.6%	18.4%	2

22. *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 National Endowment for the Humanities</b>	<b>102</b>	<b>61.2%</b>	<b>23.9%</b>	<b>14.9%</b>	<b>13</b>
2010 National Endowment for the Humanities	90	48.0%	31.8%	20.2%	6
2008 National Endowment for the Humanities	65	35.5%	32.2%	32.3%	7
2006 National Endowment for the Humanities	95	32.7%	25.3%	42.0%	7

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 National Endowment for the Humanities</b>	<b>100</b>	<b>42.3%</b>	<b>37.7%</b>	<b>20.0%</b>	<b>15</b>
2010 National Endowment for the Humanities	78	37.9%	27.6%	34.5%	19
2008 National Endowment for the Humanities	64	30.9%	41.0%	28.1%	8
2006 National Endowment for the Humanities	98	29.7%	28.3%	42.0%	4

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 National Endowment for the Humanities</b>	<b>104</b>	<b>57.5%</b>	<b>26.5%</b>	<b>16.0%</b>	<b>11</b>
2010 National Endowment for the Humanities	86	40.3%	33.6%	26.1%	11
2008 National Endowment for the Humanities	65	35.5%	24.8%	39.7%	7
2006 National Endowment for the Humanities	96	30.0%	23.7%	46.3%	6

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 National Endowment for the Humanities</b>	<b>104</b>	<b>69.1%</b>	<b>24.3%</b>	<b>6.6%</b>	<b>10</b>
2010 National Endowment for the Humanities	88	62.9%	22.6%	14.5%	9
2008 National Endowment for the Humanities	66	44.3%	28.6%	27.2%	6
2006 National Endowment for the Humanities	96	44.8%	23.5%	31.7%	6

# National Endowment for the Humanities

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 National Endowment for the Humanities</b>	<b>115</b>	<b>84.6%</b>	<b>10.2%</b>	<b>5.2%</b>	<b>0</b>
2010 National Endowment for the Humanities	94	70.0%	16.1%	13.9%	2
2008 National Endowment for the Humanities	71	76.4%	12.6%	11.0%	1
2006 National Endowment for the Humanities	102	72.8%	10.7%	16.5%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 National Endowment for the Humanities</b>	<b>111</b>	<b>66.5%</b>	<b>28.1%</b>	<b>5.3%</b>	<b>4</b>
2010 National Endowment for the Humanities	88	68.4%	23.8%	7.8%	9
2008 National Endowment for the Humanities	68	39.8%	36.5%	23.6%	4
2006 National Endowment for the Humanities	101	37.8%	34.0%	28.2%	1

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 National Endowment for the Humanities</b>	<b>116</b>	<b>95.6%</b>	<b>3.5%</b>	<b>0.9%</b>
2010 National Endowment for the Humanities	97	95.0%	5.0%	0.0%
2008 National Endowment for the Humanities	72	88.3%	11.7%	0.0%
2006 National Endowment for the Humanities	102	93.5%	5.4%	1.1%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 National Endowment for the Humanities</b>	<b>113</b>	<b>81.2%</b>	<b>17.1%</b>	<b>1.7%</b>	<b>2</b>
2010 National Endowment for the Humanities	92	84.3%	10.1%	5.6%	4
2008 National Endowment for the Humanities	72	83.7%	15.0%	1.3%	0
2006 National Endowment for the Humanities	101	86.3%	11.5%	2.1%	1

# National Endowment for the Humanities

## *Trend Report*

### My Agency (continued)

#### 30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 National Endowment for the Humanities</b>	<b>112</b>	<b>61.1%</b>	<b>24.7%</b>	<b>14.2%</b>	<b>3</b>
2010 National Endowment for the Humanities	88	56.8%	26.8%	16.4%	8
2008 National Endowment for the Humanities	69	43.3%	35.7%	21.0%	3
2006 National Endowment for the Humanities	98	42.3%	27.5%	30.3%	4

#### 31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 National Endowment for the Humanities</b>	<b>109</b>	<b>71.9%</b>	<b>18.3%</b>	<b>9.8%</b>	<b>6</b>
2010 National Endowment for the Humanities	92	68.9%	19.0%	12.0%	5
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

#### 32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 National Endowment for the Humanities</b>	<b>108</b>	<b>61.0%</b>	<b>21.9%</b>	<b>17.1%</b>	<b>7</b>
2010 National Endowment for the Humanities	92	45.5%	34.3%	20.2%	5
2008 National Endowment for the Humanities	68	42.6%	29.2%	28.2%	4
2006 National Endowment for the Humanities	101	35.7%	24.6%	39.7%	1

#### 33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 National Endowment for the Humanities</b>	<b>96</b>	<b>38.8%</b>	<b>40.4%</b>	<b>20.9%</b>	<b>18</b>
2010 National Endowment for the Humanities	84	38.0%	37.5%	24.5%	13
2008 National Endowment for the Humanities	65	27.9%	35.2%	37.0%	7
2006 National Endowment for the Humanities	98	19.7%	32.4%	48.0%	4

# National Endowment for the Humanities

## *Trend Report*

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 National Endowment for the Humanities</b>	<b>103</b>	<b>52.8%</b>	<b>29.5%</b>	<b>17.8%</b>	<b>12</b>
2010 National Endowment for the Humanities	88	44.5%	38.0%	17.4%	9
2008 National Endowment for the Humanities	68	47.8%	32.1%	20.0%	4
2006 National Endowment for the Humanities	98	36.3%	39.9%	23.8%	4

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 National Endowment for the Humanities</b>	<b>111</b>	<b>54.5%</b>	<b>31.2%</b>	<b>14.3%</b>	<b>3</b>
2010 National Endowment for the Humanities	93	45.4%	33.3%	21.2%	4
2008 National Endowment for the Humanities	71	52.8%	29.8%	17.3%	1
2006 National Endowment for the Humanities	98	54.1%	20.8%	25.1%	4

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 National Endowment for the Humanities</b>	<b>109</b>	<b>52.3%</b>	<b>31.9%</b>	<b>15.9%</b>	<b>6</b>
2010 National Endowment for the Humanities	96	54.3%	25.1%	20.5%	1
2008 National Endowment for the Humanities	70	47.1%	30.6%	22.2%	2
2006 National Endowment for the Humanities	98	41.0%	21.6%	37.3%	4

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 National Endowment for the Humanities</b>	<b>107</b>	<b>64.8%</b>	<b>20.5%</b>	<b>14.8%</b>	<b>7</b>
2010 National Endowment for the Humanities	90	57.3%	24.5%	18.2%	7
2008 National Endowment for the Humanities	63	38.1%	32.4%	29.5%	9
2006 National Endowment for the Humanities	93	37.7%	24.5%	37.8%	9

# National Endowment for the Humanities

## *Trend Report*

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 National Endowment for the Humanities</b>	<b>99</b>	<b>76.9%</b>	<b>15.8%</b>	<b>7.3%</b>	<b>16</b>
2010 National Endowment for the Humanities	86	72.9%	21.5%	5.7%	11
2008 National Endowment for the Humanities	58	49.4%	35.2%	15.4%	14
2006 National Endowment for the Humanities	85	54.2%	32.0%	13.8%	17

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 National Endowment for the Humanities</b>	<b>112</b>	<b>89.5%</b>	<b>7.9%</b>	<b>2.6%</b>	<b>2</b>
2010 National Endowment for the Humanities	92	86.7%	8.9%	4.4%	4
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 National Endowment for the Humanities</b>	<b>114</b>	<b>78.7%</b>	<b>18.1%</b>	<b>3.2%</b>
2010 National Endowment for the Humanities	95	76.5%	18.2%	5.3%
2008 National Endowment for the Humanities	72	62.3%	19.7%	18.0%
2006 National Endowment for the Humanities	102	61.9%	19.6%	18.5%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 National Endowment for the Humanities</b>	<b>104</b>	<b>50.8%</b>	<b>32.6%</b>	<b>16.6%</b>	<b>11</b>
2010 National Endowment for the Humanities	88	48.8%	32.4%	18.7%	9
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

# National Endowment for the Humanities

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 National Endowment for the Humanities</b>	<b>114</b>	<b>87.6%</b>	<b>9.9%</b>	<b>2.5%</b>	<b>0</b>
2010 National Endowment for the Humanities	95	87.0%	7.2%	5.7%	0
2008 National Endowment for the Humanities	71	84.5%	8.6%	6.9%	1
2006 National Endowment for the Humanities	99	84.7%	13.1%	2.2%	3

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 National Endowment for the Humanities</b>	<b>112</b>	<b>77.2%</b>	<b>12.0%</b>	<b>10.8%</b>	<b>2</b>
2010 National Endowment for the Humanities	95	76.6%	12.9%	10.5%	1
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 National Endowment for the Humanities</b>	<b>112</b>	<b>73.6%</b>	<b>14.2%</b>	<b>12.2%</b>	<b>1</b>
2010 National Endowment for the Humanities	95	74.5%	14.8%	10.8%	1
2008 National Endowment for the Humanities	68	58.1%	25.9%	16.0%	4
2006 National Endowment for the Humanities	100	55.8%	28.9%	15.3%	2

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 National Endowment for the Humanities</b>	<b>109</b>	<b>69.0%</b>	<b>25.4%</b>	<b>5.6%</b>	<b>5</b>
2010 National Endowment for the Humanities	83	73.2%	23.9%	2.8%	13
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 National Endowment for the Humanities</b>	<b>114</b>	<b>64.7%</b>	<b>23.8%</b>	<b>11.5%</b>	<b>0</b>
2010 National Endowment for the Humanities	96	62.4%	27.0%	10.5%	0
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

# National Endowment for the Humanities

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 National Endowment for the Humanities</b>	<b>110</b>	<b>78.1%</b>	<b>14.7%</b>	<b>7.1%</b>	<b>2</b>
2010 National Endowment for the Humanities	92	79.1%	14.2%	6.7%	2
2008 National Endowment for the Humanities	70	71.4%	20.3%	8.4%	2
2006 National Endowment for the Humanities	100	65.7%	18.2%	16.1%	2

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 National Endowment for the Humanities</b>	<b>113</b>	<b>81.2%</b>	<b>13.9%</b>	<b>4.9%</b>
2010 National Endowment for the Humanities	95	89.3%	4.1%	6.5%
2008 National Endowment for the Humanities	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 National Endowment for the Humanities</b>	<b>112</b>	<b>85.0%</b>	<b>7.8%</b>	<b>7.2%</b>
2010 National Endowment for the Humanities	95	90.3%	5.4%	4.3%
2008 National Endowment for the Humanities	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 National Endowment for the Humanities</b>	<b>113</b>	<b>77.2%</b>	<b>10.5%</b>	<b>12.3%</b>
2010 National Endowment for the Humanities	96	73.7%	10.7%	15.6%
2008 National Endowment for the Humanities	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 National Endowment for the Humanities</b>	<b>112</b>	<b>78.0%</b>	<b>13.0%</b>	<b>9.0%</b>
2010 National Endowment for the Humanities	94	76.5%	15.1%	8.4%
2008 National Endowment for the Humanities	72	77.6%	12.4%	10.0%
2006 National Endowment for the Humanities	102	77.3%	12.8%	9.9%

# National Endowment for the Humanities

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 National Endowment for the Humanities</b>	<b>114</b>	<b>84.6%</b>	<b>9.4%</b>	<b>6.0%</b>
2010 National Endowment for the Humanities	95	82.9%	13.9%	3.2%
2008 National Endowment for the Humanities	72	77.2%	14.6%	8.2%
2006 National Endowment for the Humanities	102	77.3%	15.0%	7.8%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 National Endowment for the Humanities</b>	<b>109</b>	<b>59.8%</b>	<b>19.4%</b>	<b>20.8%</b>	<b>2</b>
2010 National Endowment for the Humanities	87	56.9%	28.7%	14.5%	7
2008 National Endowment for the Humanities	69	25.1%	30.6%	44.2%	3
2006 National Endowment for the Humanities	101	17.1%	28.8%	54.2%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 National Endowment for the Humanities</b>	<b>105</b>	<b>72.7%</b>	<b>19.6%</b>	<b>7.7%</b>	<b>5</b>
2010 National Endowment for the Humanities	90	65.5%	24.9%	9.6%	4
2008 National Endowment for the Humanities	68	38.2%	32.8%	29.0%	4
2006 National Endowment for the Humanities	100	34.9%	25.9%	39.2%	2

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 National Endowment for the Humanities</b>	<b>105</b>	<b>69.3%</b>	<b>26.9%</b>	<b>3.8%</b>	<b>6</b>
2010 National Endowment for the Humanities	86	64.6%	28.0%	7.3%	8
2008 National Endowment for the Humanities	69	61.1%	26.6%	12.2%	3
2006 National Endowment for the Humanities	95	54.5%	26.0%	19.5%	7

# National Endowment for the Humanities

## *Trend Report*

### Leadership (continued)

#### 56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 National Endowment for the Humanities</b>	<b>108</b>	<b>57.8%</b>	<b>27.6%</b>	<b>14.6%</b>	<b>2</b>
2010 National Endowment for the Humanities	90	61.6%	18.8%	19.6%	3
2008 National Endowment for the Humanities	70	47.7%	28.5%	23.7%	2
2006 National Endowment for the Humanities	99	40.9%	27.8%	31.2%	3

#### 57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 National Endowment for the Humanities</b>	<b>102</b>	<b>59.5%</b>	<b>29.0%</b>	<b>11.5%</b>	<b>5</b>
2010 National Endowment for the Humanities	83	63.0%	25.3%	11.7%	11
2008 National Endowment for the Humanities	63	36.4%	43.5%	20.1%	9
2006 National Endowment for the Humanities	91	38.5%	33.4%	28.0%	11

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 National Endowment for the Humanities</b>	<b>105</b>	<b>50.4%</b>	<b>24.6%</b>	<b>25.0%</b>	<b>6</b>
2010 National Endowment for the Humanities	88	49.0%	26.7%	24.2%	6
2008 National Endowment for the Humanities	70	51.7%	22.0%	26.3%	2
2006 National Endowment for the Humanities	99	41.1%	25.9%	33.1%	3

#### 59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 National Endowment for the Humanities</b>	<b>106</b>	<b>56.3%</b>	<b>24.2%</b>	<b>19.5%</b>	<b>3</b>
2010 National Endowment for the Humanities	88	53.4%	25.4%	21.2%	5
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

#### 60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 National Endowment for the Humanities</b>	<b>103</b>	<b>76.0%</b>	<b>18.7%</b>	<b>5.3%</b>	<b>9</b>
2010 National Endowment for the Humanities	90	69.2%	23.1%	7.7%	4
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

# National Endowment for the Humanities

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 National Endowment for the Humanities</b>	<b>110</b>	<b>69.4%</b>	<b>17.4%</b>	<b>13.1%</b>	<b>2</b>
2010 National Endowment for the Humanities	93	69.1%	20.6%	10.3%	1
2008 National Endowment for the Humanities	70	37.0%	26.4%	36.6%	2
2006 National Endowment for the Humanities	102	37.1%	20.5%	42.5%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 National Endowment for the Humanities</b>	<b>96</b>	<b>63.7%</b>	<b>32.4%</b>	<b>3.9%</b>	<b>16</b>
2010 National Endowment for the Humanities	69	56.2%	39.5%	4.3%	26
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 National Endowment for the Humanities</b>	<b>111</b>	<b>70.1%</b>	<b>18.1%</b>	<b>11.8%</b>
2010 National Endowment for the Humanities	94	63.8%	23.7%	12.5%
2008 National Endowment for the Humanities	72	55.7%	25.3%	19.0%
2006 National Endowment for the Humanities	102	48.4%	22.5%	29.1%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 National Endowment for the Humanities</b>	<b>109</b>	<b>56.9%</b>	<b>18.5%</b>	<b>24.7%</b>
2010 National Endowment for the Humanities	94	51.5%	23.0%	25.5%
2008 National Endowment for the Humanities	72	33.6%	29.7%	36.7%
2006 National Endowment for the Humanities	102	33.9%	22.5%	43.6%

# National Endowment for the Humanities

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 National Endowment for the Humanities</b>	<b>111</b>	<b>68.4%</b>	<b>19.2%</b>	<b>12.4%</b>
2010 National Endowment for the Humanities	95	70.7%	16.4%	12.9%
2008 National Endowment for the Humanities	72	53.1%	23.8%	23.1%
2006 National Endowment for the Humanities	102	50.4%	19.6%	29.9%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 National Endowment for the Humanities</b>	<b>111</b>	<b>54.0%</b>	<b>29.1%</b>	<b>16.9%</b>
2010 National Endowment for the Humanities	94	53.9%	32.5%	13.6%
2008 National Endowment for the Humanities	72	24.6%	41.0%	34.4%
2006 National Endowment for the Humanities	102	29.4%	28.0%	42.6%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 National Endowment for the Humanities</b>	<b>110</b>	<b>41.8%</b>	<b>32.7%</b>	<b>25.5%</b>
2010 National Endowment for the Humanities	94	38.5%	35.3%	26.2%
2008 National Endowment for the Humanities	72	30.5%	29.7%	39.8%
2006 National Endowment for the Humanities	102	17.5%	24.6%	57.8%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 National Endowment for the Humanities</b>	<b>110</b>	<b>60.3%</b>	<b>30.6%</b>	<b>9.0%</b>
2010 National Endowment for the Humanities	95	56.5%	34.1%	9.4%
2008 National Endowment for the Humanities	72	45.9%	44.2%	9.9%
2006 National Endowment for the Humanities	102	37.3%	44.0%	18.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 National Endowment for the Humanities</b>	<b>111</b>	<b>80.3%</b>	<b>15.2%</b>	<b>4.4%</b>
2010 National Endowment for the Humanities	94	84.1%	10.7%	5.2%
2008 National Endowment for the Humanities	72	68.9%	17.1%	14.0%
2006 National Endowment for the Humanities	102	65.5%	20.1%	14.4%

# National Endowment for the Humanities

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 National Endowment for the Humanities</b>	<b>110</b>	<b>70.8%</b>	<b>13.6%</b>	<b>15.7%</b>
2010 National Endowment for the Humanities	95	71.9%	12.5%	15.6%
2008 National Endowment for the Humanities	72	54.0%	19.7%	26.3%
2006 National Endowment for the Humanities	102	55.2%	17.8%	27.1%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 National Endowment for the Humanities</b>	<b>110</b>	<b>75.6%</b>	<b>19.8%</b>	<b>4.6%</b>
2010 National Endowment for the Humanities	93	80.2%	13.5%	6.2%
2008 National Endowment for the Humanities	72	60.1%	22.2%	17.7%
2006 National Endowment for the Humanities	102	51.0%	22.2%	26.8%

### Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 National Endowment for the Humanities</b>	<b>110</b>	<b>67.7%</b>	<b>27.4%</b>	<b>4.9%</b>
2010 National Endowment for the Humanities	--	--	--	--
2008 National Endowment for the Humanities	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--

73. *Please select the response below that BEST describes your current teleworking situation:*

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 National Endowment for the Humanities</b>	<b>109</b>	<b>1.9%</b>	<b>26.3%</b>	<b>2.5%</b>	<b>24.1%</b>
2010 National Endowment for the Humanities	--	--	--	--	--
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

(continued)

# National Endowment for the Humanities

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 National Endowment for the Humanities</b>	<b>109</b>	<b>9.1%</b>	<b>2.8%</b>	<b>12.8%</b>	<b>20.5%</b>
2010 National Endowment for the Humanities	--	--	--	--	--
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 National Endowment for the Humanities</b>	<b>110</b>	<b>39.6%</b>	<b>52.3%</b>	<b>8.1%</b>
2010 National Endowment for the Humanities	--	--	--	--
2008 National Endowment for the Humanities	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 National Endowment for the Humanities</b>	<b>110</b>	<b>18.8%</b>	<b>76.5%</b>	<b>4.7%</b>
2010 National Endowment for the Humanities	--	--	--	--
2008 National Endowment for the Humanities	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 National Endowment for the Humanities</b>	<b>110</b>	<b>8.9%</b>	<b>84.7%</b>	<b>6.3%</b>
2010 National Endowment for the Humanities	--	--	--	--
2008 National Endowment for the Humanities	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--

# National Endowment for the Humanities

## *Trend Report*

### Work/Life (continued)

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 National Endowment for the Humanities</b>	<b>109</b>	<b>0.0%</b>	<b>85.0%</b>	<b>15.0%</b>
2010 National Endowment for the Humanities	--	--	--	--
2008 National Endowment for the Humanities	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 National Endowment for the Humanities</b>	<b>110</b>	<b>4.5%</b>	<b>82.5%</b>	<b>13.0%</b>
2010 National Endowment for the Humanities	--	--	--	--
2008 National Endowment for the Humanities	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 National Endowment for the Humanities</b>	<b>88</b>	<b>68.7%</b>	<b>22.3%</b>	<b>9.0%</b>	<b>23</b>
2010 National Endowment for the Humanities	70	69.8%	21.8%	8.4%	24
2008 National Endowment for the Humanities	50	48.8%	39.8%	11.3%	22
2006 National Endowment for the Humanities	79	55.9%	29.5%	14.6%	23

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 National Endowment for the Humanities</b>	<b>82</b>	<b>78.4%</b>	<b>19.4%</b>	<b>2.2%</b>	<b>28</b>
2010 National Endowment for the Humanities	70	79.7%	12.6%	7.6%	24
2008 National Endowment for the Humanities	55	66.2%	26.4%	7.4%	17
2006 National Endowment for the Humanities	80	68.0%	20.3%	11.7%	22

# National Endowment for the Humanities

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 National Endowment for the Humanities</b>	<b>67</b>	<b>53.1%</b>	<b>40.9%</b>	<b>6.0%</b>	<b>43</b>
2010 National Endowment for the Humanities	61	33.3%	45.9%	20.8%	33
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 National Endowment for the Humanities</b>	<b>51</b>	<b>47.8%</b>	<b>48.5%</b>	<b>3.7%</b>	<b>59</b>
2010 National Endowment for the Humanities	48	44.5%	46.7%	8.8%	46
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 National Endowment for the Humanities</b>	<b>32</b>	<b>6.9%</b>	<b>81.0%</b>	<b>12.1%</b>	<b>78</b>
2010 National Endowment for the Humanities	34	3.5%	62.1%	34.5%	60
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 National Endowment for the Humanities</b>	<b>36</b>	<b>22.6%</b>	<b>75.0%</b>	<b>2.3%</b>	<b>74</b>
2010 National Endowment for the Humanities	35	20.5%	58.7%	20.8%	59
2008 National Endowment for the Humanities	--	--	--	--	--
2006 National Endowment for the Humanities	--	--	--	--	--



# National Gallery of Art

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 National Gallery of Art</b>	<b>384</b>
2010 National Gallery of Art	423
2008 National Gallery of Art	--
2006 National Gallery of Art	--

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 National Gallery of Art</b>	<b>382</b>	<b>58.8%</b>	<b>20.8%</b>	<b>20.3%</b>
2010 National Gallery of Art	419	65.9%	13.7%	20.4%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 National Gallery of Art</b>	<b>384</b>	<b>69.1%</b>	<b>17.7%</b>	<b>13.1%</b>
2010 National Gallery of Art	423	73.7%	16.2%	10.1%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

# National Gallery of Art

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 National Gallery of Art</b>	<b>384</b>	<b>53.3%</b>	<b>24.3%</b>	<b>22.4%</b>
2010 National Gallery of Art	420	61.3%	17.7%	21.0%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 National Gallery of Art</b>	<b>382</b>	<b>67.2%</b>	<b>20.0%</b>	<b>12.8%</b>
2010 National Gallery of Art	422	74.6%	13.5%	11.9%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 National Gallery of Art</b>	<b>384</b>	<b>81.4%</b>	<b>12.2%</b>	<b>6.5%</b>
2010 National Gallery of Art	420	85.5%	10.1%	4.4%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 National Gallery of Art</b>	<b>383</b>	<b>84.2%</b>	<b>10.5%</b>	<b>5.3%</b>
2010 National Gallery of Art	418	86.0%	11.6%	2.4%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 National Gallery of Art</b>	<b>383</b>	<b>94.4%</b>	<b>4.0%</b>	<b>1.7%</b>
2010 National Gallery of Art	420	97.2%	2.3%	0.5%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

# National Gallery of Art

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 National Gallery of Art</b>	<b>383</b>	<b>87.0%</b>	<b>10.4%</b>	<b>2.6%</b>
2010 National Gallery of Art	421	89.6%	9.8%	0.7%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 National Gallery of Art</b>	<b>384</b>	<b>53.0%</b>	<b>22.8%</b>	<b>24.2%</b>	<b>0</b>
2010 National Gallery of Art	415	57.9%	22.2%	19.9%	3
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 National Gallery of Art</b>	<b>382</b>	<b>67.5%</b>	<b>16.9%</b>	<b>15.6%</b>	<b>0</b>
2010 National Gallery of Art	418	65.0%	18.0%	17.0%	3
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 National Gallery of Art</b>	<b>375</b>	<b>59.4%</b>	<b>17.8%</b>	<b>22.8%</b>	<b>6</b>
2010 National Gallery of Art	417	60.1%	16.9%	23.0%	3
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 National Gallery of Art</b>	<b>381</b>	<b>87.3%</b>	<b>8.7%</b>	<b>4.0%</b>	<b>2</b>
2010 National Gallery of Art	419	83.6%	11.2%	5.2%	2
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

# National Gallery of Art

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 National Gallery of Art</b>	<b>379</b>	<b>88.7%</b>	<b>9.8%</b>	<b>1.5%</b>	<b>2</b>
2010 National Gallery of Art	417	88.8%	9.7%	1.5%	1
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 National Gallery of Art</b>	<b>381</b>	<b>73.3%</b>	<b>11.4%</b>	<b>15.3%</b>	<b>3</b>
2010 National Gallery of Art	419	70.0%	15.0%	14.9%	2
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 National Gallery of Art</b>	<b>378</b>	<b>73.3%</b>	<b>14.9%</b>	<b>11.8%</b>	<b>5</b>
2010 National Gallery of Art	418	73.8%	13.1%	13.2%	5
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 National Gallery of Art</b>	<b>376</b>	<b>81.4%</b>	<b>14.1%</b>	<b>4.5%</b>	<b>4</b>
2010 National Gallery of Art	416	85.0%	11.2%	3.8%	3
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

# National Gallery of Art

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 National Gallery of Art</b>	<b>369</b>	<b>53.5%</b>	<b>23.7%</b>	<b>22.8%</b>	<b>14</b>
2010 National Gallery of Art	406	54.3%	22.4%	23.3%	15
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 National Gallery of Art</b>	<b>376</b>	<b>42.0%</b>	<b>32.9%</b>	<b>25.1%</b>	<b>6</b>
2010 National Gallery of Art	406	48.5%	29.6%	21.9%	12
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 National Gallery of Art</b>	<b>375</b>	<b>72.1%</b>	<b>14.9%</b>	<b>13.0%</b>	<b>6</b>
2010 National Gallery of Art	406	73.4%	16.1%	10.5%	14
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 National Gallery of Art</b>	<b>375</b>	<b>69.9%</b>	<b>16.8%</b>	<b>13.3%</b>
2010 National Gallery of Art	414	70.5%	16.5%	13.0%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

# National Gallery of Art

## Trend Report

### My Work Unit (continued)

21. *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 National Gallery of Art</b>	<b>375</b>	<b>48.6%</b>	<b>30.0%</b>	<b>21.4%</b>	<b>9</b>
2010 National Gallery of Art	413	54.7%	25.6%	19.7%	10
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

22. *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 National Gallery of Art</b>	<b>365</b>	<b>34.0%</b>	<b>32.1%</b>	<b>34.0%</b>	<b>16</b>
2010 National Gallery of Art	400	34.9%	30.6%	34.6%	19
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 National Gallery of Art</b>	<b>363</b>	<b>35.4%</b>	<b>29.2%</b>	<b>35.4%</b>	<b>18</b>
2010 National Gallery of Art	395	36.1%	27.9%	36.0%	26
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 National Gallery of Art</b>	<b>368</b>	<b>34.0%</b>	<b>32.5%</b>	<b>33.5%</b>	<b>12</b>
2010 National Gallery of Art	407	36.9%	29.1%	34.0%	16
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 National Gallery of Art</b>	<b>374</b>	<b>42.9%</b>	<b>28.1%</b>	<b>29.0%</b>	<b>9</b>
2010 National Gallery of Art	405	47.4%	21.2%	31.4%	14
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

# National Gallery of Art

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 National Gallery of Art</b>	<b>381</b>	<b>66.6%</b>	<b>19.0%</b>	<b>14.4%</b>	<b>1</b>
2010 National Gallery of Art	419	68.8%	15.5%	15.7%	4
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 National Gallery of Art</b>	<b>370</b>	<b>51.1%</b>	<b>36.3%</b>	<b>12.6%</b>	<b>11</b>
2010 National Gallery of Art	409	55.3%	27.1%	17.7%	13
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 National Gallery of Art</b>	<b>382</b>	<b>81.2%</b>	<b>15.5%</b>	<b>3.2%</b>
2010 National Gallery of Art	418	82.1%	14.1%	3.8%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 National Gallery of Art</b>	<b>373</b>	<b>78.1%</b>	<b>16.1%</b>	<b>5.8%</b>	<b>6</b>
2010 National Gallery of Art	413	78.7%	13.6%	7.7%	8
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

# National Gallery of Art

## Trend Report

### My Agency (continued)

30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 National Gallery of Art</b>	<b>370</b>	<b>44.9%</b>	<b>29.3%</b>	<b>25.8%</b>	<b>5</b>
2010 National Gallery of Art	413	43.2%	29.8%	27.1%	5
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 National Gallery of Art</b>	<b>376</b>	<b>56.8%</b>	<b>22.0%</b>	<b>21.2%</b>	<b>2</b>
2010 National Gallery of Art	412	56.0%	22.4%	21.6%	8
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 National Gallery of Art</b>	<b>370</b>	<b>38.7%</b>	<b>32.6%</b>	<b>28.7%</b>	<b>6</b>
2010 National Gallery of Art	409	41.7%	28.4%	29.9%	11
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 National Gallery of Art</b>	<b>366</b>	<b>27.1%</b>	<b>27.7%</b>	<b>45.2%</b>	<b>12</b>
2010 National Gallery of Art	400	25.7%	30.7%	43.7%	19
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

# National Gallery of Art

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 National Gallery of Art</b>	<b>350</b>	<b>50.3%</b>	<b>31.2%</b>	<b>18.4%</b>	<b>27</b>
2010 National Gallery of Art	391	49.9%	31.2%	19.0%	30
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 National Gallery of Art</b>	<b>370</b>	<b>72.2%</b>	<b>16.2%</b>	<b>11.6%</b>	<b>9</b>
2010 National Gallery of Art	414	69.6%	18.5%	11.9%	7
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 National Gallery of Art</b>	<b>367</b>	<b>61.5%</b>	<b>24.0%</b>	<b>14.6%</b>	<b>9</b>
2010 National Gallery of Art	404	63.2%	20.3%	16.5%	16
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 National Gallery of Art</b>	<b>361</b>	<b>47.3%</b>	<b>27.2%</b>	<b>25.6%</b>	<b>18</b>
2010 National Gallery of Art	392	44.2%	30.8%	25.0%	28
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

# National Gallery of Art

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 National Gallery of Art</b>	<b>338</b>	<b>66.1%</b>	<b>24.1%</b>	<b>9.9%</b>	<b>38</b>
2010 National Gallery of Art	363	65.5%	21.9%	12.6%	56
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 National Gallery of Art</b>	<b>368</b>	<b>84.1%</b>	<b>12.4%</b>	<b>3.5%</b>	<b>6</b>
2010 National Gallery of Art	411	81.0%	12.4%	6.7%	9
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 National Gallery of Art</b>	<b>374</b>	<b>70.4%</b>	<b>18.2%</b>	<b>11.4%</b>
2010 National Gallery of Art	419	71.2%	21.6%	7.1%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 National Gallery of Art</b>	<b>346</b>	<b>44.2%</b>	<b>30.8%</b>	<b>25.0%</b>	<b>31</b>
2010 National Gallery of Art	362	42.0%	36.1%	22.0%	58
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

# National Gallery of Art

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 National Gallery of Art</b>	<b>374</b>	<b>70.5%</b>	<b>19.0%</b>	<b>10.5%</b>	<b>3</b>
2010 National Gallery of Art	420	78.1%	11.2%	10.7%	1
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 National Gallery of Art</b>	<b>376</b>	<b>60.2%</b>	<b>24.7%</b>	<b>15.1%</b>	<b>1</b>
2010 National Gallery of Art	419	63.7%	18.7%	17.5%	1
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 National Gallery of Art</b>	<b>374</b>	<b>59.0%</b>	<b>26.3%</b>	<b>14.7%</b>	<b>3</b>
2010 National Gallery of Art	419	63.5%	20.7%	15.8%	1
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 National Gallery of Art</b>	<b>354</b>	<b>55.7%</b>	<b>34.1%</b>	<b>10.3%</b>	<b>22</b>
2010 National Gallery of Art	384	61.6%	26.4%	12.0%	34
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 National Gallery of Art</b>	<b>375</b>	<b>58.5%</b>	<b>23.6%</b>	<b>17.9%</b>	<b>2</b>
2010 National Gallery of Art	416	63.8%	20.0%	16.2%	1
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

# National Gallery of Art

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 National Gallery of Art</b>	<b>373</b>	<b>63.6%</b>	<b>22.9%</b>	<b>13.5%</b>	<b>3</b>
2010 National Gallery of Art	410	68.8%	16.0%	15.2%	8
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 National Gallery of Art</b>	<b>376</b>	<b>74.2%</b>	<b>14.9%</b>	<b>10.9%</b>
2010 National Gallery of Art	420	74.7%	12.8%	12.5%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 National Gallery of Art</b>	<b>377</b>	<b>76.0%</b>	<b>15.9%</b>	<b>8.1%</b>
2010 National Gallery of Art	422	79.1%	9.8%	11.1%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 National Gallery of Art</b>	<b>376</b>	<b>74.2%</b>	<b>14.1%</b>	<b>11.7%</b>
2010 National Gallery of Art	421	76.1%	12.4%	11.4%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 National Gallery of Art</b>	<b>375</b>	<b>60.7%</b>	<b>21.7%</b>	<b>17.6%</b>
2010 National Gallery of Art	418	62.5%	19.7%	17.9%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

# National Gallery of Art

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 National Gallery of Art</b>	<b>378</b>	<b>66.5%</b>	<b>21.1%</b>	<b>12.4%</b>
2010 National Gallery of Art	418	67.0%	23.7%	9.3%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 National Gallery of Art</b>	<b>367</b>	<b>41.0%</b>	<b>30.8%</b>	<b>28.2%</b>	<b>8</b>
2010 National Gallery of Art	417	45.0%	26.3%	28.7%	3
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 National Gallery of Art</b>	<b>355</b>	<b>52.9%</b>	<b>27.1%</b>	<b>20.0%</b>	<b>19</b>
2010 National Gallery of Art	406	52.8%	25.7%	21.6%	13
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 National Gallery of Art</b>	<b>355</b>	<b>56.5%</b>	<b>30.1%</b>	<b>13.3%</b>	<b>19</b>
2010 National Gallery of Art	405	57.1%	27.5%	15.4%	15
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

# National Gallery of Art

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 National Gallery of Art</b>	<b>368</b>	<b>58.9%</b>	<b>24.4%</b>	<b>16.6%</b>	<b>7</b>
2010 National Gallery of Art	414	55.1%	26.5%	18.4%	5
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 National Gallery of Art</b>	<b>343</b>	<b>53.4%</b>	<b>31.3%</b>	<b>15.3%</b>	<b>30</b>
2010 National Gallery of Art	386	53.7%	28.6%	17.7%	32
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 National Gallery of Art</b>	<b>354</b>	<b>52.1%</b>	<b>27.2%</b>	<b>20.7%</b>	<b>18</b>
2010 National Gallery of Art	407	50.5%	27.9%	21.5%	12
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 National Gallery of Art</b>	<b>358</b>	<b>54.0%</b>	<b>28.1%</b>	<b>17.9%</b>	<b>14</b>
2010 National Gallery of Art	402	53.6%	27.5%	18.9%	13
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 National Gallery of Art</b>	<b>363</b>	<b>54.3%</b>	<b>30.1%</b>	<b>15.6%</b>	<b>10</b>
2010 National Gallery of Art	407	54.7%	31.1%	14.2%	13
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

# National Gallery of Art

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 National Gallery of Art</b>	<b>368</b>	<b>55.0%</b>	<b>26.6%</b>	<b>18.3%</b>	<b>3</b>
2010 National Gallery of Art	411	50.9%	27.7%	21.4%	6
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 National Gallery of Art</b>	<b>331</b>	<b>48.9%</b>	<b>33.8%</b>	<b>17.2%</b>	<b>42</b>
2010 National Gallery of Art	371	48.3%	34.7%	17.0%	45
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 National Gallery of Art</b>	<b>374</b>	<b>50.3%</b>	<b>28.6%</b>	<b>21.1%</b>
2010 National Gallery of Art	416	55.6%	21.7%	22.7%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 National Gallery of Art</b>	<b>375</b>	<b>46.9%</b>	<b>26.4%</b>	<b>26.7%</b>
2010 National Gallery of Art	415	44.7%	27.9%	27.3%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

# National Gallery of Art

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 National Gallery of Art</b>	<b>374</b>	<b>47.2%</b>	<b>28.1%</b>	<b>24.7%</b>
2010 National Gallery of Art	417	54.5%	23.4%	22.1%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 National Gallery of Art</b>	<b>369</b>	<b>41.6%</b>	<b>34.9%</b>	<b>23.5%</b>
2010 National Gallery of Art	415	41.6%	32.5%	25.9%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 National Gallery of Art</b>	<b>373</b>	<b>33.5%</b>	<b>36.1%</b>	<b>30.3%</b>
2010 National Gallery of Art	415	34.3%	32.0%	33.7%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 National Gallery of Art</b>	<b>373</b>	<b>54.3%</b>	<b>27.6%</b>	<b>18.1%</b>
2010 National Gallery of Art	417	54.2%	26.7%	19.1%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 National Gallery of Art</b>	<b>372</b>	<b>70.8%</b>	<b>18.4%</b>	<b>10.8%</b>
2010 National Gallery of Art	415	72.2%	16.6%	11.2%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

# National Gallery of Art

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 National Gallery of Art</b>	<b>372</b>	<b>50.0%</b>	<b>22.6%</b>	<b>27.4%</b>
2010 National Gallery of Art	414	56.5%	16.0%	27.5%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 National Gallery of Art</b>	<b>370</b>	<b>60.7%</b>	<b>27.7%</b>	<b>11.6%</b>
2010 National Gallery of Art	415	66.0%	19.9%	14.1%
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

### Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 National Gallery of Art</b>	<b>371</b>	<b>17.6%</b>	<b>74.2%</b>	<b>8.2%</b>
2010 National Gallery of Art	--	--	--	--
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

73. *Please select the response below that BEST describes your current teleworking situation:*

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 National Gallery of Art</b>	<b>359</b>	<b>1.1%</b>	<b>2.3%</b>	<b>2.3%</b>	<b>8.3%</b>
2010 National Gallery of Art	--	--	--	--	--
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

(continued)

# National Gallery of Art

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 National Gallery of Art</b>	<b>359</b>	<b>48.1%</b>	<b>8.6%</b>	<b>20.0%</b>	<b>9.4%</b>
2010 National Gallery of Art	--	--	--	--	--
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 National Gallery of Art</b>	<b>370</b>	<b>20.1%</b>	<b>56.9%</b>	<b>23.0%</b>
2010 National Gallery of Art	--	--	--	--
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 National Gallery of Art</b>	<b>370</b>	<b>22.2%</b>	<b>67.8%</b>	<b>10.0%</b>
2010 National Gallery of Art	--	--	--	--
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 National Gallery of Art</b>	<b>366</b>	<b>21.8%</b>	<b>75.7%</b>	<b>2.5%</b>
2010 National Gallery of Art	--	--	--	--
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

# National Gallery of Art

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 National Gallery of Art</b>	<b>369</b>	<b>2.6%</b>	<b>86.9%</b>	<b>10.6%</b>
2010 National Gallery of Art	--	--	--	--
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 National Gallery of Art</b>	<b>368</b>	<b>3.4%</b>	<b>82.8%</b>	<b>13.8%</b>
2010 National Gallery of Art	--	--	--	--
2008 National Gallery of Art	--	--	--	--
2006 National Gallery of Art	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 National Gallery of Art</b>	<b>181</b>	<b>24.5%</b>	<b>50.7%</b>	<b>24.9%</b>	<b>186</b>
2010 National Gallery of Art	224	24.6%	48.7%	26.6%	189
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 National Gallery of Art</b>	<b>213</b>	<b>44.8%</b>	<b>38.2%</b>	<b>17.0%</b>	<b>151</b>
2010 National Gallery of Art	300	49.3%	34.3%	16.4%	114
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

# National Gallery of Art

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 National Gallery of Art</b>	<b>220</b>	<b>41.2%</b>	<b>44.7%</b>	<b>14.1%</b>	<b>151</b>
2010 National Gallery of Art	340	45.9%	32.9%	21.2%	75
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 National Gallery of Art</b>	<b>224</b>	<b>50.3%</b>	<b>44.9%</b>	<b>4.9%</b>	<b>147</b>
2010 National Gallery of Art	320	59.3%	35.5%	5.1%	92
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 National Gallery of Art</b>	<b>125</b>	<b>16.5%</b>	<b>72.0%</b>	<b>11.5%</b>	<b>244</b>
2010 National Gallery of Art	184	18.3%	57.6%	24.2%	228
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 National Gallery of Art</b>	<b>118</b>	<b>12.8%</b>	<b>78.0%</b>	<b>9.2%</b>	<b>249</b>
2010 National Gallery of Art	173	19.5%	63.2%	17.4%	238
2008 National Gallery of Art	--	--	--	--	--
2006 National Gallery of Art	--	--	--	--	--



# National Indian Gaming Commission

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 National Indian Gaming Commission</b>	<b>73</b>
2010 National Indian Gaming Commission	51
2008 National Indian Gaming Commission	47
2006 National Indian Gaming Commission	--

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 National Indian Gaming Commission</b>	<b>73</b>	<b>61.4%</b>	<b>24.0%</b>	<b>14.6%</b>
2010 National Indian Gaming Commission	51	66.1%	15.5%	18.5%
2008 National Indian Gaming Commission	47	68.0%	16.5%	15.4%
2006 National Indian Gaming Commission	--	--	--	--

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 National Indian Gaming Commission</b>	<b>73</b>	<b>52.6%</b>	<b>8.0%</b>	<b>39.5%</b>
2010 National Indian Gaming Commission	51	69.4%	13.1%	17.5%
2008 National Indian Gaming Commission	47	62.4%	19.3%	18.2%
2006 National Indian Gaming Commission	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 National Indian Gaming Commission</b>	<b>73</b>	<b>42.8%</b>	<b>19.3%</b>	<b>37.9%</b>
2010 National Indian Gaming Commission	50	66.5%	11.3%	22.1%
2008 National Indian Gaming Commission	47	80.6%	12.9%	6.5%
2006 National Indian Gaming Commission	--	--	--	--

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 National Indian Gaming Commission</b>	<b>73</b>	<b>58.8%</b>	<b>16.4%</b>	<b>24.8%</b>
2010 National Indian Gaming Commission	51	66.0%	21.2%	12.8%
2008 National Indian Gaming Commission	47	70.2%	27.7%	2.1%
2006 National Indian Gaming Commission	--	--	--	--

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 National Indian Gaming Commission</b>	<b>73</b>	<b>90.7%</b>	<b>8.2%</b>	<b>1.1%</b>
2010 National Indian Gaming Commission	51	86.5%	11.2%	2.3%
2008 National Indian Gaming Commission	47	81.0%	14.6%	4.4%
2006 National Indian Gaming Commission	--	--	--	--

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 National Indian Gaming Commission</b>	<b>73</b>	<b>56.9%</b>	<b>16.7%</b>	<b>26.4%</b>
2010 National Indian Gaming Commission	51	75.5%	11.2%	13.3%
2008 National Indian Gaming Commission	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 National Indian Gaming Commission</b>	<b>73</b>	<b>95.6%</b>	<b>2.1%</b>	<b>2.4%</b>
2010 National Indian Gaming Commission	51	96.3%	3.7%	0.0%
2008 National Indian Gaming Commission	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Work Experience (continued)

**8. I am constantly looking for ways to do my job better.**

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 National Indian Gaming Commission</b>	<b>73</b>	<b>89.4%</b>	<b>8.3%</b>	<b>2.4%</b>
2010 National Indian Gaming Commission	51	92.6%	5.2%	2.2%
2008 National Indian Gaming Commission	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--

**9. I have sufficient resources (for example, people, materials, budget) to get my job done.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>49.3%</b>	<b>22.2%</b>	<b>28.5%</b>	<b>1</b>
2010 National Indian Gaming Commission	51	60.9%	18.1%	20.9%	0
2008 National Indian Gaming Commission	46	64.7%	17.7%	17.6%	1
2006 National Indian Gaming Commission	--	--	--	--	--

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>77.5%</b>	<b>13.3%</b>	<b>9.1%</b>	<b>1</b>
2010 National Indian Gaming Commission	50	69.6%	13.4%	17.0%	0
2008 National Indian Gaming Commission	47	64.6%	14.9%	20.5%	0
2006 National Indian Gaming Commission	--	--	--	--	--

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>44.4%</b>	<b>19.0%</b>	<b>36.6%</b>	<b>1</b>
2010 National Indian Gaming Commission	49	56.5%	20.4%	23.1%	1
2008 National Indian Gaming Commission	47	68.2%	17.0%	14.8%	0
2006 National Indian Gaming Commission	--	--	--	--	--

**12. I know how my work relates to the agency's goals and priorities.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>62.2%</b>	<b>12.3%</b>	<b>25.5%</b>	<b>1</b>
2010 National Indian Gaming Commission	51	81.8%	8.2%	10.0%	0
2008 National Indian Gaming Commission	47	85.4%	6.5%	8.1%	0
2006 National Indian Gaming Commission	--	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>81.0%</b>	<b>9.0%</b>	<b>10.0%</b>	<b>1</b>
2010 National Indian Gaming Commission	50	94.5%	5.5%	0.0%	0
2008 National Indian Gaming Commission	47	88.9%	6.7%	4.4%	0
2006 National Indian Gaming Commission	--	--	--	--	--

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 National Indian Gaming Commission</b>	<b>71</b>	<b>73.3%</b>	<b>16.1%</b>	<b>10.7%</b>	<b>2</b>
2010 National Indian Gaming Commission	49	72.2%	10.7%	17.0%	2
2008 National Indian Gaming Commission	46	76.9%	12.4%	10.7%	1
2006 National Indian Gaming Commission	--	--	--	--	--

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 National Indian Gaming Commission</b>	<b>67</b>	<b>75.4%</b>	<b>17.6%</b>	<b>7.0%</b>	<b>6</b>
2010 National Indian Gaming Commission	48	72.6%	20.5%	6.9%	2
2008 National Indian Gaming Commission	43	60.3%	31.1%	8.6%	4
2006 National Indian Gaming Commission	--	--	--	--	--

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>80.2%</b>	<b>15.6%</b>	<b>4.1%</b>	<b>1</b>
2010 National Indian Gaming Commission	49	76.2%	19.1%	4.7%	1
2008 National Indian Gaming Commission	47	85.9%	14.1%	0.0%	0
2006 National Indian Gaming Commission	--	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 National Indian Gaming Commission</b>	<b>65</b>	<b>48.1%</b>	<b>28.1%</b>	<b>23.8%</b>	<b>7</b>
2010 National Indian Gaming Commission	49	54.1%	26.7%	19.2%	1
2008 National Indian Gaming Commission	41	56.3%	32.2%	11.5%	6
2006 National Indian Gaming Commission	--	--	--	--	--

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 National Indian Gaming Commission</b>	<b>70</b>	<b>34.3%</b>	<b>35.1%</b>	<b>30.6%</b>	<b>3</b>
2010 National Indian Gaming Commission	50	37.8%	36.0%	26.2%	0
2008 National Indian Gaming Commission	47	53.6%	24.7%	21.7%	0
2006 National Indian Gaming Commission	--	--	--	--	--

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 National Indian Gaming Commission</b>	<b>65</b>	<b>69.4%</b>	<b>18.3%</b>	<b>12.3%</b>	<b>8</b>
2010 National Indian Gaming Commission	47	65.7%	21.6%	12.7%	3
2008 National Indian Gaming Commission	37	76.6%	15.6%	7.8%	10
2006 National Indian Gaming Commission	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 National Indian Gaming Commission</b>	<b>66</b>	<b>66.8%</b>	<b>18.7%</b>	<b>14.5%</b>
2010 National Indian Gaming Commission	48	72.3%	15.5%	12.2%
2008 National Indian Gaming Commission	47	81.3%	8.9%	9.7%
2006 National Indian Gaming Commission	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Work Unit (continued)

21. *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 National Indian Gaming Commission</b>	<b>69</b>	<b>33.1%</b>	<b>31.9%</b>	<b>35.0%</b>	<b>4</b>
2010 National Indian Gaming Commission	50	60.3%	23.2%	16.5%	1
2008 National Indian Gaming Commission	47	58.2%	25.2%	16.6%	0
2006 National Indian Gaming Commission	--	--	--	--	--

22. *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 National Indian Gaming Commission</b>	<b>59</b>	<b>12.7%</b>	<b>46.8%</b>	<b>40.4%</b>	<b>14</b>
2010 National Indian Gaming Commission	46	46.2%	31.4%	22.4%	5
2008 National Indian Gaming Commission	44	52.4%	31.8%	15.7%	3
2006 National Indian Gaming Commission	--	--	--	--	--

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 National Indian Gaming Commission</b>	<b>59</b>	<b>25.7%</b>	<b>39.4%</b>	<b>34.9%</b>	<b>14</b>
2010 National Indian Gaming Commission	44	36.2%	26.4%	37.4%	5
2008 National Indian Gaming Commission	42	28.7%	33.1%	38.2%	5
2006 National Indian Gaming Commission	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 National Indian Gaming Commission</b>	<b>64</b>	<b>23.6%</b>	<b>48.5%</b>	<b>27.9%</b>	<b>9</b>
2010 National Indian Gaming Commission	46	35.4%	29.6%	35.1%	5
2008 National Indian Gaming Commission	45	24.6%	44.7%	30.7%	2
2006 National Indian Gaming Commission	--	--	--	--	--

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 National Indian Gaming Commission</b>	<b>54</b>	<b>20.4%</b>	<b>43.5%</b>	<b>36.2%</b>	<b>18</b>
2010 National Indian Gaming Commission	49	40.7%	27.6%	31.8%	1
2008 National Indian Gaming Commission	43	35.8%	44.5%	19.7%	4
2006 National Indian Gaming Commission	--	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>69.1%</b>	<b>17.1%</b>	<b>13.8%</b>	<b>1</b>
2010 National Indian Gaming Commission	50	72.0%	14.6%	13.4%	0
2008 National Indian Gaming Commission	47	74.7%	12.8%	12.5%	0
2006 National Indian Gaming Commission	--	--	--	--	--

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 National Indian Gaming Commission</b>	<b>70</b>	<b>40.5%</b>	<b>44.5%</b>	<b>14.9%</b>	<b>3</b>
2010 National Indian Gaming Commission	48	60.5%	29.4%	10.1%	2
2008 National Indian Gaming Commission	47	56.1%	27.5%	16.4%	0
2006 National Indian Gaming Commission	--	--	--	--	--

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 National Indian Gaming Commission</b>	<b>73</b>	<b>79.6%</b>	<b>14.9%</b>	<b>5.5%</b>
2010 National Indian Gaming Commission	51	84.8%	15.2%	0.0%
2008 National Indian Gaming Commission	47	78.5%	17.5%	4.1%
2006 National Indian Gaming Commission	--	--	--	--

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 National Indian Gaming Commission</b>	<b>71</b>	<b>64.3%</b>	<b>17.1%</b>	<b>18.7%</b>	<b>1</b>
2010 National Indian Gaming Commission	50	69.5%	17.7%	12.9%	0
2008 National Indian Gaming Commission	47	73.7%	10.8%	15.5%	0
2006 National Indian Gaming Commission	--	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 National Indian Gaming Commission</b>	<b>70</b>	<b>18.9%</b>	<b>31.3%</b>	<b>49.7%</b>	<b>2</b>
2010 National Indian Gaming Commission	50	46.6%	34.8%	18.6%	0
2008 National Indian Gaming Commission	46	53.3%	31.1%	15.5%	1
2006 National Indian Gaming Commission	--	--	--	--	--

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 National Indian Gaming Commission</b>	<b>70</b>	<b>20.0%</b>	<b>46.1%</b>	<b>33.9%</b>	<b>2</b>
2010 National Indian Gaming Commission	48	57.3%	20.1%	22.6%	2
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 National Indian Gaming Commission</b>	<b>66</b>	<b>11.5%</b>	<b>45.5%</b>	<b>42.9%</b>	<b>5</b>
2010 National Indian Gaming Commission	49	42.6%	31.1%	26.3%	1
2008 National Indian Gaming Commission	46	45.4%	37.6%	17.0%	1
2006 National Indian Gaming Commission	--	--	--	--	--

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 National Indian Gaming Commission</b>	<b>58</b>	<b>12.4%</b>	<b>44.1%</b>	<b>43.5%</b>	<b>14</b>
2010 National Indian Gaming Commission	46	38.9%	30.0%	31.1%	4
2008 National Indian Gaming Commission	44	35.3%	31.9%	32.9%	3
2006 National Indian Gaming Commission	--	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 National Indian Gaming Commission</b>	<b>65</b>	<b>51.6%</b>	<b>24.8%</b>	<b>23.6%</b>	<b>7</b>
2010 National Indian Gaming Commission	45	38.2%	40.2%	21.7%	4
2008 National Indian Gaming Commission	43	58.4%	32.0%	9.6%	4
2006 National Indian Gaming Commission	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 National Indian Gaming Commission</b>	<b>70</b>	<b>79.0%</b>	<b>19.8%</b>	<b>1.2%</b>	<b>2</b>
2010 National Indian Gaming Commission	47	75.7%	20.2%	4.1%	3
2008 National Indian Gaming Commission	45	80.8%	17.0%	2.2%	2
2006 National Indian Gaming Commission	--	--	--	--	--

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 National Indian Gaming Commission</b>	<b>64</b>	<b>57.1%</b>	<b>23.9%</b>	<b>18.9%</b>	<b>7</b>
2010 National Indian Gaming Commission	45	44.5%	31.9%	23.5%	5
2008 National Indian Gaming Commission	42	34.4%	35.7%	29.9%	5
2006 National Indian Gaming Commission	--	--	--	--	--

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 National Indian Gaming Commission</b>	<b>64</b>	<b>28.1%</b>	<b>33.0%</b>	<b>38.9%</b>	<b>8</b>
2010 National Indian Gaming Commission	47	48.4%	29.0%	22.6%	1
2008 National Indian Gaming Commission	39	44.4%	38.9%	16.7%	8
2006 National Indian Gaming Commission	--	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 National Indian Gaming Commission</b>	<b>62</b>	<b>40.4%</b>	<b>38.6%</b>	<b>21.0%</b>	<b>10</b>
2010 National Indian Gaming Commission	45	62.9%	23.5%	13.7%	5
2008 National Indian Gaming Commission	40	70.6%	17.5%	11.9%	7
2006 National Indian Gaming Commission	--	--	--	--	--

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 National Indian Gaming Commission</b>	<b>66</b>	<b>48.1%</b>	<b>29.3%</b>	<b>22.7%</b>	<b>6</b>
2010 National Indian Gaming Commission	48	58.1%	25.3%	16.6%	2
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 National Indian Gaming Commission</b>	<b>71</b>	<b>42.0%</b>	<b>27.2%</b>	<b>30.8%</b>
2010 National Indian Gaming Commission	50	73.0%	17.2%	9.8%
2008 National Indian Gaming Commission	47	66.8%	27.4%	5.8%
2006 National Indian Gaming Commission	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 National Indian Gaming Commission</b>	<b>62</b>	<b>32.8%</b>	<b>28.7%</b>	<b>38.6%</b>	<b>10</b>
2010 National Indian Gaming Commission	45	25.9%	59.1%	15.0%	5
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>85.7%</b>	<b>9.3%</b>	<b>5.0%</b>	<b>0</b>
2010 National Indian Gaming Commission	50	84.7%	9.0%	6.3%	0
2008 National Indian Gaming Commission	47	87.4%	8.6%	4.0%	0
2006 National Indian Gaming Commission	--	--	--	--	--

**43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>72.4%</b>	<b>13.4%</b>	<b>14.2%</b>	<b>0</b>
2010 National Indian Gaming Commission	50	70.3%	16.5%	13.2%	0
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

**44. Discussions with my supervisor/team leader about my performance are worthwhile.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 National Indian Gaming Commission</b>	<b>69</b>	<b>66.3%</b>	<b>21.2%</b>	<b>12.4%</b>	<b>3</b>
2010 National Indian Gaming Commission	50	61.0%	17.4%	21.6%	0
2008 National Indian Gaming Commission	45	66.5%	22.3%	11.1%	2
2006 National Indian Gaming Commission	--	--	--	--	--

**45. My supervisor/team leader is committed to a workforce representative of all segments of society.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 National Indian Gaming Commission</b>	<b>66</b>	<b>65.7%</b>	<b>20.8%</b>	<b>13.6%</b>	<b>6</b>
2010 National Indian Gaming Commission	49	68.9%	17.6%	13.4%	1
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

**46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>59.3%</b>	<b>25.4%</b>	<b>15.4%</b>	<b>0</b>
2010 National Indian Gaming Commission	50	57.4%	26.7%	15.8%	0
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 National Indian Gaming Commission</b>	<b>71</b>	<b>71.1%</b>	<b>20.7%</b>	<b>8.2%</b>	<b>1</b>
2010 National Indian Gaming Commission	49	65.3%	21.5%	13.2%	0
2008 National Indian Gaming Commission	47	78.3%	15.7%	6.0%	0
2006 National Indian Gaming Commission	--	--	--	--	--

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>78.8%</b>	<b>15.5%</b>	<b>5.7%</b>
2010 National Indian Gaming Commission	50	70.5%	14.4%	15.1%
2008 National Indian Gaming Commission	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>80.1%</b>	<b>9.0%</b>	<b>11.0%</b>
2010 National Indian Gaming Commission	50	76.5%	14.9%	8.6%
2008 National Indian Gaming Commission	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>66.5%</b>	<b>13.7%</b>	<b>19.8%</b>
2010 National Indian Gaming Commission	50	71.1%	15.1%	13.8%
2008 National Indian Gaming Commission	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>68.9%</b>	<b>14.8%</b>	<b>16.3%</b>
2010 National Indian Gaming Commission	49	69.5%	8.1%	22.4%
2008 National Indian Gaming Commission	47	76.2%	15.3%	8.6%
2006 National Indian Gaming Commission	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>71.9%</b>	<b>14.3%</b>	<b>13.8%</b>
2010 National Indian Gaming Commission	50	71.7%	17.7%	10.6%
2008 National Indian Gaming Commission	47	72.1%	19.5%	8.4%
2006 National Indian Gaming Commission	--	--	--	--

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>21.1%</b>	<b>26.1%</b>	<b>52.8%</b>	<b>0</b>
2010 National Indian Gaming Commission	48	34.9%	37.7%	27.4%	1
2008 National Indian Gaming Commission	47	50.3%	28.0%	21.7%	0
2006 National Indian Gaming Commission	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 National Indian Gaming Commission</b>	<b>65</b>	<b>39.7%</b>	<b>36.3%</b>	<b>24.0%</b>	<b>7</b>
2010 National Indian Gaming Commission	47	60.3%	22.3%	17.4%	2
2008 National Indian Gaming Commission	46	75.6%	13.5%	10.9%	1
2006 National Indian Gaming Commission	--	--	--	--	--

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 National Indian Gaming Commission</b>	<b>66</b>	<b>57.5%</b>	<b>16.7%</b>	<b>25.8%</b>	<b>6</b>
2010 National Indian Gaming Commission	47	61.9%	22.6%	15.5%	2
2008 National Indian Gaming Commission	46	80.4%	15.6%	4.0%	1
2006 National Indian Gaming Commission	--	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### Leadership (continued)

**56. Managers communicate the goals and priorities of the organization.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>57.4%</b>	<b>14.4%</b>	<b>28.2%</b>	<b>0</b>
2010 National Indian Gaming Commission	48	47.9%	25.8%	26.3%	0
2008 National Indian Gaming Commission	47	63.5%	18.5%	18.0%	0
2006 National Indian Gaming Commission	--	--	--	--	--

**57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 National Indian Gaming Commission</b>	<b>65</b>	<b>44.1%</b>	<b>28.4%</b>	<b>27.5%</b>	<b>7</b>
2010 National Indian Gaming Commission	46	48.9%	24.4%	26.8%	2
2008 National Indian Gaming Commission	44	46.6%	30.9%	22.5%	3
2006 National Indian Gaming Commission	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 National Indian Gaming Commission</b>	<b>69</b>	<b>27.9%</b>	<b>29.3%</b>	<b>42.8%</b>	<b>3</b>
2010 National Indian Gaming Commission	47	38.0%	21.9%	40.1%	2
2008 National Indian Gaming Commission	47	40.4%	30.2%	29.4%	0
2006 National Indian Gaming Commission	--	--	--	--	--

**59. Managers support collaboration across work units to accomplish work objectives.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 National Indian Gaming Commission</b>	<b>70</b>	<b>30.4%</b>	<b>34.4%</b>	<b>35.2%</b>	<b>2</b>
2010 National Indian Gaming Commission	45	39.2%	19.6%	41.2%	2
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

**60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 National Indian Gaming Commission</b>	<b>71</b>	<b>35.6%</b>	<b>29.3%</b>	<b>35.1%</b>	<b>1</b>
2010 National Indian Gaming Commission	47	54.1%	22.3%	23.6%	1
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 National Indian Gaming Commission</b>	<b>71</b>	<b>35.7%</b>	<b>25.8%</b>	<b>38.5%</b>	<b>1</b>
2010 National Indian Gaming Commission	48	60.9%	16.7%	22.4%	1
2008 National Indian Gaming Commission	47	63.2%	26.4%	10.4%	0
2006 National Indian Gaming Commission	--	--	--	--	--

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 National Indian Gaming Commission</b>	<b>65</b>	<b>44.6%</b>	<b>32.9%</b>	<b>22.5%</b>	<b>7</b>
2010 National Indian Gaming Commission	41	57.0%	32.5%	10.6%	8
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>35.8%</b>	<b>23.1%</b>	<b>41.1%</b>
2010 National Indian Gaming Commission	49	56.8%	25.2%	18.0%
2008 National Indian Gaming Commission	47	67.6%	17.4%	15.0%
2006 National Indian Gaming Commission	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>31.0%</b>	<b>22.0%</b>	<b>46.9%</b>
2010 National Indian Gaming Commission	48	54.6%	19.1%	26.3%
2008 National Indian Gaming Commission	47	41.2%	25.3%	33.5%
2006 National Indian Gaming Commission	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>19.6%</b>	<b>44.1%</b>	<b>36.3%</b>
2010 National Indian Gaming Commission	48	55.0%	21.9%	23.1%
2008 National Indian Gaming Commission	47	60.3%	22.8%	16.9%
2006 National Indian Gaming Commission	--	--	--	--

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>19.8%</b>	<b>36.9%</b>	<b>43.3%</b>
2010 National Indian Gaming Commission	49	41.5%	32.1%	26.4%
2008 National Indian Gaming Commission	47	47.5%	32.8%	19.7%
2006 National Indian Gaming Commission	--	--	--	--

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>12.6%</b>	<b>34.4%</b>	<b>53.0%</b>
2010 National Indian Gaming Commission	49	34.2%	39.2%	26.6%
2008 National Indian Gaming Commission	47	31.4%	38.2%	30.4%
2006 National Indian Gaming Commission	--	--	--	--

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>41.6%</b>	<b>36.9%</b>	<b>21.5%</b>
2010 National Indian Gaming Commission	49	39.5%	25.4%	35.1%
2008 National Indian Gaming Commission	47	51.6%	25.9%	22.5%
2006 National Indian Gaming Commission	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>52.4%</b>	<b>23.9%</b>	<b>23.7%</b>
2010 National Indian Gaming Commission	49	71.4%	15.5%	13.1%
2008 National Indian Gaming Commission	47	82.3%	15.8%	1.9%
2006 National Indian Gaming Commission	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>59.7%</b>	<b>22.1%</b>	<b>18.2%</b>
2010 National Indian Gaming Commission	49	81.1%	14.7%	4.2%
2008 National Indian Gaming Commission	47	63.4%	17.7%	19.0%
2006 National Indian Gaming Commission	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>41.8%</b>	<b>24.8%</b>	<b>33.4%</b>
2010 National Indian Gaming Commission	49	63.8%	16.1%	20.1%
2008 National Indian Gaming Commission	47	59.6%	25.6%	14.9%
2006 National Indian Gaming Commission	--	--	--	--

### Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>56.6%</b>	<b>31.7%</b>	<b>11.7%</b>
2010 National Indian Gaming Commission	--	--	--	--
2008 National Indian Gaming Commission	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--

73. *Please select the response below that BEST describes your current teleworking situation:*

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>12.4%</b>	<b>12.1%</b>	<b>11.8%</b>	<b>27.7%</b>
2010 National Indian Gaming Commission	--	--	--	--	--
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

(continued)

# National Indian Gaming Commission

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>5.3%</b>	<b>5.1%</b>	<b>20.4%</b>	<b>5.3%</b>
2010 National Indian Gaming Commission	--	--	--	--	--
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>5.5%</b>	<b>40.3%</b>	<b>54.1%</b>
2010 National Indian Gaming Commission	--	--	--	--
2008 National Indian Gaming Commission	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>2.4%</b>	<b>59.6%</b>	<b>38.1%</b>
2010 National Indian Gaming Commission	--	--	--	--
2008 National Indian Gaming Commission	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>7.1%</b>	<b>85.0%</b>	<b>7.9%</b>
2010 National Indian Gaming Commission	--	--	--	--
2008 National Indian Gaming Commission	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 National Indian Gaming Commission</b>	<b>72</b>	<b>4.0%</b>	<b>69.2%</b>	<b>26.8%</b>
2010 National Indian Gaming Commission	--	--	--	--
2008 National Indian Gaming Commission	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 National Indian Gaming Commission</b>	<b>71</b>	<b>0.0%</b>	<b>71.1%</b>	<b>28.9%</b>
2010 National Indian Gaming Commission	--	--	--	--
2008 National Indian Gaming Commission	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 National Indian Gaming Commission</b>	<b>56</b>	<b>44.0%</b>	<b>31.5%</b>	<b>24.6%</b>	<b>16</b>
2010 National Indian Gaming Commission	47	59.9%	22.4%	17.7%	2
2008 National Indian Gaming Commission	34	32.9%	31.7%	35.5%	13
2006 National Indian Gaming Commission	--	--	--	--	--

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 National Indian Gaming Commission</b>	<b>28</b>	<b>18.0%</b>	<b>32.5%</b>	<b>49.6%</b>	<b>41</b>
2010 National Indian Gaming Commission	35	37.4%	41.5%	21.0%	14
2008 National Indian Gaming Commission	35	20.2%	37.2%	42.6%	12
2006 National Indian Gaming Commission	--	--	--	--	--

# National Indian Gaming Commission

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 National Indian Gaming Commission</b>	<b>28</b>	<b>13.6%</b>	<b>61.6%</b>	<b>24.7%</b>	<b>44</b>
2010 National Indian Gaming Commission	32	17.7%	38.7%	43.6%	16
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 National Indian Gaming Commission</b>	<b>26</b>	<b>25.3%</b>	<b>71.6%</b>	<b>3.1%</b>	<b>44</b>
2010 National Indian Gaming Commission	26	33.6%	66.4%	0.0%	21
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 National Indian Gaming Commission</b>	<b>15</b>	<b>7.1%</b>	<b>88.2%</b>	<b>4.7%</b>	<b>57</b>
2010 National Indian Gaming Commission	25	4.1%	76.7%	19.2%	24
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 National Indian Gaming Commission</b>	<b>15</b>	<b>7.6%</b>	<b>81.7%</b>	<b>10.7%</b>	<b>57</b>
2010 National Indian Gaming Commission	27	3.8%	86.3%	9.9%	22
2008 National Indian Gaming Commission	--	--	--	--	--
2006 National Indian Gaming Commission	--	--	--	--	--



# National Mediation Board

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 National Mediation Board</b>	<b>21</b>
2010 National Mediation Board	22
2008 National Mediation Board	23
2006 National Mediation Board	29

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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 / Very Satisfied* and *Satisfied / Very Good* and *Good*

Neutral: *Neither Agree nor Disagree / Neither Satisfied nor Dissatisfied / Fair*

Negative: *Disagree* and *Strongly Disagree / Dissatisfied* and *Very Dissatisfied / Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>82.0%</b>	<b>0.0%</b>	<b>18.0%</b>
2010 National Mediation Board	22	86.2%	4.1%	9.7%
2008 National Mediation Board	23	64.6%	7.4%	28.0%
2006 National Mediation Board	29	91.4%	0.0%	8.6%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>78.1%</b>	<b>16.1%</b>	<b>5.8%</b>
2010 National Mediation Board	22	87.8%	3.6%	8.6%
2008 National Mediation Board	23	82.7%	12.9%	4.4%
2006 National Mediation Board	29	89.2%	10.8%	0.0%

# National Mediation Board

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>51.9%</b>	<b>34.0%</b>	<b>14.1%</b>
2010 National Mediation Board	22	76.7%	9.4%	13.8%
2008 National Mediation Board	23	76.6%	4.4%	19.0%
2006 National Mediation Board	29	81.8%	9.6%	8.6%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>84.2%</b>	<b>3.8%</b>	<b>12.0%</b>
2010 National Mediation Board	22	85.8%	8.6%	5.6%
2008 National Mediation Board	23	87.1%	0.0%	12.9%
2006 National Mediation Board	29	88.5%	5.9%	5.6%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>96.2%</b>	<b>0.0%</b>	<b>3.8%</b>
2010 National Mediation Board	22	95.5%	4.5%	0.0%
2008 National Mediation Board	23	91.4%	8.6%	0.0%
2006 National Mediation Board	29	97.1%	2.9%	0.0%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>95.6%</b>	<b>4.4%</b>	<b>0.0%</b>
2010 National Mediation Board	22	87.3%	8.6%	4.1%
2008 National Mediation Board	--	--	--	--
2006 National Mediation Board	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>92.1%</b>	<b>0.0%</b>	<b>7.9%</b>
2010 National Mediation Board	22	100.0%	0.0%	0.0%
2008 National Mediation Board	--	--	--	--
2006 National Mediation Board	--	--	--	--

# National Mediation Board

## Trend Report

### My Work Experience (continued)

**8. I am constantly looking for ways to do my job better.**

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>83.9%</b>	<b>12.2%</b>	<b>3.9%</b>
2010 National Mediation Board	22	94.4%	5.6%	0.0%
2008 National Mediation Board	--	--	--	--
2006 National Mediation Board	--	--	--	--

**9. I have sufficient resources (for example, people, materials, budget) to get my job done.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 National Mediation Board</b>	<b>21</b>	<b>55.0%</b>	<b>8.1%</b>	<b>36.8%</b>	<b>0</b>
2010 National Mediation Board	21	72.3%	15.4%	12.3%	0
2008 National Mediation Board	23	70.4%	4.4%	25.2%	0
2006 National Mediation Board	29	75.3%	13.0%	11.7%	0

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 National Mediation Board</b>	<b>21</b>	<b>77.1%</b>	<b>5.2%</b>	<b>17.7%</b>	<b>0</b>
2010 National Mediation Board	22	68.6%	16.7%	14.7%	0
2008 National Mediation Board	23	74.4%	12.8%	12.9%	0
2006 National Mediation Board	28	85.3%	6.4%	8.3%	1

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 National Mediation Board</b>	<b>21</b>	<b>64.5%</b>	<b>13.7%</b>	<b>21.8%</b>	<b>0</b>
2010 National Mediation Board	22	71.0%	0.0%	29.0%	0
2008 National Mediation Board	23	67.0%	5.3%	27.7%	0
2006 National Mediation Board	28	90.5%	0.0%	9.5%	1

**12. I know how my work relates to the agency's goals and priorities.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 National Mediation Board</b>	<b>21</b>	<b>91.3%</b>	<b>4.4%</b>	<b>4.4%</b>	<b>0</b>
2010 National Mediation Board	22	95.9%	4.1%	0.0%	0
2008 National Mediation Board	23	85.2%	9.5%	5.3%	0
2006 National Mediation Board	29	97.1%	2.9%	0.0%	0

# National Mediation Board

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 National Mediation Board</b>	<b>20</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 National Mediation Board	22	100.0%	0.0%	0.0%	0
2008 National Mediation Board	23	94.7%	5.3%	0.0%	0
2006 National Mediation Board	29	100.0%	0.0%	0.0%	0

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 National Mediation Board</b>	<b>21</b>	<b>92.1%</b>	<b>7.9%</b>	<b>0.0%</b>	<b>0</b>
2010 National Mediation Board	22	89.0%	0.0%	11.0%	0
2008 National Mediation Board	23	90.8%	9.2%	0.0%	0
2006 National Mediation Board	29	97.3%	2.7%	0.0%	0

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 National Mediation Board</b>	<b>21</b>	<b>69.2%</b>	<b>9.0%</b>	<b>21.9%</b>	<b>0</b>
2010 National Mediation Board	22	91.4%	4.5%	4.1%	0
2008 National Mediation Board	23	65.8%	15.2%	19.0%	0
2006 National Mediation Board	29	78.1%	8.2%	13.7%	0

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 National Mediation Board</b>	<b>21</b>	<b>86.2%</b>	<b>5.9%</b>	<b>7.9%</b>	<b>0</b>
2010 National Mediation Board	21	85.1%	14.9%	0.0%	0
2008 National Mediation Board	23	79.9%	14.8%	5.3%	0
2006 National Mediation Board	29	96.6%	3.4%	0.0%	0

# National Mediation Board

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 National Mediation Board</b>	<b>20</b>	<b>53.8%</b>	<b>13.4%</b>	<b>32.8%</b>	<b>1</b>
2010 National Mediation Board	21	61.5%	9.0%	29.5%	0
2008 National Mediation Board	22	40.2%	23.7%	36.2%	1
2006 National Mediation Board	28	35.9%	33.7%	30.4%	1

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 National Mediation Board</b>	<b>21</b>	<b>47.3%</b>	<b>21.6%</b>	<b>31.1%</b>	<b>0</b>
2010 National Mediation Board	22	77.8%	3.6%	18.5%	0
2008 National Mediation Board	22	37.1%	26.5%	36.4%	1
2006 National Mediation Board	29	54.2%	30.6%	15.2%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 National Mediation Board</b>	<b>21</b>	<b>72.3%</b>	<b>13.7%</b>	<b>14.0%</b>	<b>0</b>
2010 National Mediation Board	22	91.4%	4.5%	4.1%	0
2008 National Mediation Board	23	69.2%	8.6%	22.2%	0
2006 National Mediation Board	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 National Mediation Board</b>	<b>19</b>	<b>69.6%</b>	<b>19.4%</b>	<b>11.0%</b>
2010 National Mediation Board	22	82.2%	8.1%	9.7%
2008 National Mediation Board	23	77.1%	13.4%	9.5%
2006 National Mediation Board	29	92.9%	4.4%	2.7%

# National Mediation Board

## *Trend Report*

### My Work Unit (continued)

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 National Mediation Board</b>	<b>21</b>	<b>72.1%</b>	<b>27.9%</b>	<b>0.0%</b>	<b>0</b>
2010 National Mediation Board	20	74.9%	10.4%	14.7%	1
2008 National Mediation Board	23	76.6%	5.3%	18.2%	0
2006 National Mediation Board	28	72.5%	24.5%	3.0%	1

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 National Mediation Board</b>	<b>20</b>	<b>56.9%</b>	<b>8.5%</b>	<b>34.7%</b>	<b>1</b>
2010 National Mediation Board	20	62.2%	11.8%	26.0%	1
2008 National Mediation Board	22	44.2%	36.0%	19.8%	1
2006 National Mediation Board	29	45.6%	30.1%	24.3%	0

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 National Mediation Board</b>	<b>18</b>	<b>42.5%</b>	<b>33.3%</b>	<b>24.2%</b>	<b>3</b>
2010 National Mediation Board	20	65.0%	20.1%	14.9%	1
2008 National Mediation Board	23	47.5%	20.4%	32.1%	0
2006 National Mediation Board	28	43.2%	36.7%	20.1%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 National Mediation Board</b>	<b>21</b>	<b>51.8%</b>	<b>17.5%</b>	<b>30.7%</b>	<b>0</b>
2010 National Mediation Board	21	47.5%	22.1%	30.4%	0
2008 National Mediation Board	22	36.7%	30.7%	32.6%	1
2006 National Mediation Board	28	46.1%	30.5%	23.3%	1

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 National Mediation Board</b>	<b>19</b>	<b>45.3%</b>	<b>25.8%</b>	<b>28.8%</b>	<b>2</b>
2010 National Mediation Board	22	67.8%	8.6%	23.7%	0
2008 National Mediation Board	21	60.8%	13.5%	25.8%	2
2006 National Mediation Board	29	59.0%	29.5%	11.5%	0

# National Mediation Board

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 National Mediation Board</b>	<b>21</b>	<b>63.0%</b>	<b>11.1%</b>	<b>25.9%</b>	<b>0</b>
2010 National Mediation Board	22	80.4%	0.0%	19.6%	0
2008 National Mediation Board	23	75.3%	5.3%	19.4%	0
2006 National Mediation Board	29	84.4%	7.0%	8.6%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 National Mediation Board</b>	<b>21</b>	<b>63.0%</b>	<b>32.6%</b>	<b>4.4%</b>	<b>0</b>
2010 National Mediation Board	21	70.7%	20.1%	9.3%	0
2008 National Mediation Board	23	68.9%	18.2%	12.9%	0
2006 National Mediation Board	27	70.5%	26.3%	3.1%	2

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 National Mediation Board	22	82.0%	18.0%	0.0%
2008 National Mediation Board	23	81.0%	9.5%	9.5%
2006 National Mediation Board	29	97.3%	0.0%	2.7%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 National Mediation Board</b>	<b>19</b>	<b>78.3%</b>	<b>15.3%</b>	<b>6.5%</b>	<b>1</b>
2010 National Mediation Board	22	90.3%	5.6%	4.1%	0
2008 National Mediation Board	23	76.6%	5.3%	18.2%	0
2006 National Mediation Board	27	94.5%	5.5%	0.0%	2

# National Mediation Board

## *Trend Report*

### My Agency (continued)

#### 30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 National Mediation Board</b>	<b>21</b>	<b>47.4%</b>	<b>34.7%</b>	<b>17.9%</b>	<b>0</b>
2010 National Mediation Board	21	70.7%	15.0%	14.3%	1
2008 National Mediation Board	23	50.7%	21.5%	27.8%	0
2006 National Mediation Board	29	56.6%	24.8%	18.6%	0

#### 31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 National Mediation Board</b>	<b>21</b>	<b>65.1%</b>	<b>17.0%</b>	<b>17.9%</b>	<b>0</b>
2010 National Mediation Board	22	71.3%	9.5%	19.2%	0
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

#### 32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 National Mediation Board</b>	<b>21</b>	<b>53.2%</b>	<b>17.3%</b>	<b>29.5%</b>	<b>0</b>
2010 National Mediation Board	21	55.7%	18.6%	25.7%	0
2008 National Mediation Board	22	61.7%	13.8%	24.5%	1
2006 National Mediation Board	29	67.6%	20.9%	11.5%	0

#### 33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 National Mediation Board</b>	<b>20</b>	<b>28.8%</b>	<b>25.0%</b>	<b>46.2%</b>	<b>1</b>
2010 National Mediation Board	22	36.2%	36.5%	27.3%	0
2008 National Mediation Board	22	27.7%	28.7%	43.6%	1
2006 National Mediation Board	29	32.1%	43.7%	24.3%	0

# National Mediation Board

## *Trend Report*

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 National Mediation Board</b>	<b>21</b>	<b>66.5%</b>	<b>22.0%</b>	<b>11.5%</b>	<b>0</b>
2010 National Mediation Board	20	58.0%	20.2%	21.8%	1
2008 National Mediation Board	23	51.0%	35.2%	13.8%	0
2006 National Mediation Board	29	55.3%	33.0%	11.7%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 National Mediation Board</b>	<b>20</b>	<b>86.5%</b>	<b>13.5%</b>	<b>0.0%</b>	<b>1</b>
2010 National Mediation Board	22	85.1%	14.9%	0.0%	0
2008 National Mediation Board	23	76.7%	18.0%	5.3%	0
2006 National Mediation Board	28	84.9%	15.1%	0.0%	1

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 National Mediation Board</b>	<b>21</b>	<b>74.9%</b>	<b>19.2%</b>	<b>5.9%</b>	<b>0</b>
2010 National Mediation Board	22	63.2%	21.7%	15.1%	0
2008 National Mediation Board	23	51.0%	36.1%	12.9%	0
2006 National Mediation Board	29	68.4%	22.9%	8.8%	0

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 National Mediation Board</b>	<b>21</b>	<b>37.2%</b>	<b>27.2%</b>	<b>35.6%</b>	<b>0</b>
2010 National Mediation Board	20	39.4%	36.3%	24.3%	1
2008 National Mediation Board	23	47.8%	16.9%	35.2%	0
2006 National Mediation Board	28	35.0%	39.3%	25.8%	1

# National Mediation Board

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 National Mediation Board</b>	<b>21</b>	<b>43.1%</b>	<b>27.8%</b>	<b>29.2%</b>	<b>0</b>
2010 National Mediation Board	21	50.9%	35.6%	13.5%	0
2008 National Mediation Board	22	52.5%	27.7%	19.9%	1
2006 National Mediation Board	28	63.0%	17.3%	19.7%	1

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 National Mediation Board</b>	<b>20</b>	<b>89.1%</b>	<b>0.0%</b>	<b>10.9%</b>	<b>1</b>
2010 National Mediation Board	22	86.2%	5.6%	8.2%	0
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>72.1%</b>	<b>17.6%</b>	<b>10.3%</b>
2010 National Mediation Board	22	80.8%	11.0%	8.2%
2008 National Mediation Board	23	69.1%	7.4%	23.4%
2006 National Mediation Board	29	75.7%	21.6%	2.7%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 National Mediation Board</b>	<b>20</b>	<b>37.0%</b>	<b>38.4%</b>	<b>24.6%</b>	<b>1</b>
2010 National Mediation Board	21	43.6%	36.9%	19.6%	1
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

# National Mediation Board

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 National Mediation Board</b>	<b>21</b>	<b>86.6%</b>	<b>0.0%</b>	<b>13.4%</b>	<b>0</b>
2010 National Mediation Board	22	78.3%	17.6%	4.1%	0
2008 National Mediation Board	22	74.3%	6.5%	19.3%	1
2006 National Mediation Board	28	89.4%	0.0%	10.6%	1

*43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 National Mediation Board</b>	<b>20</b>	<b>77.5%</b>	<b>0.0%</b>	<b>22.5%</b>	<b>0</b>
2010 National Mediation Board	22	73.3%	12.9%	13.8%	0
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

*44. Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 National Mediation Board</b>	<b>21</b>	<b>65.3%</b>	<b>16.9%</b>	<b>17.8%</b>	<b>0</b>
2010 National Mediation Board	22	64.3%	21.8%	13.8%	0
2008 National Mediation Board	23	54.2%	16.1%	29.7%	0
2006 National Mediation Board	29	74.7%	16.7%	8.6%	0

*45. My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 National Mediation Board</b>	<b>18</b>	<b>76.6%</b>	<b>14.4%</b>	<b>8.9%</b>	<b>3</b>
2010 National Mediation Board	22	72.4%	19.4%	8.2%	0
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

*46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 National Mediation Board</b>	<b>21</b>	<b>65.3%</b>	<b>13.1%</b>	<b>21.6%</b>	<b>0</b>
2010 National Mediation Board	22	72.4%	9.0%	18.5%	0
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

# National Mediation Board

## *Trend Report*

### My Supervisor/Team Leader (continued)

**47. Supervisors/team leaders in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 National Mediation Board</b>	<b>21</b>	<b>70.4%</b>	<b>7.9%</b>	<b>21.7%</b>	<b>0</b>
2010 National Mediation Board	22	72.4%	17.8%	9.7%	0
2008 National Mediation Board	23	76.6%	0.0%	23.4%	0
2006 National Mediation Board	29	81.5%	7.0%	11.5%	0

**48. My supervisor/team leader listens to what I have to say.**

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>68.8%</b>	<b>13.4%</b>	<b>17.8%</b>
2010 National Mediation Board	22	90.3%	0.0%	9.7%
2008 National Mediation Board	--	--	--	--
2006 National Mediation Board	--	--	--	--

**49. My supervisor/team leader treats me with respect.**

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>88.1%</b>	<b>0.0%</b>	<b>11.9%</b>
2010 National Mediation Board	22	86.6%	9.2%	4.1%
2008 National Mediation Board	--	--	--	--
2006 National Mediation Board	--	--	--	--

**50. In the last six months, my supervisor/team leader has talked with me about my performance.**

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>83.9%</b>	<b>11.7%</b>	<b>4.4%</b>
2010 National Mediation Board	22	78.3%	5.6%	16.1%
2008 National Mediation Board	--	--	--	--
2006 National Mediation Board	--	--	--	--

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>67.3%</b>	<b>15.5%</b>	<b>17.1%</b>
2010 National Mediation Board	22	68.8%	23.5%	7.7%
2008 National Mediation Board	23	58.6%	17.9%	23.5%
2006 National Mediation Board	29	66.5%	18.6%	14.9%

# National Mediation Board

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>71.2%</b>	<b>20.7%</b>	<b>8.1%</b>
2010 National Mediation Board	22	68.8%	17.6%	13.5%
2008 National Mediation Board	23	63.2%	14.7%	22.2%
2006 National Mediation Board	29	71.2%	22.7%	6.1%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 National Mediation Board</b>	<b>21</b>	<b>48.9%</b>	<b>22.0%</b>	<b>29.1%</b>	<b>0</b>
2010 National Mediation Board	21	42.5%	42.8%	14.6%	1
2008 National Mediation Board	23	34.4%	30.4%	35.2%	0
2006 National Mediation Board	29	44.3%	34.4%	21.3%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 National Mediation Board</b>	<b>19</b>	<b>54.2%</b>	<b>24.5%</b>	<b>21.4%</b>	<b>2</b>
2010 National Mediation Board	20	51.2%	29.7%	19.1%	2
2008 National Mediation Board	23	44.6%	24.4%	31.0%	0
2006 National Mediation Board	28	49.0%	31.1%	19.9%	1

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 National Mediation Board</b>	<b>21</b>	<b>49.0%</b>	<b>29.7%</b>	<b>21.3%</b>	<b>0</b>
2010 National Mediation Board	21	56.8%	28.7%	14.5%	1
2008 National Mediation Board	23	63.6%	12.9%	23.4%	0
2006 National Mediation Board	28	58.4%	29.2%	12.4%	1

# National Mediation Board

## Trend Report

### Leadership (continued)

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 National Mediation Board</b>	<b>21</b>	<b>63.2%</b>	<b>5.8%</b>	<b>31.0%</b>	<b>0</b>
2010 National Mediation Board	21	62.3%	33.3%	4.4%	1
2008 National Mediation Board	23	62.5%	5.3%	32.2%	0
2006 National Mediation Board	29	57.9%	22.9%	19.1%	0

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 National Mediation Board</b>	<b>20</b>	<b>56.1%</b>	<b>10.9%</b>	<b>33.1%</b>	<b>1</b>
2010 National Mediation Board	20	64.5%	30.9%	4.6%	2
2008 National Mediation Board	22	66.1%	14.1%	19.9%	1
2006 National Mediation Board	29	59.2%	26.1%	14.6%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 National Mediation Board</b>	<b>20</b>	<b>42.4%</b>	<b>4.5%</b>	<b>53.0%</b>	<b>1</b>
2010 National Mediation Board	20	40.1%	49.4%	10.5%	1
2008 National Mediation Board	23	47.6%	19.7%	32.6%	0
2006 National Mediation Board	29	50.3%	22.6%	27.1%	0

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 National Mediation Board</b>	<b>21</b>	<b>50.5%</b>	<b>18.3%</b>	<b>31.1%</b>	<b>0</b>
2010 National Mediation Board	21	34.2%	51.9%	13.9%	1
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 National Mediation Board</b>	<b>21</b>	<b>49.0%</b>	<b>39.0%</b>	<b>11.9%</b>	<b>0</b>
2010 National Mediation Board	20	59.2%	31.8%	9.0%	2
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

# National Mediation Board

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 National Mediation Board</b>	<b>20</b>	<b>56.1%</b>	<b>14.8%</b>	<b>29.1%</b>	<b>1</b>
2010 National Mediation Board	21	53.2%	33.0%	13.8%	1
2008 National Mediation Board	23	49.2%	16.7%	34.2%	0
2006 National Mediation Board	29	53.8%	23.5%	22.7%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 National Mediation Board</b>	<b>20</b>	<b>61.1%</b>	<b>4.5%</b>	<b>34.3%</b>	<b>0</b>
2010 National Mediation Board	22	48.9%	36.0%	15.1%	0
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>63.0%</b>	<b>21.4%</b>	<b>15.7%</b>
2010 National Mediation Board	22	66.9%	29.0%	4.1%
2008 National Mediation Board	23	67.0%	5.3%	27.7%
2006 National Mediation Board	29	64.1%	13.0%	22.9%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>50.7%</b>	<b>16.6%</b>	<b>32.7%</b>
2010 National Mediation Board	22	49.5%	32.5%	18.0%
2008 National Mediation Board	23	63.6%	8.6%	27.8%
2006 National Mediation Board	29	52.5%	21.2%	26.2%

# National Mediation Board

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>65.3%</b>	<b>7.9%</b>	<b>26.8%</b>
2010 National Mediation Board	22	52.9%	39.0%	8.2%
2008 National Mediation Board	23	63.9%	12.5%	23.5%
2006 National Mediation Board	29	74.9%	12.8%	12.3%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>55.1%</b>	<b>16.0%</b>	<b>28.9%</b>
2010 National Mediation Board	21	42.4%	34.9%	22.7%
2008 National Mediation Board	23	44.9%	13.4%	41.7%
2006 National Mediation Board	29	56.2%	24.4%	19.4%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>35.9%</b>	<b>33.4%</b>	<b>30.7%</b>
2010 National Mediation Board	22	43.8%	19.9%	36.3%
2008 National Mediation Board	23	44.9%	18.6%	36.5%
2006 National Mediation Board	29	36.5%	30.8%	32.7%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>52.7%</b>	<b>27.7%</b>	<b>19.5%</b>
2010 National Mediation Board	22	62.7%	22.2%	15.1%
2008 National Mediation Board	23	49.3%	23.7%	27.0%
2006 National Mediation Board	29	81.0%	9.8%	9.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>69.1%</b>	<b>26.6%</b>	<b>4.4%</b>
2010 National Mediation Board	21	77.1%	14.7%	8.2%
2008 National Mediation Board	23	72.3%	9.7%	18.0%
2006 National Mediation Board	29	86.3%	8.1%	5.6%

# National Mediation Board

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>59.8%</b>	<b>11.7%</b>	<b>28.5%</b>
2010 National Mediation Board	22	53.6%	33.8%	12.7%
2008 National Mediation Board	23	59.3%	14.8%	25.9%
2006 National Mediation Board	29	63.3%	23.0%	13.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>63.2%</b>	<b>21.3%</b>	<b>15.5%</b>
2010 National Mediation Board	22	71.9%	16.3%	11.8%
2008 National Mediation Board	23	67.0%	9.6%	23.4%
2006 National Mediation Board	29	69.0%	15.7%	15.2%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>64.0%</b>	<b>30.8%</b>	<b>5.2%</b>
2010 National Mediation Board	--	--	--	--
2008 National Mediation Board	--	--	--	--
2006 National Mediation Board	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>0.0%</b>	<b>45.4%</b>	<b>5.8%</b>	<b>0.0%</b>
2010 National Mediation Board	--	--	--	--	--
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

(continued)

# National Mediation Board

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>4.5%</b>	<b>0.0%</b>	<b>35.2%</b>	<b>9.1%</b>
2010 National Mediation Board	--	--	--	--	--
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 National Mediation Board</b>	<b>20</b>	<b>32.3%</b>	<b>40.5%</b>	<b>27.2%</b>
2010 National Mediation Board	--	--	--	--
2008 National Mediation Board	--	--	--	--
2006 National Mediation Board	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>24.4%</b>	<b>61.6%</b>	<b>14.0%</b>
2010 National Mediation Board	--	--	--	--
2008 National Mediation Board	--	--	--	--
2006 National Mediation Board	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>4.4%</b>	<b>86.0%</b>	<b>9.6%</b>
2010 National Mediation Board	--	--	--	--
2008 National Mediation Board	--	--	--	--
2006 National Mediation Board	--	--	--	--

# National Mediation Board

## *Trend Report*

### Work/Life (continued)

77. *Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>0.0%</b>	<b>82.2%</b>	<b>17.8%</b>
2010 National Mediation Board	--	--	--	--
2008 National Mediation Board	--	--	--	--
2006 National Mediation Board	--	--	--	--

78. *Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)*

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 National Mediation Board</b>	<b>21</b>	<b>0.0%</b>	<b>82.2%</b>	<b>17.8%</b>
2010 National Mediation Board	--	--	--	--
2008 National Mediation Board	--	--	--	--
2006 National Mediation Board	--	--	--	--

79. *How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 National Mediation Board</b>	<b>19</b>	<b>34.1%</b>	<b>15.6%</b>	<b>50.3%</b>	<b>2</b>
2010 National Mediation Board	19	40.8%	35.6%	23.5%	2
2008 National Mediation Board	18	60.2%	21.8%	18.0%	5
2006 National Mediation Board	22	46.6%	37.9%	15.5%	7

80. *How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 National Mediation Board</b>	<b>13</b>	<b>54.9%</b>	<b>12.9%</b>	<b>32.2%</b>	<b>7</b>
2010 National Mediation Board	18	62.8%	25.6%	11.6%	4
2008 National Mediation Board	14	71.7%	28.3%	0.0%	9
2006 National Mediation Board	21	81.1%	14.8%	4.1%	8

# National Mediation Board

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 National Mediation Board</b>	<b>11</b>	<b>37.4%</b>	<b>41.0%</b>	<b>21.6%</b>	<b>10</b>
2010 National Mediation Board	18	78.2%	14.8%	7.0%	2
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 National Mediation Board</b>	<b>7</b>	<b>27.2%</b>	<b>72.8%</b>	<b>0.0%</b>	<b>14</b>
2010 National Mediation Board	15	60.1%	25.5%	14.4%	6
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 National Mediation Board</b>	<b>4</b>	<b>0.0%</b>	<b>78.9%</b>	<b>21.1%</b>	<b>17</b>
2010 National Mediation Board	11	18.8%	81.2%	0.0%	10
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 National Mediation Board</b>	<b>3</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>18</b>
2010 National Mediation Board	11	18.8%	81.2%	0.0%	10
2008 National Mediation Board	--	--	--	--	--
2006 National Mediation Board	--	--	--	--	--



# National Transportation Safety Board

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 National Transportation Safety Board</b>	<b>220</b>
2010 National Transportation Safety Board	250
2008 National Transportation Safety Board	226
2006 National Transportation Safety Board	236

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 National Transportation Safety Board</b>	<b>219</b>	<b>67.2%</b>	<b>11.1%</b>	<b>21.7%</b>
2010 National Transportation Safety Board	250	66.4%	17.2%	16.4%
2008 National Transportation Safety Board	226	59.9%	20.5%	19.6%
2006 National Transportation Safety Board	236	64.1%	19.1%	16.8%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 National Transportation Safety Board</b>	<b>220</b>	<b>71.3%</b>	<b>13.3%</b>	<b>15.3%</b>
2010 National Transportation Safety Board	250	76.8%	10.1%	13.1%
2008 National Transportation Safety Board	226	73.6%	16.2%	10.3%
2006 National Transportation Safety Board	236	73.2%	13.7%	13.2%

# National Transportation Safety Board

## *Trend Report*

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 National Transportation Safety Board</b>	<b>219</b>	<b>63.1%</b>	<b>12.1%</b>	<b>24.8%</b>
2010 National Transportation Safety Board	248	62.1%	19.3%	18.6%
2008 National Transportation Safety Board	226	61.3%	19.2%	19.5%
2006 National Transportation Safety Board	236	56.9%	18.7%	24.4%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 National Transportation Safety Board</b>	<b>219</b>	<b>80.6%</b>	<b>9.7%</b>	<b>9.7%</b>
2010 National Transportation Safety Board	250	84.8%	10.7%	4.5%
2008 National Transportation Safety Board	226	84.9%	8.0%	7.1%
2006 National Transportation Safety Board	236	76.6%	13.1%	10.3%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 National Transportation Safety Board</b>	<b>220</b>	<b>89.3%</b>	<b>6.5%</b>	<b>4.1%</b>
2010 National Transportation Safety Board	249	88.9%	8.4%	2.7%
2008 National Transportation Safety Board	226	89.2%	7.2%	3.6%
2006 National Transportation Safety Board	236	87.5%	6.7%	5.8%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 National Transportation Safety Board</b>	<b>220</b>	<b>77.9%</b>	<b>10.8%</b>	<b>11.4%</b>
2010 National Transportation Safety Board	250	82.4%	10.4%	7.2%
2008 National Transportation Safety Board	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 National Transportation Safety Board</b>	<b>219</b>	<b>95.3%</b>	<b>3.7%</b>	<b>1.0%</b>
2010 National Transportation Safety Board	249	98.8%	0.9%	0.4%
2008 National Transportation Safety Board	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--

# National Transportation Safety Board

## Trend Report

### My Work Experience (continued)

**8. I am constantly looking for ways to do my job better.**

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 National Transportation Safety Board</b>	<b>220</b>	<b>90.8%</b>	<b>6.3%</b>	<b>2.9%</b>
2010 National Transportation Safety Board	250	90.8%	7.2%	2.0%
2008 National Transportation Safety Board	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--

**9. I have sufficient resources (for example, people, materials, budget) to get my job done.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 National Transportation Safety Board</b>	<b>219</b>	<b>51.2%</b>	<b>14.8%</b>	<b>33.9%</b>	<b>1</b>
2010 National Transportation Safety Board	249	53.7%	16.9%	29.4%	1
2008 National Transportation Safety Board	226	48.8%	16.7%	34.5%	0
2006 National Transportation Safety Board	231	43.0%	16.2%	40.8%	5

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 National Transportation Safety Board</b>	<b>218</b>	<b>63.3%</b>	<b>14.4%</b>	<b>22.2%</b>	<b>1</b>
2010 National Transportation Safety Board	249	64.0%	15.5%	20.5%	1
2008 National Transportation Safety Board	225	55.5%	18.8%	25.7%	1
2006 National Transportation Safety Board	234	54.4%	22.6%	22.9%	2

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 National Transportation Safety Board</b>	<b>216</b>	<b>61.8%</b>	<b>11.3%</b>	<b>26.8%</b>	<b>2</b>
2010 National Transportation Safety Board	247	66.7%	10.8%	22.5%	1
2008 National Transportation Safety Board	224	64.0%	15.2%	20.9%	2
2006 National Transportation Safety Board	232	57.1%	15.8%	27.1%	4

**12. I know how my work relates to the agency's goals and priorities.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 National Transportation Safety Board</b>	<b>218</b>	<b>88.7%</b>	<b>6.5%</b>	<b>4.8%</b>	<b>2</b>
2010 National Transportation Safety Board	249	89.6%	7.0%	3.5%	0
2008 National Transportation Safety Board	226	88.9%	5.6%	5.5%	0
2006 National Transportation Safety Board	233	85.2%	10.4%	4.4%	3

# National Transportation Safety Board

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 National Transportation Safety Board</b>	<b>219</b>	<b>91.9%</b>	<b>5.8%</b>	<b>2.3%</b>	<b>1</b>
2010 National Transportation Safety Board	250	93.9%	4.1%	2.0%	0
2008 National Transportation Safety Board	225	94.0%	4.3%	1.8%	1
2006 National Transportation Safety Board	235	94.0%	3.8%	2.2%	1

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 National Transportation Safety Board</b>	<b>215</b>	<b>83.8%</b>	<b>8.0%</b>	<b>8.1%</b>	<b>3</b>
2010 National Transportation Safety Board	248	83.6%	10.9%	5.5%	1
2008 National Transportation Safety Board	224	82.9%	7.7%	9.4%	2
2006 National Transportation Safety Board	234	77.2%	10.4%	12.5%	2

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 National Transportation Safety Board</b>	<b>216</b>	<b>76.1%</b>	<b>8.6%</b>	<b>15.3%</b>	<b>3</b>
2010 National Transportation Safety Board	249	73.5%	14.1%	12.4%	1
2008 National Transportation Safety Board	224	73.3%	12.6%	14.2%	2
2006 National Transportation Safety Board	231	68.3%	15.6%	16.1%	5

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 National Transportation Safety Board</b>	<b>216</b>	<b>87.9%</b>	<b>8.9%</b>	<b>3.2%</b>	<b>3</b>
2010 National Transportation Safety Board	249	87.7%	9.0%	3.3%	1
2008 National Transportation Safety Board	226	90.7%	6.6%	2.7%	0
2006 National Transportation Safety Board	235	84.0%	11.5%	4.6%	1

# National Transportation Safety Board

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 National Transportation Safety Board</b>	<b>207</b>	<b>63.1%</b>	<b>19.6%</b>	<b>17.3%</b>	<b>13</b>
2010 National Transportation Safety Board	236	62.8%	23.7%	13.5%	14
2008 National Transportation Safety Board	196	61.4%	17.9%	20.6%	30
2006 National Transportation Safety Board	214	47.5%	30.2%	22.3%	22

*18. My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 National Transportation Safety Board</b>	<b>211</b>	<b>51.2%</b>	<b>19.8%</b>	<b>29.0%</b>	<b>5</b>
2010 National Transportation Safety Board	243	53.1%	18.8%	28.1%	5
2008 National Transportation Safety Board	226	53.6%	24.0%	22.4%	0
2006 National Transportation Safety Board	235	47.7%	26.0%	26.3%	1

*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 National Transportation Safety Board</b>	<b>218</b>	<b>72.6%</b>	<b>12.2%</b>	<b>15.2%</b>	<b>2</b>
2010 National Transportation Safety Board	246	71.7%	15.3%	13.0%	3
2008 National Transportation Safety Board	221	72.3%	17.0%	10.7%	5
2006 National Transportation Safety Board	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 National Transportation Safety Board</b>	<b>217</b>	<b>78.1%</b>	<b>12.8%</b>	<b>9.1%</b>
2010 National Transportation Safety Board	240	85.3%	9.9%	4.8%
2008 National Transportation Safety Board	226	88.4%	6.3%	5.2%
2006 National Transportation Safety Board	236	84.7%	9.0%	6.2%

# National Transportation Safety Board

## Trend Report

### My Work Unit (continued)

21. *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 National Transportation Safety Board</b>	<b>208</b>	<b>53.0%</b>	<b>21.0%</b>	<b>26.0%</b>	<b>11</b>
2010 National Transportation Safety Board	242	46.2%	28.1%	25.7%	8
2008 National Transportation Safety Board	221	52.9%	23.7%	23.5%	5
2006 National Transportation Safety Board	231	44.0%	24.7%	31.3%	5

22. *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 National Transportation Safety Board</b>	<b>206</b>	<b>51.3%</b>	<b>19.5%</b>	<b>29.2%</b>	<b>13</b>
2010 National Transportation Safety Board	231	49.7%	25.4%	24.9%	19
2008 National Transportation Safety Board	220	50.1%	19.1%	30.9%	6
2006 National Transportation Safety Board	224	47.5%	25.1%	27.3%	12

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 National Transportation Safety Board</b>	<b>196</b>	<b>42.8%</b>	<b>31.5%</b>	<b>25.7%</b>	<b>24</b>
2010 National Transportation Safety Board	231	38.9%	27.8%	33.3%	18
2008 National Transportation Safety Board	202	42.7%	27.5%	29.8%	24
2006 National Transportation Safety Board	224	33.3%	26.8%	39.9%	12

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 National Transportation Safety Board</b>	<b>204</b>	<b>45.1%</b>	<b>24.0%</b>	<b>31.0%</b>	<b>14</b>
2010 National Transportation Safety Board	237	47.9%	27.2%	24.9%	13
2008 National Transportation Safety Board	211	42.6%	29.9%	27.4%	15
2006 National Transportation Safety Board	223	37.6%	34.1%	28.3%	13

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 National Transportation Safety Board</b>	<b>207</b>	<b>57.5%</b>	<b>19.5%</b>	<b>23.0%</b>	<b>13</b>
2010 National Transportation Safety Board	239	57.2%	26.3%	16.5%	11
2008 National Transportation Safety Board	221	57.4%	20.2%	22.4%	5
2006 National Transportation Safety Board	220	59.0%	17.6%	23.5%	16

# National Transportation Safety Board

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 National Transportation Safety Board</b>	<b>217</b>	<b>76.4%</b>	<b>11.2%</b>	<b>12.4%</b>	<b>2</b>
2010 National Transportation Safety Board	249	75.1%	10.0%	14.9%	0
2008 National Transportation Safety Board	225	82.1%	7.7%	10.2%	1
2006 National Transportation Safety Board	235	72.2%	11.6%	16.3%	1

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 National Transportation Safety Board</b>	<b>209</b>	<b>57.6%</b>	<b>23.5%</b>	<b>18.8%</b>	<b>10</b>
2010 National Transportation Safety Board	243	54.1%	33.3%	12.6%	5
2008 National Transportation Safety Board	220	51.0%	33.3%	15.7%	6
2006 National Transportation Safety Board	231	43.1%	35.6%	21.4%	5

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 National Transportation Safety Board</b>	<b>220</b>	<b>86.5%</b>	<b>9.3%</b>	<b>4.3%</b>
2010 National Transportation Safety Board	249	91.7%	6.8%	1.6%
2008 National Transportation Safety Board	226	90.5%	7.7%	1.8%
2006 National Transportation Safety Board	236	85.3%	10.2%	4.4%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 National Transportation Safety Board</b>	<b>215</b>	<b>77.0%</b>	<b>16.2%</b>	<b>6.8%</b>	<b>2</b>
2010 National Transportation Safety Board	247	80.5%	12.9%	6.6%	2
2008 National Transportation Safety Board	224	79.5%	13.5%	7.0%	2
2006 National Transportation Safety Board	232	77.8%	10.1%	12.0%	4

# National Transportation Safety Board

## *Trend Report*

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 National Transportation Safety Board</b>	<b>212</b>	<b>55.3%</b>	<b>22.2%</b>	<b>22.5%</b>	<b>5</b>
2010 National Transportation Safety Board	239	61.1%	22.2%	16.8%	8
2008 National Transportation Safety Board	220	51.1%	25.8%	23.0%	6
2006 National Transportation Safety Board	232	43.0%	22.8%	34.2%	4

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 National Transportation Safety Board</b>	<b>210</b>	<b>65.2%</b>	<b>18.5%</b>	<b>16.4%</b>	<b>6</b>
2010 National Transportation Safety Board	246	70.1%	18.4%	11.4%	3
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 National Transportation Safety Board</b>	<b>212</b>	<b>50.7%</b>	<b>22.1%</b>	<b>27.3%</b>	<b>3</b>
2010 National Transportation Safety Board	242	51.6%	30.3%	18.1%	6
2008 National Transportation Safety Board	220	52.0%	25.8%	22.1%	6
2006 National Transportation Safety Board	229	38.9%	25.6%	35.5%	7

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 National Transportation Safety Board</b>	<b>204</b>	<b>39.8%</b>	<b>30.9%</b>	<b>29.3%</b>	<b>12</b>
2010 National Transportation Safety Board	236	43.9%	28.3%	27.8%	13
2008 National Transportation Safety Board	215	45.8%	26.4%	27.7%	11
2006 National Transportation Safety Board	224	39.7%	31.1%	29.2%	12

# National Transportation Safety Board

## *Trend Report*

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 National Transportation Safety Board</b>	<b>207</b>	<b>63.8%</b>	<b>19.9%</b>	<b>16.2%</b>	<b>9</b>
2010 National Transportation Safety Board	233	51.9%	29.2%	18.9%	14
2008 National Transportation Safety Board	202	62.9%	26.5%	10.7%	24
2006 National Transportation Safety Board	217	46.6%	38.0%	15.4%	19

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 National Transportation Safety Board</b>	<b>214</b>	<b>85.6%</b>	<b>10.0%</b>	<b>4.4%</b>	<b>3</b>
2010 National Transportation Safety Board	245	88.8%	8.0%	3.2%	2
2008 National Transportation Safety Board	224	88.4%	7.2%	4.4%	2
2006 National Transportation Safety Board	234	83.6%	8.8%	7.6%	2

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 National Transportation Safety Board</b>	<b>209</b>	<b>73.4%</b>	<b>18.7%</b>	<b>7.9%</b>	<b>5</b>
2010 National Transportation Safety Board	240	70.6%	18.0%	11.5%	7
2008 National Transportation Safety Board	215	82.6%	12.5%	4.8%	11
2006 National Transportation Safety Board	234	84.6%	9.8%	5.5%	2

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 National Transportation Safety Board</b>	<b>207</b>	<b>56.1%</b>	<b>21.4%</b>	<b>22.5%</b>	<b>10</b>
2010 National Transportation Safety Board	233	54.2%	24.6%	21.3%	14
2008 National Transportation Safety Board	196	56.3%	18.8%	24.9%	30
2006 National Transportation Safety Board	215	46.2%	25.4%	28.4%	21

# National Transportation Safety Board

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 National Transportation Safety Board</b>	<b>198</b>	<b>71.7%</b>	<b>16.4%</b>	<b>11.9%</b>	<b>16</b>
2010 National Transportation Safety Board	226	68.4%	22.1%	9.5%	22
2008 National Transportation Safety Board	194	72.3%	17.5%	10.1%	32
2006 National Transportation Safety Board	206	66.9%	20.2%	12.9%	30

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 National Transportation Safety Board</b>	<b>215</b>	<b>91.9%</b>	<b>5.4%</b>	<b>2.7%</b>	<b>2</b>
2010 National Transportation Safety Board	243	92.8%	5.1%	2.2%	2
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 National Transportation Safety Board</b>	<b>216</b>	<b>74.3%</b>	<b>16.8%</b>	<b>8.9%</b>
2010 National Transportation Safety Board	247	80.4%	13.6%	6.1%
2008 National Transportation Safety Board	226	76.1%	15.4%	8.5%
2006 National Transportation Safety Board	236	66.7%	16.8%	16.4%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 National Transportation Safety Board</b>	<b>191</b>	<b>55.6%</b>	<b>24.5%</b>	<b>19.9%</b>	<b>26</b>
2010 National Transportation Safety Board	232	49.5%	26.4%	24.1%	16
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

# National Transportation Safety Board

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 National Transportation Safety Board</b>	<b>216</b>	<b>81.0%</b>	<b>7.6%</b>	<b>11.4%</b>	<b>0</b>
2010 National Transportation Safety Board	246	84.4%	9.9%	5.7%	2
2008 National Transportation Safety Board	226	81.6%	8.9%	9.6%	0
2006 National Transportation Safety Board	234	81.2%	9.7%	9.1%	2

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 National Transportation Safety Board</b>	<b>215</b>	<b>65.1%</b>	<b>13.1%</b>	<b>21.8%</b>	<b>1</b>
2010 National Transportation Safety Board	247	72.7%	11.8%	15.5%	1
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 National Transportation Safety Board</b>	<b>214</b>	<b>63.6%</b>	<b>15.8%</b>	<b>20.6%</b>	<b>1</b>
2010 National Transportation Safety Board	244	60.7%	21.1%	18.2%	3
2008 National Transportation Safety Board	223	55.8%	26.5%	17.7%	3
2006 National Transportation Safety Board	231	56.3%	22.9%	20.8%	5

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 National Transportation Safety Board</b>	<b>201</b>	<b>65.8%</b>	<b>23.1%</b>	<b>11.1%</b>	<b>12</b>
2010 National Transportation Safety Board	226	64.8%	27.5%	7.7%	21
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 National Transportation Safety Board</b>	<b>215</b>	<b>62.1%</b>	<b>19.6%</b>	<b>18.3%</b>	<b>0</b>
2010 National Transportation Safety Board	245	58.6%	23.4%	18.0%	2
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

# National Transportation Safety Board

## Trend Report

### My Supervisor/Team Leader (continued)

**47. Supervisors/team leaders in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 National Transportation Safety Board</b>	<b>212</b>	<b>65.5%</b>	<b>17.2%</b>	<b>17.3%</b>	<b>3</b>
2010 National Transportation Safety Board	244	64.2%	19.1%	16.8%	2
2008 National Transportation Safety Board	225	68.5%	12.8%	18.7%	1
2006 National Transportation Safety Board	230	63.1%	22.9%	14.0%	6

**48. My supervisor/team leader listens to what I have to say.**

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 National Transportation Safety Board</b>	<b>216</b>	<b>69.7%</b>	<b>16.8%</b>	<b>13.4%</b>
2010 National Transportation Safety Board	248	76.2%	13.1%	10.7%
2008 National Transportation Safety Board	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--

**49. My supervisor/team leader treats me with respect.**

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 National Transportation Safety Board</b>	<b>215</b>	<b>76.1%</b>	<b>14.0%</b>	<b>9.9%</b>
2010 National Transportation Safety Board	247	82.4%	12.1%	5.4%
2008 National Transportation Safety Board	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--

**50. In the last six months, my supervisor/team leader has talked with me about my performance.**

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 National Transportation Safety Board</b>	<b>212</b>	<b>86.7%</b>	<b>4.8%</b>	<b>8.5%</b>
2010 National Transportation Safety Board	247	84.1%	6.1%	9.8%
2008 National Transportation Safety Board	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 National Transportation Safety Board</b>	<b>215</b>	<b>64.6%</b>	<b>15.9%</b>	<b>19.5%</b>
2010 National Transportation Safety Board	246	61.5%	23.3%	15.2%
2008 National Transportation Safety Board	226	65.2%	16.6%	18.3%
2006 National Transportation Safety Board	236	58.9%	16.5%	24.6%

# National Transportation Safety Board

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 National Transportation Safety Board</b>	<b>214</b>	<b>67.4%</b>	<b>19.1%</b>	<b>13.5%</b>
2010 National Transportation Safety Board	245	68.1%	21.4%	10.6%
2008 National Transportation Safety Board	226	65.9%	20.8%	13.3%
2006 National Transportation Safety Board	236	59.3%	25.8%	14.9%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 National Transportation Safety Board</b>	<b>210</b>	<b>51.3%</b>	<b>23.4%</b>	<b>25.2%</b>	<b>2</b>
2010 National Transportation Safety Board	246	48.5%	23.7%	27.8%	1
2008 National Transportation Safety Board	221	40.7%	35.2%	24.1%	5
2006 National Transportation Safety Board	233	29.5%	31.8%	38.7%	3

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 National Transportation Safety Board</b>	<b>205</b>	<b>63.5%</b>	<b>18.5%</b>	<b>18.0%</b>	<b>6</b>
2010 National Transportation Safety Board	242	57.0%	25.4%	17.6%	5
2008 National Transportation Safety Board	213	53.7%	25.4%	20.9%	13
2006 National Transportation Safety Board	230	44.8%	26.7%	28.5%	6

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 National Transportation Safety Board</b>	<b>201</b>	<b>61.8%</b>	<b>22.6%</b>	<b>15.6%</b>	<b>10</b>
2010 National Transportation Safety Board	232	59.8%	27.4%	12.8%	14
2008 National Transportation Safety Board	212	70.9%	19.0%	10.1%	14
2006 National Transportation Safety Board	230	62.3%	22.9%	14.8%	6

# National Transportation Safety Board

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 National Transportation Safety Board</b>	<b>212</b>	<b>64.2%</b>	<b>16.5%</b>	<b>19.3%</b>	<b>1</b>
2010 National Transportation Safety Board	245	64.6%	20.2%	15.2%	1
2008 National Transportation Safety Board	226	69.0%	18.5%	12.5%	0
2006 National Transportation Safety Board	235	50.7%	22.2%	27.2%	1

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 National Transportation Safety Board</b>	<b>198</b>	<b>65.8%</b>	<b>19.8%</b>	<b>14.5%</b>	<b>15</b>
2010 National Transportation Safety Board	236	65.5%	21.9%	12.6%	9
2008 National Transportation Safety Board	211	70.1%	19.0%	10.8%	15
2006 National Transportation Safety Board	225	50.5%	26.8%	22.7%	11

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 National Transportation Safety Board</b>	<b>207</b>	<b>56.0%</b>	<b>19.2%</b>	<b>24.8%</b>	<b>2</b>
2010 National Transportation Safety Board	242	52.0%	22.3%	25.7%	4
2008 National Transportation Safety Board	223	58.0%	20.8%	21.2%	3
2006 National Transportation Safety Board	236	50.2%	21.3%	28.5%	0

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 National Transportation Safety Board</b>	<b>205</b>	<b>62.0%</b>	<b>21.1%</b>	<b>16.9%</b>	<b>4</b>
2010 National Transportation Safety Board	240	60.5%	20.5%	19.0%	3
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 National Transportation Safety Board</b>	<b>205</b>	<b>58.6%</b>	<b>22.0%</b>	<b>19.4%</b>	<b>7</b>
2010 National Transportation Safety Board	240	56.9%	25.4%	17.8%	6
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

# National Transportation Safety Board

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 National Transportation Safety Board</b>	<b>213</b>	<b>60.3%</b>	<b>18.4%</b>	<b>21.3%</b>	<b>1</b>
2010 National Transportation Safety Board	243	57.4%	20.1%	22.5%	1
2008 National Transportation Safety Board	224	54.5%	21.5%	24.0%	2
2006 National Transportation Safety Board	235	42.0%	24.9%	33.1%	1

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 National Transportation Safety Board</b>	<b>208</b>	<b>67.4%</b>	<b>16.8%</b>	<b>15.8%</b>	<b>6</b>
2010 National Transportation Safety Board	234	64.5%	23.8%	11.7%	13
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 National Transportation Safety Board</b>	<b>212</b>	<b>56.9%</b>	<b>19.7%</b>	<b>23.4%</b>
2010 National Transportation Safety Board	246	58.4%	24.1%	17.5%
2008 National Transportation Safety Board	226	53.3%	21.0%	25.7%
2006 National Transportation Safety Board	236	49.4%	22.9%	27.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 National Transportation Safety Board</b>	<b>212</b>	<b>55.6%</b>	<b>22.9%</b>	<b>21.5%</b>
2010 National Transportation Safety Board	245	52.1%	23.5%	24.4%
2008 National Transportation Safety Board	226	53.3%	22.4%	24.3%
2006 National Transportation Safety Board	236	42.8%	26.6%	30.6%

# National Transportation Safety Board

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 National Transportation Safety Board</b>	<b>212</b>	<b>61.3%</b>	<b>16.3%</b>	<b>22.4%</b>
2010 National Transportation Safety Board	245	63.8%	20.0%	16.2%
2008 National Transportation Safety Board	226	63.8%	16.2%	20.0%
2006 National Transportation Safety Board	236	57.2%	17.8%	25.0%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 National Transportation Safety Board</b>	<b>211</b>	<b>48.2%</b>	<b>25.2%</b>	<b>26.6%</b>
2010 National Transportation Safety Board	245	47.4%	29.1%	23.5%
2008 National Transportation Safety Board	226	48.3%	26.7%	25.0%
2006 National Transportation Safety Board	236	37.8%	28.2%	34.0%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 National Transportation Safety Board</b>	<b>212</b>	<b>44.0%</b>	<b>27.6%</b>	<b>28.4%</b>
2010 National Transportation Safety Board	244	43.5%	27.6%	28.9%
2008 National Transportation Safety Board	226	36.8%	36.2%	27.0%
2006 National Transportation Safety Board	236	33.2%	33.2%	33.6%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 National Transportation Safety Board</b>	<b>211</b>	<b>50.6%</b>	<b>19.2%</b>	<b>30.2%</b>
2010 National Transportation Safety Board	246	49.3%	21.4%	29.3%
2008 National Transportation Safety Board	226	54.7%	21.5%	23.8%
2006 National Transportation Safety Board	236	51.4%	25.3%	23.3%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 National Transportation Safety Board</b>	<b>211</b>	<b>72.1%</b>	<b>13.1%</b>	<b>14.7%</b>
2010 National Transportation Safety Board	244	77.4%	14.0%	8.7%
2008 National Transportation Safety Board	226	80.5%	11.0%	8.5%
2006 National Transportation Safety Board	236	68.3%	14.9%	16.8%

# National Transportation Safety Board

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 National Transportation Safety Board</b>	<b>211</b>	<b>70.1%</b>	<b>12.3%</b>	<b>17.6%</b>
2010 National Transportation Safety Board	245	76.8%	11.5%	11.6%
2008 National Transportation Safety Board	226	71.4%	13.9%	14.8%
2006 National Transportation Safety Board	236	75.0%	10.8%	14.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 National Transportation Safety Board</b>	<b>212</b>	<b>69.0%</b>	<b>17.1%</b>	<b>13.8%</b>
2010 National Transportation Safety Board	246	76.7%	14.8%	8.5%
2008 National Transportation Safety Board	226	72.7%	12.8%	14.5%
2006 National Transportation Safety Board	236	61.4%	16.9%	21.6%

### Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 National Transportation Safety Board</b>	<b>210</b>	<b>85.2%</b>	<b>11.2%</b>	<b>3.5%</b>
2010 National Transportation Safety Board	--	--	--	--
2008 National Transportation Safety Board	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--

73. *Please select the response below that BEST describes your current teleworking situation:*

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 National Transportation Safety Board</b>	<b>209</b>	<b>27.7%</b>	<b>22.1%</b>	<b>5.6%</b>	<b>20.1%</b>
2010 National Transportation Safety Board	--	--	--	--	--
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

(continued)

# National Transportation Safety Board

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 National Transportation Safety Board</b>	<b>209</b>	<b>2.6%</b>	<b>2.6%</b>	<b>5.5%</b>	<b>13.8%</b>
2010 National Transportation Safety Board	--	--	--	--	--
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 National Transportation Safety Board</b>	<b>212</b>	<b>60.6%</b>	<b>36.4%</b>	<b>3.0%</b>
2010 National Transportation Safety Board	--	--	--	--
2008 National Transportation Safety Board	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 National Transportation Safety Board</b>	<b>212</b>	<b>25.8%</b>	<b>62.9%</b>	<b>11.3%</b>
2010 National Transportation Safety Board	--	--	--	--
2008 National Transportation Safety Board	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 National Transportation Safety Board</b>	<b>211</b>	<b>22.3%</b>	<b>76.7%</b>	<b>1.0%</b>
2010 National Transportation Safety Board	--	--	--	--
2008 National Transportation Safety Board	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--

# National Transportation Safety Board

## *Trend Report*

### Work/Life (continued)

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 National Transportation Safety Board</b>	<b>211</b>	<b>1.1%</b>	<b>83.7%</b>	<b>15.2%</b>
2010 National Transportation Safety Board	--	--	--	--
2008 National Transportation Safety Board	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 National Transportation Safety Board</b>	<b>212</b>	<b>1.5%</b>	<b>81.7%</b>	<b>16.8%</b>
2010 National Transportation Safety Board	--	--	--	--
2008 National Transportation Safety Board	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 National Transportation Safety Board</b>	<b>192</b>	<b>80.8%</b>	<b>13.2%</b>	<b>6.0%</b>	<b>20</b>
2010 National Transportation Safety Board	216	78.0%	12.7%	9.3%	26
2008 National Transportation Safety Board	183	66.9%	20.8%	12.3%	43
2006 National Transportation Safety Board	184	48.2%	21.4%	30.4%	52

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)**

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 National Transportation Safety Board</b>	<b>176</b>	<b>87.3%</b>	<b>10.2%</b>	<b>2.5%</b>	<b>35</b>
2010 National Transportation Safety Board	217	90.5%	8.2%	1.3%	25
2008 National Transportation Safety Board	207	85.5%	9.8%	4.7%	19
2006 National Transportation Safety Board	216	70.4%	15.8%	13.7%	20

# National Transportation Safety Board

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 National Transportation Safety Board</b>	<b>127</b>	<b>64.1%</b>	<b>25.3%</b>	<b>10.7%</b>	<b>84</b>
2010 National Transportation Safety Board	205	58.9%	30.7%	10.4%	36
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 National Transportation Safety Board</b>	<b>120</b>	<b>63.4%</b>	<b>32.5%</b>	<b>4.0%</b>	<b>92</b>
2010 National Transportation Safety Board	159	60.2%	34.3%	5.5%	83
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 National Transportation Safety Board</b>	<b>64</b>	<b>24.1%</b>	<b>60.7%</b>	<b>15.2%</b>	<b>147</b>
2010 National Transportation Safety Board	90	13.2%	67.8%	19.0%	153
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 National Transportation Safety Board</b>	<b>65</b>	<b>26.3%</b>	<b>59.8%</b>	<b>13.9%</b>	<b>147</b>
2010 National Transportation Safety Board	91	18.2%	64.7%	17.1%	151
2008 National Transportation Safety Board	--	--	--	--	--
2006 National Transportation Safety Board	--	--	--	--	--



# Occupational Safety and Health Review Commission

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>
2010 Occupational Safety and Health Review Commission	33
2008 Occupational Safety and Health Review Commission	30
2006 Occupational Safety and Health Review Commission	--

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>88.3%</b>	<b>8.9%</b>	<b>2.8%</b>
2010 Occupational Safety and Health Review Commission	33	72.4%	10.6%	17.0%
2008 Occupational Safety and Health Review Commission	30	77.2%	2.7%	20.1%
2006 Occupational Safety and Health Review Commission	--	--	--	--

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>91.1%</b>	<b>6.1%</b>	<b>2.8%</b>
2010 Occupational Safety and Health Review Commission	33	80.7%	13.1%	6.2%
2008 Occupational Safety and Health Review Commission	30	75.1%	18.5%	6.4%
2006 Occupational Safety and Health Review Commission	--	--	--	--

# Occupational Safety and Health Review Commission

## *Trend Report*

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>84.5%</b>	<b>7.6%</b>	<b>8.0%</b>
2010 Occupational Safety and Health Review Commission	32	71.6%	17.0%	11.4%
2008 Occupational Safety and Health Review Commission	30	61.1%	25.6%	13.2%
2006 Occupational Safety and Health Review Commission	--	--	--	--

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>94.6%</b>	<b>2.6%</b>	<b>2.8%</b>
2010 Occupational Safety and Health Review Commission	33	78.2%	10.0%	11.8%
2008 Occupational Safety and Health Review Commission	30	75.1%	5.5%	19.5%
2006 Occupational Safety and Health Review Commission	--	--	--	--

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>94.7%</b>	<b>2.5%</b>	<b>2.8%</b>
2010 Occupational Safety and Health Review Commission	33	84.1%	15.9%	0.0%
2008 Occupational Safety and Health Review Commission	30	100.0%	0.0%	0.0%
2006 Occupational Safety and Health Review Commission	--	--	--	--

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>92.5%</b>	<b>2.4%</b>	<b>5.1%</b>
2010 Occupational Safety and Health Review Commission	32	84.6%	9.3%	6.1%
2008 Occupational Safety and Health Review Commission	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Occupational Safety and Health Review Commission	33	100.0%	0.0%	0.0%
2008 Occupational Safety and Health Review Commission	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--

# Occupational Safety and Health Review Commission

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>97.2%</b>	<b>2.8%</b>	<b>0.0%</b>
2010 Occupational Safety and Health Review Commission	33	100.0%	0.0%	0.0%
2008 Occupational Safety and Health Review Commission	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>73.3%</b>	<b>12.4%</b>	<b>14.3%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	76.5%	13.4%	10.0%	0
2008 Occupational Safety and Health Review Commission	30	78.2%	18.8%	3.0%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>76.3%</b>	<b>17.8%</b>	<b>5.9%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	71.4%	10.0%	18.7%	0
2008 Occupational Safety and Health Review Commission	30	79.5%	8.2%	12.3%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>91.9%</b>	<b>0.0%</b>	<b>8.1%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	80.7%	5.1%	14.2%	0
2008 Occupational Safety and Health Review Commission	30	68.6%	12.1%	19.3%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>91.1%</b>	<b>6.3%</b>	<b>2.6%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	89.2%	8.0%	2.8%	0
2008 Occupational Safety and Health Review Commission	30	90.0%	0.0%	10.0%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

# Occupational Safety and Health Review Commission

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>85.8%</b>	<b>14.2%</b>	<b>0.0%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	97.6%	2.4%	0.0%	0
2008 Occupational Safety and Health Review Commission	30	90.6%	6.2%	3.2%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>91.7%</b>	<b>5.0%</b>	<b>3.3%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	85.1%	11.7%	3.3%	0
2008 Occupational Safety and Health Review Commission	30	94.3%	0.0%	5.7%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>80.1%</b>	<b>17.2%</b>	<b>2.7%</b>	<b>1</b>
2010 Occupational Safety and Health Review Commission	30	67.6%	13.9%	18.5%	2
2008 Occupational Safety and Health Review Commission	28	66.5%	13.8%	19.7%	2
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>93.9%</b>	<b>3.5%</b>	<b>2.6%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	32	94.6%	2.5%	2.9%	0
2008 Occupational Safety and Health Review Commission	30	91.1%	5.7%	3.2%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

# Occupational Safety and Health Review Commission

## *Trend Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>74.1%</b>	<b>13.3%</b>	<b>12.6%</b>	<b>1</b>
2010 Occupational Safety and Health Review Commission	30	65.4%	14.7%	20.0%	2
2008 Occupational Safety and Health Review Commission	28	52.9%	23.7%	23.4%	2
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>67.1%</b>	<b>16.1%</b>	<b>16.8%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	32	69.2%	18.7%	12.0%	0
2008 Occupational Safety and Health Review Commission	29	50.4%	20.9%	28.7%	1
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Occupational Safety and Health Review Commission</b>	<b>30</b>	<b>85.7%</b>	<b>11.4%</b>	<b>2.9%</b>	<b>3</b>
2010 Occupational Safety and Health Review Commission	28	73.1%	6.8%	20.1%	4
2008 Occupational Safety and Health Review Commission	27	79.7%	16.8%	3.5%	3
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>27</b>	<b>81.7%</b>	<b>4.5%</b>	<b>13.9%</b>
2010 Occupational Safety and Health Review Commission	32	78.8%	6.1%	15.2%
2008 Occupational Safety and Health Review Commission	30	80.7%	2.8%	16.5%
2006 Occupational Safety and Health Review Commission	--	--	--	--

# Occupational Safety and Health Review Commission

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>76.5%</b>	<b>15.4%</b>	<b>8.1%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	62.1%	17.2%	20.7%	0
2008 Occupational Safety and Health Review Commission	29	60.9%	28.8%	10.4%	1
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Occupational Safety and Health Review Commission</b>	<b>30</b>	<b>54.2%</b>	<b>37.0%</b>	<b>8.8%</b>	<b>3</b>
2010 Occupational Safety and Health Review Commission	29	48.3%	25.2%	26.6%	3
2008 Occupational Safety and Health Review Commission	29	53.7%	23.1%	23.2%	1
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Occupational Safety and Health Review Commission</b>	<b>30</b>	<b>70.0%</b>	<b>14.8%</b>	<b>15.2%</b>	<b>3</b>
2010 Occupational Safety and Health Review Commission	27	47.5%	21.3%	31.2%	6
2008 Occupational Safety and Health Review Commission	27	43.7%	24.4%	31.9%	3
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>80.1%</b>	<b>11.2%</b>	<b>8.8%</b>	<b>1</b>
2010 Occupational Safety and Health Review Commission	28	54.5%	22.1%	23.4%	5
2008 Occupational Safety and Health Review Commission	30	46.5%	30.7%	22.8%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>84.0%</b>	<b>10.8%</b>	<b>5.2%</b>	<b>1</b>
2010 Occupational Safety and Health Review Commission	28	67.0%	12.4%	20.5%	5
2008 Occupational Safety and Health Review Commission	29	64.9%	18.6%	16.5%	1
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

# Occupational Safety and Health Review Commission

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>89.0%</b>	<b>2.8%</b>	<b>8.2%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	73.8%	8.9%	17.2%	0
2008 Occupational Safety and Health Review Commission	30	71.6%	16.2%	12.2%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>80.4%</b>	<b>8.7%</b>	<b>10.9%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	32	60.0%	25.2%	14.8%	1
2008 Occupational Safety and Health Review Commission	29	61.8%	20.3%	17.8%	1
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>94.6%</b>	<b>5.4%</b>	<b>0.0%</b>
2010 Occupational Safety and Health Review Commission	33	91.6%	8.4%	0.0%
2008 Occupational Safety and Health Review Commission	30	80.3%	16.9%	2.9%
2006 Occupational Safety and Health Review Commission	--	--	--	--

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>87.6%</b>	<b>6.3%</b>	<b>6.1%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	80.7%	11.7%	7.6%	0
2008 Occupational Safety and Health Review Commission	30	88.1%	5.8%	6.1%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

# Occupational Safety and Health Review Commission

## *Trend Report*

### My Agency (continued)

#### 30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>77.4%</b>	<b>10.9%</b>	<b>11.7%</b>	<b>1</b>
2010 Occupational Safety and Health Review Commission	33	66.5%	22.7%	10.8%	0
2008 Occupational Safety and Health Review Commission	30	49.5%	31.2%	19.3%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>85.7%</b>	<b>8.9%</b>	<b>5.4%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	32	70.3%	15.3%	14.4%	0
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>76.7%</b>	<b>10.4%</b>	<b>12.9%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	66.9%	19.6%	13.5%	0
2008 Occupational Safety and Health Review Commission	29	55.3%	18.2%	26.5%	1
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Occupational Safety and Health Review Commission</b>	<b>29</b>	<b>55.1%</b>	<b>20.5%</b>	<b>24.4%</b>	<b>4</b>
2010 Occupational Safety and Health Review Commission	28	50.9%	17.1%	31.9%	4
2008 Occupational Safety and Health Review Commission	28	46.3%	26.7%	27.0%	2
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

# Occupational Safety and Health Review Commission

## *Trend Report*

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Occupational Safety and Health Review Commission</b>	<b>30</b>	<b>85.8%</b>	<b>11.4%</b>	<b>2.9%</b>	<b>3</b>
2010 Occupational Safety and Health Review Commission	30	71.8%	18.8%	9.4%	1
2008 Occupational Safety and Health Review Commission	29	61.0%	15.7%	23.3%	1
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>90.2%</b>	<b>5.4%</b>	<b>4.4%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	32	87.1%	10.0%	2.9%	0
2008 Occupational Safety and Health Review Commission	30	97.1%	0.0%	2.9%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>80.0%</b>	<b>7.5%</b>	<b>12.5%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	76.5%	11.3%	12.1%	0
2008 Occupational Safety and Health Review Commission	30	72.5%	24.5%	3.0%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>77.1%</b>	<b>8.4%</b>	<b>14.4%</b>	<b>1</b>
2010 Occupational Safety and Health Review Commission	30	65.5%	6.4%	28.2%	2
2008 Occupational Safety and Health Review Commission	27	54.3%	16.9%	28.9%	3
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

# Occupational Safety and Health Review Commission

## *Trend Report*

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>88.1%</b>	<b>5.6%</b>	<b>6.3%</b>	<b>1</b>
2010 Occupational Safety and Health Review Commission	30	67.9%	10.2%	21.9%	3
2008 Occupational Safety and Health Review Commission	27	67.8%	9.9%	22.3%	3
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>94.5%</b>	<b>2.8%</b>	<b>2.7%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	32	86.5%	10.7%	2.9%	0
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>88.3%</b>	<b>3.5%</b>	<b>8.2%</b>
2010 Occupational Safety and Health Review Commission	33	80.6%	3.5%	15.9%
2008 Occupational Safety and Health Review Commission	30	55.5%	25.3%	19.1%
2006 Occupational Safety and Health Review Commission	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Occupational Safety and Health Review Commission</b>	<b>31</b>	<b>67.9%</b>	<b>26.5%</b>	<b>5.6%</b>	<b>2</b>
2010 Occupational Safety and Health Review Commission	31	75.8%	14.6%	9.6%	2
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

# Occupational Safety and Health Review Commission

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>91.5%</b>	<b>5.9%</b>	<b>2.6%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	83.5%	5.1%	11.4%	0
2008 Occupational Safety and Health Review Commission	30	80.0%	12.8%	7.2%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>78.0%</b>	<b>13.0%</b>	<b>8.9%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	75.2%	10.9%	13.9%	0
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>80.5%</b>	<b>10.6%</b>	<b>8.9%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	32	76.1%	8.5%	15.4%	1
2008 Occupational Safety and Health Review Commission	29	57.6%	22.2%	20.2%	1
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Occupational Safety and Health Review Commission</b>	<b>31</b>	<b>79.9%</b>	<b>13.6%</b>	<b>6.5%</b>	<b>2</b>
2010 Occupational Safety and Health Review Commission	32	71.8%	18.9%	9.3%	0
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>86.1%</b>	<b>11.3%</b>	<b>2.6%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	32	75.9%	8.8%	15.3%	0
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

# Occupational Safety and Health Review Commission

## *Trend Report*

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>90.8%</b>	<b>2.8%</b>	<b>6.3%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	77.7%	5.1%	17.2%	0
2008 Occupational Safety and Health Review Commission	30	78.1%	2.9%	19.1%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>88.4%</b>	<b>9.0%</b>	<b>2.6%</b>
2010 Occupational Safety and Health Review Commission	32	85.7%	2.5%	11.8%
2008 Occupational Safety and Health Review Commission	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>91.1%</b>	<b>2.6%</b>	<b>6.3%</b>
2010 Occupational Safety and Health Review Commission	33	88.3%	3.5%	8.3%
2008 Occupational Safety and Health Review Commission	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>83.3%</b>	<b>13.2%</b>	<b>3.5%</b>
2010 Occupational Safety and Health Review Commission	32	76.1%	18.5%	5.4%
2008 Occupational Safety and Health Review Commission	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>33</b>	<b>88.4%</b>	<b>5.5%</b>	<b>6.1%</b>
2010 Occupational Safety and Health Review Commission	33	82.8%	3.5%	13.8%
2008 Occupational Safety and Health Review Commission	30	70.5%	19.5%	10.0%
2006 Occupational Safety and Health Review Commission	--	--	--	--

# Occupational Safety and Health Review Commission

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>90.8%</b>	<b>2.8%</b>	<b>6.3%</b>
2010 Occupational Safety and Health Review Commission	33	80.4%	5.8%	13.8%
2008 Occupational Safety and Health Review Commission	30	64.6%	25.4%	10.0%
2006 Occupational Safety and Health Review Commission	--	--	--	--

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>80.2%</b>	<b>14.2%</b>	<b>5.5%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	71.2%	12.6%	16.2%	0
2008 Occupational Safety and Health Review Commission	30	54.8%	18.6%	26.6%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>88.4%</b>	<b>2.4%</b>	<b>9.2%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	78.2%	4.9%	16.9%	0
2008 Occupational Safety and Health Review Commission	30	60.5%	12.8%	26.7%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Occupational Safety and Health Review Commission</b>	<b>31</b>	<b>81.8%</b>	<b>12.5%</b>	<b>5.7%</b>	<b>1</b>
2010 Occupational Safety and Health Review Commission	31	76.3%	8.0%	15.8%	2
2008 Occupational Safety and Health Review Commission	30	64.1%	15.4%	20.5%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

# Occupational Safety and Health Review Commission

## *Trend Report*

### Leadership (continued)

#### 56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>86.3%</b>	<b>8.2%</b>	<b>5.5%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	81.5%	12.6%	5.9%	0
2008 Occupational Safety and Health Review Commission	30	73.7%	17.3%	8.9%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Occupational Safety and Health Review Commission</b>	<b>31</b>	<b>91.4%</b>	<b>5.8%</b>	<b>2.8%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	85.6%	8.5%	5.9%	0
2008 Occupational Safety and Health Review Commission	28	79.3%	11.1%	9.6%	2
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Occupational Safety and Health Review Commission</b>	<b>31</b>	<b>83.2%</b>	<b>8.4%</b>	<b>8.3%</b>	<b>1</b>
2010 Occupational Safety and Health Review Commission	32	77.2%	7.8%	15.0%	0
2008 Occupational Safety and Health Review Commission	30	55.9%	19.2%	24.9%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Occupational Safety and Health Review Commission</b>	<b>31</b>	<b>88.8%</b>	<b>2.6%</b>	<b>8.6%</b>	<b>1</b>
2010 Occupational Safety and Health Review Commission	31	77.1%	13.7%	9.2%	0
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

#### 60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Occupational Safety and Health Review Commission</b>	<b>30</b>	<b>87.3%</b>	<b>9.8%</b>	<b>2.9%</b>	<b>1</b>
2010 Occupational Safety and Health Review Commission	32	77.2%	5.3%	17.5%	0
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

# Occupational Safety and Health Review Commission

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>82.2%</b>	<b>12.3%</b>	<b>5.5%</b>	<b>0</b>
2010 Occupational Safety and Health Review Commission	33	73.9%	15.5%	10.6%	0
2008 Occupational Safety and Health Review Commission	30	61.5%	18.9%	19.6%	0
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Occupational Safety and Health Review Commission</b>	<b>30</b>	<b>85.0%</b>	<b>12.2%</b>	<b>2.9%</b>	<b>2</b>
2010 Occupational Safety and Health Review Commission	33	76.3%	15.4%	8.3%	0
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>81.0%</b>	<b>6.1%</b>	<b>12.9%</b>
2010 Occupational Safety and Health Review Commission	33	63.9%	13.6%	22.5%
2008 Occupational Safety and Health Review Commission	30	68.2%	15.7%	16.1%
2006 Occupational Safety and Health Review Commission	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>31</b>	<b>78.2%</b>	<b>7.3%</b>	<b>14.5%</b>
2010 Occupational Safety and Health Review Commission	33	62.5%	17.1%	20.4%
2008 Occupational Safety and Health Review Commission	30	68.7%	5.8%	25.5%
2006 Occupational Safety and Health Review Commission	--	--	--	--

# Occupational Safety and Health Review Commission

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>31</b>	<b>83.5%</b>	<b>5.5%</b>	<b>11.0%</b>
2010 Occupational Safety and Health Review Commission	33	60.9%	19.9%	19.2%
2008 Occupational Safety and Health Review Commission	30	69.6%	9.4%	21.1%
2006 Occupational Safety and Health Review Commission	--	--	--	--

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>85.8%</b>	<b>5.9%</b>	<b>8.3%</b>
2010 Occupational Safety and Health Review Commission	32	72.8%	13.1%	14.1%
2008 Occupational Safety and Health Review Commission	30	55.6%	22.0%	22.5%
2006 Occupational Safety and Health Review Commission	--	--	--	--

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>55.5%</b>	<b>34.0%</b>	<b>10.5%</b>
2010 Occupational Safety and Health Review Commission	31	45.3%	28.2%	26.6%
2008 Occupational Safety and Health Review Commission	30	43.8%	23.5%	32.7%
2006 Occupational Safety and Health Review Commission	--	--	--	--

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>31</b>	<b>84.8%</b>	<b>2.9%</b>	<b>12.4%</b>
2010 Occupational Safety and Health Review Commission	33	75.4%	7.3%	17.3%
2008 Occupational Safety and Health Review Commission	30	65.0%	6.2%	28.8%
2006 Occupational Safety and Health Review Commission	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>89.2%</b>	<b>7.9%</b>	<b>2.8%</b>
2010 Occupational Safety and Health Review Commission	33	74.9%	8.5%	16.6%
2008 Occupational Safety and Health Review Commission	30	74.6%	9.2%	16.1%
2006 Occupational Safety and Health Review Commission	--	--	--	--

# Occupational Safety and Health Review Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>66.8%</b>	<b>8.9%</b>	<b>24.3%</b>
2010 Occupational Safety and Health Review Commission	33	75.0%	5.5%	19.6%
2008 Occupational Safety and Health Review Commission	30	65.6%	9.5%	24.9%
2006 Occupational Safety and Health Review Commission	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>82.7%</b>	<b>8.9%</b>	<b>8.4%</b>
2010 Occupational Safety and Health Review Commission	32	83.4%	0.0%	16.6%
2008 Occupational Safety and Health Review Commission	30	64.2%	19.7%	16.1%
2006 Occupational Safety and Health Review Commission	--	--	--	--

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>32</b>	<b>73.7%</b>	<b>23.5%</b>	<b>2.8%</b>
2010 Occupational Safety and Health Review Commission	--	--	--	--
2008 Occupational Safety and Health Review Commission	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>30</b>	<b>2.6%</b>	<b>46.0%</b>	<b>3.8%</b>	<b>3.9%</b>
2010 Occupational Safety and Health Review Commission	--	--	--	--	--
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

(continued)

# Occupational Safety and Health Review Commission

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>30</b>	<b>0.0%</b>	<b>0.0%</b>	<b>8.6%</b>	<b>35.2%</b>
2010 Occupational Safety and Health Review Commission	--	--	--	--	--
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>30</b>	<b>15.5%</b>	<b>79.3%</b>	<b>5.2%</b>
2010 Occupational Safety and Health Review Commission	--	--	--	--
2008 Occupational Safety and Health Review Commission	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>31</b>	<b>32.6%</b>	<b>61.4%</b>	<b>5.9%</b>
2010 Occupational Safety and Health Review Commission	--	--	--	--
2008 Occupational Safety and Health Review Commission	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>31</b>	<b>12.6%</b>	<b>87.4%</b>	<b>0.0%</b>
2010 Occupational Safety and Health Review Commission	--	--	--	--
2008 Occupational Safety and Health Review Commission	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--

# Occupational Safety and Health Review Commission

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>31</b>	<b>5.8%</b>	<b>69.8%</b>	<b>24.4%</b>
2010 Occupational Safety and Health Review Commission	--	--	--	--
2008 Occupational Safety and Health Review Commission	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Occupational Safety and Health Review Commission</b>	<b>31</b>	<b>3.0%</b>	<b>69.0%</b>	<b>28.1%</b>
2010 Occupational Safety and Health Review Commission	--	--	--	--
2008 Occupational Safety and Health Review Commission	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Occupational Safety and Health Review Commission</b>	<b>27</b>	<b>63.4%</b>	<b>9.6%</b>	<b>27.0%</b>	<b>5</b>
2010 Occupational Safety and Health Review Commission	28	57.8%	15.7%	26.5%	5
2008 Occupational Safety and Health Review Commission	18	43.4%	14.8%	41.8%	12
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Occupational Safety and Health Review Commission</b>	<b>23</b>	<b>55.2%</b>	<b>37.7%</b>	<b>7.1%</b>	<b>9</b>
2010 Occupational Safety and Health Review Commission	27	76.5%	16.5%	7.0%	6
2008 Occupational Safety and Health Review Commission	24	63.8%	20.7%	15.5%	6
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

# Occupational Safety and Health Review Commission

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Occupational Safety and Health Review Commission</b>	<b>23</b>	<b>61.5%</b>	<b>35.1%</b>	<b>3.4%</b>	<b>9</b>
2010 Occupational Safety and Health Review Commission	25	65.1%	23.9%	11.0%	8
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Occupational Safety and Health Review Commission</b>	<b>17</b>	<b>52.5%</b>	<b>47.5%</b>	<b>0.0%</b>	<b>15</b>
2010 Occupational Safety and Health Review Commission	20	60.3%	35.2%	4.5%	13
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Occupational Safety and Health Review Commission</b>	<b>11</b>	<b>42.0%</b>	<b>58.0%</b>	<b>0.0%</b>	<b>20</b>
2010 Occupational Safety and Health Review Commission	15	41.3%	38.6%	20.1%	17
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Occupational Safety and Health Review Commission</b>	<b>12</b>	<b>24.8%</b>	<b>75.2%</b>	<b>0.0%</b>	<b>20</b>
2010 Occupational Safety and Health Review Commission	13	18.5%	62.2%	19.3%	18
2008 Occupational Safety and Health Review Commission	--	--	--	--	--
2006 Occupational Safety and Health Review Commission	--	--	--	--	--



# Office of Navajo and Hopi Indian Relocation

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>
2010 Office of Navajo and Hopi Indian Relocation	36
2008 Office of Navajo and Hopi Indian Relocation	--
2006 Office of Navajo and Hopi Indian Relocation	28

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>90.3%</b>	<b>9.7%</b>	<b>0.0%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	82.3%	11.2%	6.5%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	76.9%	12.2%	10.9%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>90.3%</b>	<b>9.7%</b>	<b>0.0%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	89.6%	8.2%	2.2%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	92.7%	3.6%	3.6%

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>80.0%</b>	<b>17.2%</b>	<b>2.8%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	83.0%	12.6%	4.3%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	78.6%	10.4%	10.9%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>92.3%</b>	<b>4.9%</b>	<b>2.8%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	93.6%	6.4%	0.0%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	89.1%	7.2%	3.6%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>97.5%</b>	<b>2.5%</b>	<b>0.0%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	90.0%	10.0%	0.0%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	96.4%	3.6%	0.0%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>97.9%</b>	<b>2.1%</b>	<b>0.0%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	100.0%	0.0%	0.0%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	100.0%	0.0%	0.0%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>92.5%</b>	<b>7.5%</b>	<b>0.0%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	90.6%	7.2%	2.2%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>90.5%</b>	<b>4.1%</b>	<b>5.4%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	36	79.6%	8.3%	12.2%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	88.4%	4.3%	7.3%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>86.9%</b>	<b>4.9%</b>	<b>8.2%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	35	81.0%	12.6%	6.4%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	89.6%	6.8%	3.6%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>95.1%</b>	<b>2.8%</b>	<b>2.0%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	36	76.8%	17.2%	6.0%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	27	85.5%	10.8%	3.8%	1

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	36	92.1%	7.9%	0.0%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	92.1%	4.3%	3.6%	0

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	36	95.2%	2.7%	2.1%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	92.1%	7.9%	0.0%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>94.6%</b>	<b>0.0%</b>	<b>5.4%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	36	86.5%	13.5%	0.0%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	88.4%	7.9%	3.6%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>97.2%</b>	<b>2.8%</b>	<b>0.0%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	36	76.8%	21.1%	2.1%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	78.0%	10.9%	11.1%	0

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>93.9%</b>	<b>6.1%</b>	<b>0.0%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	36	82.2%	15.6%	2.2%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	92.7%	7.3%	0.0%	0

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>30</b>	<b>86.4%</b>	<b>8.4%</b>	<b>5.1%</b>	<b>2</b>
2010 Office of Navajo and Hopi Indian Relocation	36	66.5%	23.9%	9.6%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	26	43.8%	44.4%	11.8%	2

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>85.1%</b>	<b>9.9%</b>	<b>5.0%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	35	58.3%	19.3%	22.4%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	47.1%	45.6%	7.3%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>81.1%</b>	<b>11.0%</b>	<b>7.9%</b>	<b>1</b>
2010 Office of Navajo and Hopi Indian Relocation	36	86.1%	11.8%	2.1%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>88.5%</b>	<b>2.9%</b>	<b>8.6%</b>
2010 Office of Navajo and Hopi Indian Relocation	34	84.0%	6.9%	9.1%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	85.9%	6.8%	7.3%

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>29</b>	<b>74.9%</b>	<b>20.5%</b>	<b>4.6%</b>	<b>3</b>
2010 Office of Navajo and Hopi Indian Relocation	33	56.8%	32.4%	10.9%	3
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	23	42.6%	39.8%	17.6%	5

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>28</b>	<b>53.2%</b>	<b>35.6%</b>	<b>11.1%</b>	<b>4</b>
2010 Office of Navajo and Hopi Indian Relocation	34	44.5%	34.4%	21.2%	2
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	23	33.7%	43.1%	23.2%	5

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>27</b>	<b>77.4%</b>	<b>13.6%</b>	<b>9.0%</b>	<b>5</b>
2010 Office of Navajo and Hopi Indian Relocation	33	50.1%	21.3%	28.6%	3
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	25	43.8%	28.6%	27.6%	3

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>69.0%</b>	<b>14.5%</b>	<b>16.5%</b>	<b>1</b>
2010 Office of Navajo and Hopi Indian Relocation	34	52.4%	35.9%	11.7%	2
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	25	46.9%	24.5%	28.6%	3

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>67.4%</b>	<b>16.6%</b>	<b>15.9%</b>	<b>1</b>
2010 Office of Navajo and Hopi Indian Relocation	34	52.9%	27.6%	19.5%	2
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	26	48.0%	21.0%	31.0%	2

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>78.1%</b>	<b>10.6%</b>	<b>11.3%</b>	<b>1</b>
2010 Office of Navajo and Hopi Indian Relocation	36	73.1%	15.1%	11.8%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	27	69.6%	11.4%	19.0%	1

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>75.1%</b>	<b>22.1%</b>	<b>2.8%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	35	79.9%	18.0%	2.1%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	71.9%	14.0%	14.1%	0

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>97.2%</b>	<b>0.0%</b>	<b>2.8%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	89.7%	10.3%	0.0%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	89.1%	7.3%	3.6%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>94.2%</b>	<b>2.9%</b>	<b>2.9%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	35	79.8%	15.9%	4.3%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	79.2%	13.5%	7.3%	0

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>87.5%</b>	<b>9.7%</b>	<b>2.8%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	35	64.5%	31.1%	4.3%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	27	58.8%	19.0%	22.2%	1

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>74.5%</b>	<b>15.2%</b>	<b>10.3%</b>	<b>1</b>
2010 Office of Navajo and Hopi Indian Relocation	35	65.6%	10.8%	23.5%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>30</b>	<b>69.2%</b>	<b>26.4%</b>	<b>4.5%</b>	<b>2</b>
2010 Office of Navajo and Hopi Indian Relocation	35	57.2%	24.4%	18.4%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	25	39.9%	27.9%	32.2%	3

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>29</b>	<b>41.2%</b>	<b>42.6%</b>	<b>16.2%</b>	<b>3</b>
2010 Office of Navajo and Hopi Indian Relocation	34	39.0%	37.3%	23.7%	2
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	25	32.3%	27.9%	39.8%	3

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>30</b>	<b>75.7%</b>	<b>19.9%</b>	<b>4.5%</b>	<b>2</b>
2010 Office of Navajo and Hopi Indian Relocation	34	44.8%	52.2%	3.0%	2
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	26	38.8%	45.4%	15.8%	2

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>91.5%</b>	<b>0.0%</b>	<b>8.5%</b>	<b>1</b>
2010 Office of Navajo and Hopi Indian Relocation	35	72.5%	22.3%	5.2%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	81.6%	11.1%	7.3%	0

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>91.4%</b>	<b>0.0%</b>	<b>8.6%</b>	<b>1</b>
2010 Office of Navajo and Hopi Indian Relocation	35	66.9%	19.3%	13.8%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	24	33.5%	25.0%	41.5%	4

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>30</b>	<b>76.8%</b>	<b>10.9%</b>	<b>12.3%</b>	<b>1</b>
2010 Office of Navajo and Hopi Indian Relocation	34	65.9%	16.4%	17.7%	2
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	27	39.3%	26.7%	34.0%	1

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>84.9%</b>	<b>9.5%</b>	<b>5.6%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	34	74.7%	20.0%	5.3%	2
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	67.6%	17.8%	14.6%	0

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>84.1%</b>	<b>10.3%</b>	<b>5.6%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	35	80.2%	13.2%	6.6%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>94.4%</b>	<b>2.8%</b>	<b>2.8%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	88.2%	7.5%	4.3%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	61.9%	31.3%	6.8%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>81.1%</b>	<b>13.9%</b>	<b>5.0%</b>	<b>1</b>
2010 Office of Navajo and Hopi Indian Relocation	36	62.4%	29.3%	8.3%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>97.2%</b>	<b>2.8%</b>	<b>0.0%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	34	84.9%	15.1%	0.0%	2
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	92.7%	0.0%	7.3%	0

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>82.8%</b>	<b>14.4%</b>	<b>2.8%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	34	76.1%	19.7%	4.2%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>84.9%</b>	<b>12.3%</b>	<b>2.8%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	36	78.7%	15.2%	6.1%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	26	57.6%	35.0%	7.3%	2

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>82.8%</b>	<b>11.6%</b>	<b>5.6%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	34	75.8%	21.9%	2.3%	2
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>76.2%</b>	<b>21.8%</b>	<b>2.1%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	36	68.9%	24.9%	6.1%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>30</b>	<b>84.8%</b>	<b>10.1%</b>	<b>5.2%</b>	<b>1</b>
2010 Office of Navajo and Hopi Indian Relocation	35	73.3%	24.6%	2.1%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	71.4%	17.7%	10.9%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>93.1%</b>	<b>4.1%</b>	<b>2.8%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	87.9%	12.1%	0.0%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>86.9%</b>	<b>7.5%</b>	<b>5.6%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	81.7%	8.7%	9.6%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>75.0%</b>	<b>15.7%</b>	<b>9.3%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	67.4%	29.7%	2.8%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>83.6%</b>	<b>10.6%</b>	<b>5.8%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	83.1%	14.8%	2.2%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	82.3%	7.2%	10.4%

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>84.0%</b>	<b>10.1%</b>	<b>5.9%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	77.0%	20.9%	2.2%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	78.7%	10.9%	10.4%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>78.9%</b>	<b>15.3%</b>	<b>5.8%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	36	53.1%	33.3%	13.6%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	37.4%	34.0%	28.6%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>83.2%</b>	<b>8.2%</b>	<b>8.7%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	36	69.5%	21.2%	9.3%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	27	52.5%	21.6%	25.9%	1

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>72.8%</b>	<b>18.5%</b>	<b>8.7%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	36	58.3%	28.4%	13.3%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	59.8%	18.3%	21.9%	0

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>77.5%</b>	<b>13.8%</b>	<b>8.7%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	35	72.8%	13.3%	13.9%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	64.2%	18.1%	17.7%	0

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>84.8%</b>	<b>9.2%</b>	<b>5.9%</b>	<b>1</b>
2010 Office of Navajo and Hopi Indian Relocation	35	80.2%	12.5%	7.3%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	72.0%	14.0%	14.1%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>82.9%</b>	<b>11.5%</b>	<b>5.6%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	35	77.5%	11.7%	10.9%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	60.5%	24.9%	14.6%	0

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>83.6%</b>	<b>7.9%</b>	<b>8.4%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	35	77.2%	11.8%	11.0%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>86.8%</b>	<b>5.3%</b>	<b>7.9%</b>	<b>1</b>
2010 Office of Navajo and Hopi Indian Relocation	35	77.6%	17.3%	5.1%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>32</b>	<b>88.8%</b>	<b>2.8%</b>	<b>8.4%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	36	81.7%	16.1%	2.2%	0
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	64.2%	18.1%	17.7%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>84.3%</b>	<b>10.7%</b>	<b>5.0%</b>	<b>0</b>
2010 Office of Navajo and Hopi Indian Relocation	35	74.9%	22.9%	2.2%	1
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>83.8%</b>	<b>13.2%</b>	<b>3.0%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	79.6%	14.3%	6.1%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	74.5%	18.2%	7.3%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>89.7%</b>	<b>8.1%</b>	<b>2.2%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	70.8%	22.1%	7.2%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	52.9%	29.4%	17.7%

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>72.6%</b>	<b>22.2%</b>	<b>5.1%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	63.7%	30.1%	6.1%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	56.2%	18.2%	25.6%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>88.1%</b>	<b>5.9%</b>	<b>5.9%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	78.6%	12.9%	8.5%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	60.4%	22.4%	17.2%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>67.8%</b>	<b>30.0%</b>	<b>2.2%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	64.1%	22.6%	13.3%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	32.5%	56.5%	10.9%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>79.4%</b>	<b>20.6%</b>	<b>0.0%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	58.3%	24.4%	17.3%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	70.5%	22.2%	7.3%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>94.1%</b>	<b>5.9%</b>	<b>0.0%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	87.1%	10.8%	2.1%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	81.7%	11.1%	7.3%

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>70.2%</b>	<b>19.0%</b>	<b>10.8%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	76.3%	11.9%	11.8%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	85.5%	10.9%	3.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>88.1%</b>	<b>8.9%</b>	<b>3.0%</b>
2010 Office of Navajo and Hopi Indian Relocation	36	83.5%	16.5%	0.0%
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	28	75.1%	14.5%	10.4%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>19.0%</b>	<b>69.7%</b>	<b>11.2%</b>
2010 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>29</b>	<b>0.0%</b>	<b>2.3%</b>	<b>0.0%</b>	<b>5.1%</b>
2010 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

(continued)

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>29</b>	<b>28.7%</b>	<b>3.1%</b>	<b>16.9%</b>	<b>43.9%</b>
2010 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>13.6%</b>	<b>69.7%</b>	<b>16.8%</b>
2010 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>57.0%</b>	<b>37.3%</b>	<b>5.7%</b>
2010 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>15.1%</b>	<b>77.0%</b>	<b>7.9%</b>
2010 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--

# Office of Navajo and Hopi Indian Relocation

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>0.0%</b>	<b>77.6%</b>	<b>22.4%</b>
2010 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>31</b>	<b>0.0%</b>	<b>80.6%</b>	<b>19.4%</b>
2010 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>15</b>	<b>36.4%</b>	<b>58.8%</b>	<b>4.7%</b>	<b>16</b>
2010 Office of Navajo and Hopi Indian Relocation	21	32.6%	55.1%	12.3%	15
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	20	41.6%	53.4%	5.0%	8

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>18</b>	<b>53.8%</b>	<b>46.2%</b>	<b>0.0%</b>	<b>13</b>
2010 Office of Navajo and Hopi Indian Relocation	28	67.4%	27.2%	5.4%	8
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	24	71.1%	28.9%	0.0%	4

# Office of Navajo and Hopi Indian Relocation

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>26</b>	<b>76.1%</b>	<b>23.9%</b>	<b>0.0%</b>	<b>5</b>
2010 Office of Navajo and Hopi Indian Relocation	33	66.3%	33.7%	0.0%	3
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>17</b>	<b>54.1%</b>	<b>45.9%</b>	<b>0.0%</b>	<b>14</b>
2010 Office of Navajo and Hopi Indian Relocation	30	61.9%	38.1%	0.0%	6
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>9</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>21</b>
2010 Office of Navajo and Hopi Indian Relocation	18	18.2%	72.9%	8.9%	18
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Office of Navajo and Hopi Indian Relocation</b>	<b>10</b>	<b>11.5%</b>	<b>88.5%</b>	<b>0.0%</b>	<b>21</b>
2010 Office of Navajo and Hopi Indian Relocation	19	12.1%	79.5%	8.4%	17
2008 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--
2006 Office of Navajo and Hopi Indian Relocation	--	--	--	--	--



# Office of the U.S. Trade Representative

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Office of the U.S. Trade Representative</b>	<b>88</b>
2010 Office of the U.S. Trade Representative	110
2008 Office of the U.S. Trade Representative	115
2006 Office of the U.S. Trade Representative	--

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>48.0%</b>	<b>20.2%</b>	<b>31.8%</b>
2010 Office of the U.S. Trade Representative	110	51.9%	27.6%	20.5%
2008 Office of the U.S. Trade Representative	115	64.7%	16.0%	19.3%
2006 Office of the U.S. Trade Representative	--	--	--	--

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>65.1%</b>	<b>19.9%</b>	<b>15.0%</b>
2010 Office of the U.S. Trade Representative	108	64.9%	18.3%	16.8%
2008 Office of the U.S. Trade Representative	115	77.6%	12.5%	9.8%
2006 Office of the U.S. Trade Representative	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Office of the U.S. Trade Representative</b>	<b>88</b>	<b>53.3%</b>	<b>26.7%</b>	<b>20.0%</b>
2010 Office of the U.S. Trade Representative	110	65.9%	15.7%	18.4%
2008 Office of the U.S. Trade Representative	115	74.1%	14.9%	11.0%
2006 Office of the U.S. Trade Representative	--	--	--	--

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Office of the U.S. Trade Representative</b>	<b>88</b>	<b>66.5%</b>	<b>17.4%</b>	<b>16.2%</b>
2010 Office of the U.S. Trade Representative	110	69.6%	17.4%	13.0%
2008 Office of the U.S. Trade Representative	115	82.2%	12.3%	5.5%
2006 Office of the U.S. Trade Representative	--	--	--	--

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Office of the U.S. Trade Representative</b>	<b>88</b>	<b>80.6%</b>	<b>11.4%</b>	<b>8.0%</b>
2010 Office of the U.S. Trade Representative	110	87.5%	10.5%	1.9%
2008 Office of the U.S. Trade Representative	115	91.9%	5.2%	2.9%
2006 Office of the U.S. Trade Representative	--	--	--	--

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Office of the U.S. Trade Representative</b>	<b>88</b>	<b>70.4%</b>	<b>16.8%</b>	<b>12.7%</b>
2010 Office of the U.S. Trade Representative	110	76.5%	14.8%	8.7%
2008 Office of the U.S. Trade Representative	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Office of the U.S. Trade Representative</b>	<b>88</b>	<b>95.8%</b>	<b>2.8%</b>	<b>1.4%</b>
2010 Office of the U.S. Trade Representative	110	94.9%	1.6%	3.5%
2008 Office of the U.S. Trade Representative	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Office of the U.S. Trade Representative</b>	<b>88</b>	<b>85.1%</b>	<b>11.9%</b>	<b>3.0%</b>
2010 Office of the U.S. Trade Representative	110	92.0%	5.5%	2.5%
2008 Office of the U.S. Trade Representative	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Office of the U.S. Trade Representative</b>	<b>88</b>	<b>25.5%</b>	<b>13.2%</b>	<b>61.4%</b>	<b>0</b>
2010 Office of the U.S. Trade Representative	110	32.6%	7.1%	60.3%	0
2008 Office of the U.S. Trade Representative	114	52.7%	26.5%	20.8%	1
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>40.1%</b>	<b>15.5%</b>	<b>44.4%</b>	<b>0</b>
2010 Office of the U.S. Trade Representative	110	48.4%	15.9%	35.7%	0
2008 Office of the U.S. Trade Representative	115	55.9%	20.7%	23.4%	0
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Office of the U.S. Trade Representative</b>	<b>88</b>	<b>53.1%</b>	<b>23.0%</b>	<b>23.9%</b>	<b>0</b>
2010 Office of the U.S. Trade Representative	110	57.0%	24.4%	18.6%	0
2008 Office of the U.S. Trade Representative	115	80.1%	11.2%	8.7%	0
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>74.7%</b>	<b>12.1%</b>	<b>13.2%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	107	73.1%	18.0%	8.8%	1
2008 Office of the U.S. Trade Representative	114	92.8%	5.7%	1.6%	1
2006 Office of the U.S. Trade Representative	--	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Office of the U.S. Trade Representative</b>	<b>88</b>	<b>89.0%</b>	<b>5.4%</b>	<b>5.6%</b>	<b>0</b>
2010 Office of the U.S. Trade Representative	108	79.8%	14.8%	5.4%	1
2008 Office of the U.S. Trade Representative	115	95.3%	3.7%	1.1%	0
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>52.1%</b>	<b>17.9%</b>	<b>29.9%</b>	<b>0</b>
2010 Office of the U.S. Trade Representative	108	57.8%	13.6%	28.7%	1
2008 Office of the U.S. Trade Representative	115	58.5%	17.5%	23.9%	0
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Office of the U.S. Trade Representative</b>	<b>88</b>	<b>68.6%</b>	<b>14.6%</b>	<b>16.8%</b>	<b>0</b>
2010 Office of the U.S. Trade Representative	109	70.7%	15.9%	13.4%	1
2008 Office of the U.S. Trade Representative	113	78.6%	15.7%	5.7%	2
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>83.6%</b>	<b>9.1%</b>	<b>7.4%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	109	89.8%	6.8%	3.4%	0
2008 Office of the U.S. Trade Representative	115	90.2%	7.1%	2.7%	0
2006 Office of the U.S. Trade Representative	--	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Office of the U.S. Trade Representative</b>	<b>83</b>	<b>49.3%</b>	<b>22.4%</b>	<b>28.4%</b>	<b>5</b>
2010 Office of the U.S. Trade Representative	95	56.5%	25.7%	17.8%	14
2008 Office of the U.S. Trade Representative	93	55.6%	30.0%	14.4%	22
2006 Office of the U.S. Trade Representative	--	--	--	--	--

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>17.0%</b>	<b>28.8%</b>	<b>54.2%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	107	15.5%	40.7%	43.8%	3
2008 Office of the U.S. Trade Representative	109	18.2%	26.1%	55.7%	6
2006 Office of the U.S. Trade Representative	--	--	--	--	--

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>62.0%</b>	<b>17.9%</b>	<b>20.1%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	107	71.0%	12.8%	16.1%	3
2008 Office of the U.S. Trade Representative	111	75.4%	14.3%	10.3%	4
2006 Office of the U.S. Trade Representative	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Office of the U.S. Trade Representative</b>	<b>79</b>	<b>81.7%</b>	<b>10.2%</b>	<b>8.0%</b>
2010 Office of the U.S. Trade Representative	106	81.1%	10.7%	8.2%
2008 Office of the U.S. Trade Representative	115	92.8%	3.4%	3.8%
2006 Office of the U.S. Trade Representative	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Office of the U.S. Trade Representative</b>	<b>83</b>	<b>58.1%</b>	<b>24.8%</b>	<b>17.1%</b>	<b>5</b>
2010 Office of the U.S. Trade Representative	106	63.9%	26.1%	10.1%	4
2008 Office of the U.S. Trade Representative	112	79.6%	14.7%	5.7%	3
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Office of the U.S. Trade Representative</b>	<b>80</b>	<b>43.8%</b>	<b>31.2%</b>	<b>25.1%</b>	<b>8</b>
2010 Office of the U.S. Trade Representative	101	47.0%	36.4%	16.6%	9
2008 Office of the U.S. Trade Representative	102	57.9%	27.5%	14.6%	13
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Office of the U.S. Trade Representative</b>	<b>76</b>	<b>37.9%</b>	<b>29.4%</b>	<b>32.6%</b>	<b>12</b>
2010 Office of the U.S. Trade Representative	92	38.5%	40.9%	20.6%	18
2008 Office of the U.S. Trade Representative	92	33.7%	43.5%	22.8%	23
2006 Office of the U.S. Trade Representative	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Office of the U.S. Trade Representative</b>	<b>80</b>	<b>32.7%</b>	<b>30.8%</b>	<b>36.5%</b>	<b>8</b>
2010 Office of the U.S. Trade Representative	96	41.0%	29.6%	29.4%	14
2008 Office of the U.S. Trade Representative	94	40.2%	38.2%	21.6%	21
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Office of the U.S. Trade Representative</b>	<b>76</b>	<b>15.7%</b>	<b>41.8%</b>	<b>42.5%</b>	<b>12</b>
2010 Office of the U.S. Trade Representative	88	34.9%	33.0%	32.1%	18
2008 Office of the U.S. Trade Representative	95	59.0%	26.4%	14.6%	20
2006 Office of the U.S. Trade Representative	--	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>77.3%</b>	<b>7.7%</b>	<b>15.0%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	109	82.0%	10.8%	7.2%	0
2008 Office of the U.S. Trade Representative	115	81.7%	7.9%	10.4%	0
2006 Office of the U.S. Trade Representative	--	--	--	--	--

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Office of the U.S. Trade Representative</b>	<b>82</b>	<b>41.0%</b>	<b>38.3%</b>	<b>20.7%</b>	<b>4</b>
2010 Office of the U.S. Trade Representative	104	55.3%	32.3%	12.4%	6
2008 Office of the U.S. Trade Representative	109	54.1%	30.5%	15.4%	6
2006 Office of the U.S. Trade Representative	--	--	--	--	--

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Office of the U.S. Trade Representative</b>	<b>88</b>	<b>90.6%</b>	<b>8.5%</b>	<b>0.9%</b>
2010 Office of the U.S. Trade Representative	110	93.3%	4.7%	2.0%
2008 Office of the U.S. Trade Representative	115	92.8%	7.2%	0.0%
2006 Office of the U.S. Trade Representative	--	--	--	--

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Office of the U.S. Trade Representative</b>	<b>85</b>	<b>79.8%</b>	<b>13.6%</b>	<b>6.6%</b>	<b>2</b>
2010 Office of the U.S. Trade Representative	105	82.7%	13.4%	3.9%	1
2008 Office of the U.S. Trade Representative	114	92.4%	4.5%	3.2%	1
2006 Office of the U.S. Trade Representative	--	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Office of the U.S. Trade Representative</b>	<b>85</b>	<b>52.5%</b>	<b>15.2%</b>	<b>32.3%</b>	<b>3</b>
2010 Office of the U.S. Trade Representative	102	57.5%	18.6%	24.0%	4
2008 Office of the U.S. Trade Representative	109	55.8%	30.1%	14.1%	6
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Office of the U.S. Trade Representative</b>	<b>84</b>	<b>45.0%</b>	<b>18.0%</b>	<b>37.0%</b>	<b>4</b>
2010 Office of the U.S. Trade Representative	101	59.5%	19.6%	20.9%	5
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Office of the U.S. Trade Representative</b>	<b>82</b>	<b>37.3%</b>	<b>27.4%</b>	<b>35.2%</b>	<b>5</b>
2010 Office of the U.S. Trade Representative	100	54.1%	26.4%	19.5%	5
2008 Office of the U.S. Trade Representative	110	54.4%	30.0%	15.6%	5
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Office of the U.S. Trade Representative</b>	<b>78</b>	<b>12.2%</b>	<b>32.0%</b>	<b>55.8%</b>	<b>8</b>
2010 Office of the U.S. Trade Representative	92	20.0%	31.2%	48.8%	14
2008 Office of the U.S. Trade Representative	92	43.4%	27.6%	29.0%	23
2006 Office of the U.S. Trade Representative	--	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Office of the U.S. Trade Representative</b>	<b>77</b>	<b>39.3%</b>	<b>35.3%</b>	<b>25.4%</b>	<b>10</b>
2010 Office of the U.S. Trade Representative	92	45.5%	27.5%	27.0%	14
2008 Office of the U.S. Trade Representative	104	48.3%	34.3%	17.4%	11
2006 Office of the U.S. Trade Representative	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Office of the U.S. Trade Representative</b>	<b>86</b>	<b>54.0%</b>	<b>24.2%</b>	<b>21.9%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	102	60.8%	20.1%	19.1%	4
2008 Office of the U.S. Trade Representative	110	74.1%	16.6%	9.4%	5
2006 Office of the U.S. Trade Representative	--	--	--	--	--

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>58.4%</b>	<b>29.8%</b>	<b>11.8%</b>	<b>0</b>
2010 Office of the U.S. Trade Representative	106	66.7%	18.8%	14.6%	0
2008 Office of the U.S. Trade Representative	112	72.8%	12.2%	15.0%	3
2006 Office of the U.S. Trade Representative	--	--	--	--	--

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Office of the U.S. Trade Representative</b>	<b>82</b>	<b>45.7%</b>	<b>22.1%</b>	<b>32.2%</b>	<b>5</b>
2010 Office of the U.S. Trade Representative	95	50.2%	28.1%	21.6%	11
2008 Office of the U.S. Trade Representative	96	52.9%	31.8%	15.4%	19
2006 Office of the U.S. Trade Representative	--	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Office of the U.S. Trade Representative</b>	<b>80</b>	<b>56.7%</b>	<b>21.8%</b>	<b>21.5%</b>	<b>8</b>
2010 Office of the U.S. Trade Representative	89	66.4%	20.8%	12.8%	15
2008 Office of the U.S. Trade Representative	92	68.0%	25.5%	6.5%	23
2006 Office of the U.S. Trade Representative	--	--	--	--	--

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Office of the U.S. Trade Representative</b>	<b>82</b>	<b>71.9%</b>	<b>16.8%</b>	<b>11.3%</b>	<b>3</b>
2010 Office of the U.S. Trade Representative	105	69.8%	19.0%	11.2%	1
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Office of the U.S. Trade Representative</b>	<b>85</b>	<b>46.5%</b>	<b>26.7%</b>	<b>26.8%</b>
2010 Office of the U.S. Trade Representative	105	59.0%	24.8%	16.2%
2008 Office of the U.S. Trade Representative	115	74.0%	17.8%	8.1%
2006 Office of the U.S. Trade Representative	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Office of the U.S. Trade Representative</b>	<b>77</b>	<b>29.8%</b>	<b>29.5%</b>	<b>40.6%</b>	<b>9</b>
2010 Office of the U.S. Trade Representative	89	36.4%	29.2%	34.3%	17
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Office of the U.S. Trade Representative</b>	<b>86</b>	<b>67.7%</b>	<b>7.7%</b>	<b>24.6%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	103	69.3%	12.1%	18.6%	0
2008 Office of the U.S. Trade Representative	114	70.7%	20.6%	8.7%	1
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Office of the U.S. Trade Representative</b>	<b>86</b>	<b>69.4%</b>	<b>14.6%</b>	<b>16.0%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	104	67.5%	19.1%	13.4%	0
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Office of the U.S. Trade Representative</b>	<b>86</b>	<b>51.9%</b>	<b>29.4%</b>	<b>18.7%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	102	63.2%	15.7%	21.0%	2
2008 Office of the U.S. Trade Representative	113	60.1%	23.0%	16.9%	2
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Office of the U.S. Trade Representative</b>	<b>80</b>	<b>71.4%</b>	<b>21.1%</b>	<b>7.5%</b>	<b>7</b>
2010 Office of the U.S. Trade Representative	92	66.0%	23.6%	10.5%	12
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Office of the U.S. Trade Representative</b>	<b>86</b>	<b>50.3%</b>	<b>30.4%</b>	<b>19.3%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	103	63.0%	24.0%	13.1%	1
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Office of the U.S. Trade Representative</b>	<b>85</b>	<b>50.4%</b>	<b>27.6%</b>	<b>21.9%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	101	59.6%	25.0%	15.4%	3
2008 Office of the U.S. Trade Representative	113	59.9%	25.0%	15.1%	2
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>73.4%</b>	<b>15.3%</b>	<b>11.3%</b>
2010 Office of the U.S. Trade Representative	104	82.2%	11.6%	6.2%
2008 Office of the U.S. Trade Representative	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>81.0%</b>	<b>13.4%</b>	<b>5.5%</b>
2010 Office of the U.S. Trade Representative	104	80.5%	13.4%	6.1%
2008 Office of the U.S. Trade Representative	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>78.2%</b>	<b>6.5%</b>	<b>15.3%</b>
2010 Office of the U.S. Trade Representative	104	83.3%	7.4%	9.2%
2008 Office of the U.S. Trade Representative	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Office of the U.S. Trade Representative</b>	<b>86</b>	<b>65.3%</b>	<b>18.0%</b>	<b>16.7%</b>
2010 Office of the U.S. Trade Representative	102	67.5%	20.9%	11.6%
2008 Office of the U.S. Trade Representative	115	78.4%	10.9%	10.7%
2006 Office of the U.S. Trade Representative	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Office of the U.S. Trade Representative</b>	<b>87</b>	<b>61.8%</b>	<b>24.1%</b>	<b>14.2%</b>
2010 Office of the U.S. Trade Representative	104	69.6%	19.9%	10.6%
2008 Office of the U.S. Trade Representative	115	76.3%	14.2%	9.5%
2006 Office of the U.S. Trade Representative	--	--	--	--

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Office of the U.S. Trade Representative</b>	<b>84</b>	<b>31.4%</b>	<b>19.9%</b>	<b>48.7%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	101	43.1%	30.2%	26.7%	3
2008 Office of the U.S. Trade Representative	115	66.5%	19.0%	14.5%	0
2006 Office of the U.S. Trade Representative	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Office of the U.S. Trade Representative</b>	<b>83</b>	<b>54.4%</b>	<b>28.8%</b>	<b>16.8%</b>	<b>2</b>
2010 Office of the U.S. Trade Representative	101	72.0%	17.2%	10.8%	3
2008 Office of the U.S. Trade Representative	112	79.7%	12.8%	7.5%	3
2006 Office of the U.S. Trade Representative	--	--	--	--	--

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Office of the U.S. Trade Representative</b>	<b>81</b>	<b>62.9%</b>	<b>26.7%</b>	<b>10.4%</b>	<b>4</b>
2010 Office of the U.S. Trade Representative	98	72.8%	18.0%	9.2%	6
2008 Office of the U.S. Trade Representative	106	74.9%	13.4%	11.7%	9
2006 Office of the U.S. Trade Representative	--	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Office of the U.S. Trade Representative</b>	<b>83</b>	<b>42.4%</b>	<b>29.3%</b>	<b>28.3%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	100	55.6%	25.8%	18.6%	3
2008 Office of the U.S. Trade Representative	115	70.8%	18.9%	10.3%	0
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Office of the U.S. Trade Representative</b>	<b>80</b>	<b>41.0%</b>	<b>41.4%</b>	<b>17.6%</b>	<b>5</b>
2010 Office of the U.S. Trade Representative	91	49.1%	29.1%	21.8%	10
2008 Office of the U.S. Trade Representative	108	63.1%	30.0%	6.9%	7
2006 Office of the U.S. Trade Representative	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Office of the U.S. Trade Representative</b>	<b>84</b>	<b>52.6%</b>	<b>20.8%</b>	<b>26.6%</b>	<b>1</b>
2010 Office of the U.S. Trade Representative	98	57.7%	20.3%	22.0%	5
2008 Office of the U.S. Trade Representative	109	54.7%	22.7%	22.6%	6
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Office of the U.S. Trade Representative</b>	<b>82</b>	<b>58.6%</b>	<b>18.2%</b>	<b>23.2%</b>	<b>2</b>
2010 Office of the U.S. Trade Representative	99	62.7%	20.4%	16.9%	4
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Office of the U.S. Trade Representative</b>	<b>81</b>	<b>38.2%</b>	<b>32.8%</b>	<b>29.0%</b>	<b>3</b>
2010 Office of the U.S. Trade Representative	95	59.7%	23.2%	17.1%	9
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Office of the U.S. Trade Representative</b>	<b>85</b>	<b>36.9%</b>	<b>25.2%</b>	<b>37.8%</b>	<b>0</b>
2010 Office of the U.S. Trade Representative	101	57.9%	25.8%	16.3%	2
2008 Office of the U.S. Trade Representative	115	78.7%	13.6%	7.7%	0
2006 Office of the U.S. Trade Representative	--	--	--	--	--

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Office of the U.S. Trade Representative</b>	<b>79</b>	<b>36.8%</b>	<b>31.6%</b>	<b>31.5%</b>	<b>5</b>
2010 Office of the U.S. Trade Representative	84	52.0%	26.2%	21.8%	19
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Office of the U.S. Trade Representative</b>	<b>85</b>	<b>49.3%</b>	<b>25.1%</b>	<b>25.6%</b>
2010 Office of the U.S. Trade Representative	104	51.7%	25.1%	23.1%
2008 Office of the U.S. Trade Representative	115	65.1%	19.2%	15.6%
2006 Office of the U.S. Trade Representative	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Office of the U.S. Trade Representative</b>	<b>85</b>	<b>34.3%</b>	<b>23.9%</b>	<b>41.7%</b>
2010 Office of the U.S. Trade Representative	104	41.5%	25.9%	32.5%
2008 Office of the U.S. Trade Representative	115	62.1%	19.2%	18.7%
2006 Office of the U.S. Trade Representative	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Office of the U.S. Trade Representative</b>	<b>85</b>	<b>30.7%</b>	<b>29.4%</b>	<b>40.0%</b>
2010 Office of the U.S. Trade Representative	104	47.4%	22.6%	30.1%
2008 Office of the U.S. Trade Representative	115	65.1%	23.1%	11.7%
2006 Office of the U.S. Trade Representative	--	--	--	--

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Office of the U.S. Trade Representative</b>	<b>85</b>	<b>26.8%</b>	<b>31.7%</b>	<b>41.5%</b>
2010 Office of the U.S. Trade Representative	104	41.6%	26.0%	32.4%
2008 Office of the U.S. Trade Representative	115	66.7%	24.7%	8.6%
2006 Office of the U.S. Trade Representative	--	--	--	--

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Office of the U.S. Trade Representative</b>	<b>84</b>	<b>23.3%</b>	<b>33.7%</b>	<b>43.0%</b>
2010 Office of the U.S. Trade Representative	103	29.2%	36.6%	34.2%
2008 Office of the U.S. Trade Representative	115	39.1%	36.1%	24.8%
2006 Office of the U.S. Trade Representative	--	--	--	--

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Office of the U.S. Trade Representative</b>	<b>83</b>	<b>14.4%</b>	<b>36.4%</b>	<b>49.2%</b>
2010 Office of the U.S. Trade Representative	103	22.5%	37.5%	40.0%
2008 Office of the U.S. Trade Representative	115	22.9%	42.4%	34.7%
2006 Office of the U.S. Trade Representative	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Office of the U.S. Trade Representative</b>	<b>85</b>	<b>55.8%</b>	<b>18.1%</b>	<b>26.1%</b>
2010 Office of the U.S. Trade Representative	104	67.4%	16.6%	16.0%
2008 Office of the U.S. Trade Representative	115	77.0%	14.2%	8.8%
2006 Office of the U.S. Trade Representative	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Office of the U.S. Trade Representative</b>	<b>85</b>	<b>47.3%</b>	<b>25.4%</b>	<b>27.3%</b>
2010 Office of the U.S. Trade Representative	103	54.4%	17.2%	28.4%
2008 Office of the U.S. Trade Representative	115	61.9%	15.0%	23.1%
2006 Office of the U.S. Trade Representative	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Office of the U.S. Trade Representative</b>	<b>85</b>	<b>47.8%</b>	<b>20.4%</b>	<b>31.8%</b>
2010 Office of the U.S. Trade Representative	104	56.0%	23.1%	21.0%
2008 Office of the U.S. Trade Representative	115	72.6%	19.9%	7.5%
2006 Office of the U.S. Trade Representative	--	--	--	--

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Office of the U.S. Trade Representative</b>	<b>84</b>	<b>57.0%</b>	<b>33.9%</b>	<b>9.1%</b>
2010 Office of the U.S. Trade Representative	--	--	--	--
2008 Office of the U.S. Trade Representative	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Office of the U.S. Trade Representative</b>	<b>84</b>	<b>0.0%</b>	<b>2.0%</b>	<b>7.1%</b>	<b>35.3%</b>
2010 Office of the U.S. Trade Representative	--	--	--	--	--
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

(continued)

# Office of the U.S. Trade Representative

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Office of the U.S. Trade Representative</b>	<b>84</b>	<b>16.5%</b>	<b>3.9%</b>	<b>19.9%</b>	<b>15.4%</b>
2010 Office of the U.S. Trade Representative	--	--	--	--	--
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Office of the U.S. Trade Representative</b>	<b>84</b>	<b>7.7%</b>	<b>57.8%</b>	<b>34.6%</b>
2010 Office of the U.S. Trade Representative	--	--	--	--
2008 Office of the U.S. Trade Representative	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Office of the U.S. Trade Representative</b>	<b>84</b>	<b>17.4%</b>	<b>68.5%</b>	<b>14.1%</b>
2010 Office of the U.S. Trade Representative	--	--	--	--
2008 Office of the U.S. Trade Representative	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Office of the U.S. Trade Representative</b>	<b>84</b>	<b>5.5%</b>	<b>79.4%</b>	<b>15.1%</b>
2010 Office of the U.S. Trade Representative	--	--	--	--
2008 Office of the U.S. Trade Representative	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Office of the U.S. Trade Representative</b>	<b>83</b>	<b>2.3%</b>	<b>78.0%</b>	<b>19.7%</b>
2010 Office of the U.S. Trade Representative	--	--	--	--
2008 Office of the U.S. Trade Representative	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Office of the U.S. Trade Representative</b>	<b>84</b>	<b>2.8%</b>	<b>77.9%</b>	<b>19.3%</b>
2010 Office of the U.S. Trade Representative	--	--	--	--
2008 Office of the U.S. Trade Representative	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Office of the U.S. Trade Representative</b>	<b>60</b>	<b>50.5%</b>	<b>19.6%</b>	<b>29.9%</b>	<b>25</b>
2010 Office of the U.S. Trade Representative	78	33.1%	38.7%	28.1%	26
2008 Office of the U.S. Trade Representative	59	29.2%	29.3%	41.5%	56
2006 Office of the U.S. Trade Representative	--	--	--	--	--

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Office of the U.S. Trade Representative</b>	<b>40</b>	<b>26.7%</b>	<b>33.4%</b>	<b>39.8%</b>	<b>45</b>
2010 Office of the U.S. Trade Representative	60	30.0%	32.4%	37.7%	44
2008 Office of the U.S. Trade Representative	58	29.8%	31.6%	38.5%	57
2006 Office of the U.S. Trade Representative	--	--	--	--	--

# Office of the U.S. Trade Representative

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Office of the U.S. Trade Representative</b>	<b>46</b>	<b>39.6%</b>	<b>47.3%</b>	<b>13.1%</b>	<b>39</b>
2010 Office of the U.S. Trade Representative	60	43.0%	39.7%	17.3%	44
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Office of the U.S. Trade Representative</b>	<b>32</b>	<b>19.1%</b>	<b>70.4%</b>	<b>10.5%</b>	<b>52</b>
2010 Office of the U.S. Trade Representative	37	37.5%	54.8%	7.7%	67
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Office of the U.S. Trade Representative</b>	<b>28</b>	<b>3.6%</b>	<b>69.0%</b>	<b>27.4%</b>	<b>55</b>
2010 Office of the U.S. Trade Representative	33	2.6%	76.7%	20.7%	71
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Office of the U.S. Trade Representative</b>	<b>25</b>	<b>4.0%</b>	<b>78.8%</b>	<b>17.2%</b>	<b>60</b>
2010 Office of the U.S. Trade Representative	29	6.3%	86.0%	7.7%	75
2008 Office of the U.S. Trade Representative	--	--	--	--	--
2006 Office of the U.S. Trade Representative	--	--	--	--	--



# Postal Regulatory Commission

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Postal Regulatory Commission</b>	<b>49</b>
2010 Postal Regulatory Commission	46
2008 Postal Regulatory Commission	41
2006 Postal Regulatory Commission	39

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>69.4%</b>	<b>16.3%</b>	<b>14.3%</b>
2010 Postal Regulatory Commission	46	72.8%	15.8%	11.3%
2008 Postal Regulatory Commission	41	68.8%	24.0%	7.1%
2006 Postal Regulatory Commission	39	66.1%	20.1%	13.8%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>69.4%</b>	<b>12.2%</b>	<b>18.4%</b>
2010 Postal Regulatory Commission	46	71.6%	10.8%	17.6%
2008 Postal Regulatory Commission	41	73.3%	14.6%	12.0%
2006 Postal Regulatory Commission	39	68.6%	10.8%	20.6%

# Postal Regulatory Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>69.4%</b>	<b>12.3%</b>	<b>18.3%</b>
2010 Postal Regulatory Commission	46	77.4%	7.6%	15.0%
2008 Postal Regulatory Commission	41	76.3%	19.1%	4.6%
2006 Postal Regulatory Commission	39	66.0%	15.8%	18.2%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>75.4%</b>	<b>18.5%</b>	<b>6.1%</b>
2010 Postal Regulatory Commission	45	72.9%	17.9%	9.3%
2008 Postal Regulatory Commission	41	85.4%	9.8%	4.9%
2006 Postal Regulatory Commission	39	69.6%	21.8%	8.7%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>79.4%</b>	<b>16.4%</b>	<b>4.1%</b>
2010 Postal Regulatory Commission	44	72.3%	21.8%	5.9%
2008 Postal Regulatory Commission	41	80.8%	14.3%	4.9%
2006 Postal Regulatory Commission	39	81.1%	12.4%	6.5%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>75.5%</b>	<b>6.0%</b>	<b>18.5%</b>
2010 Postal Regulatory Commission	46	84.7%	1.7%	13.6%
2008 Postal Regulatory Commission	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>95.9%</b>	<b>0.0%</b>	<b>4.1%</b>
2010 Postal Regulatory Commission	46	96.6%	1.7%	1.7%
2008 Postal Regulatory Commission	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--

# Postal Regulatory Commission

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>91.7%</b>	<b>6.2%</b>	<b>2.1%</b>
2010 Postal Regulatory Commission	46	89.0%	9.3%	1.7%
2008 Postal Regulatory Commission	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>71.6%</b>	<b>12.3%</b>	<b>16.1%</b>	<b>0</b>
2010 Postal Regulatory Commission	45	83.7%	4.5%	11.8%	0
2008 Postal Regulatory Commission	41	80.4%	9.7%	9.9%	0
2006 Postal Regulatory Commission	38	53.7%	21.4%	24.9%	1

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>67.5%</b>	<b>6.1%</b>	<b>26.4%</b>	<b>0</b>
2010 Postal Regulatory Commission	45	79.1%	10.3%	10.6%	1
2008 Postal Regulatory Commission	41	75.2%	17.3%	7.5%	0
2006 Postal Regulatory Commission	39	71.7%	16.7%	11.6%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>63.1%</b>	<b>16.3%</b>	<b>20.6%</b>	<b>0</b>
2010 Postal Regulatory Commission	46	68.7%	16.4%	14.9%	0
2008 Postal Regulatory Commission	41	63.5%	17.0%	19.5%	0
2006 Postal Regulatory Commission	39	54.0%	14.5%	31.5%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>79.5%</b>	<b>8.2%</b>	<b>12.3%</b>	<b>0</b>
2010 Postal Regulatory Commission	45	77.6%	16.1%	6.3%	0
2008 Postal Regulatory Commission	41	90.6%	6.8%	2.6%	0
2006 Postal Regulatory Commission	39	83.1%	8.0%	8.8%	0

# Postal Regulatory Commission

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>69.1%</b>	<b>20.6%</b>	<b>10.3%</b>	<b>0</b>
2010 Postal Regulatory Commission	46	80.3%	8.5%	11.2%	0
2008 Postal Regulatory Commission	41	85.7%	11.7%	2.6%	0
2006 Postal Regulatory Commission	39	79.0%	15.9%	5.1%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Postal Regulatory Commission</b>	<b>48</b>	<b>89.6%</b>	<b>4.2%</b>	<b>6.2%</b>	<b>0</b>
2010 Postal Regulatory Commission	46	92.1%	7.9%	0.0%	0
2008 Postal Regulatory Commission	41	95.1%	2.6%	2.3%	0
2006 Postal Regulatory Commission	39	93.5%	4.3%	2.2%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Postal Regulatory Commission</b>	<b>46</b>	<b>63.2%</b>	<b>15.2%</b>	<b>21.7%</b>	<b>3</b>
2010 Postal Regulatory Commission	45	73.1%	18.5%	8.4%	1
2008 Postal Regulatory Commission	39	56.8%	27.1%	16.0%	2
2006 Postal Regulatory Commission	36	56.3%	31.8%	11.9%	3

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Postal Regulatory Commission</b>	<b>48</b>	<b>83.2%</b>	<b>12.7%</b>	<b>4.1%</b>	<b>1</b>
2010 Postal Regulatory Commission	45	89.4%	4.9%	5.7%	1
2008 Postal Regulatory Commission	41	90.6%	9.4%	0.0%	0
2006 Postal Regulatory Commission	39	93.5%	6.5%	0.0%	0

# Postal Regulatory Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Postal Regulatory Commission</b>	<b>48</b>	<b>54.2%</b>	<b>26.9%</b>	<b>18.9%</b>	<b>1</b>
2010 Postal Regulatory Commission	46	68.5%	21.3%	10.2%	0
2008 Postal Regulatory Commission	36	64.9%	27.0%	8.1%	5
2006 Postal Regulatory Commission	30	67.3%	24.4%	8.4%	9

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Postal Regulatory Commission</b>	<b>48</b>	<b>48.0%</b>	<b>27.2%</b>	<b>24.8%</b>	<b>1</b>
2010 Postal Regulatory Commission	45	42.8%	31.3%	25.9%	1
2008 Postal Regulatory Commission	37	45.2%	37.8%	17.0%	4
2006 Postal Regulatory Commission	36	31.5%	44.9%	23.6%	3

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Postal Regulatory Commission</b>	<b>46</b>	<b>63.2%</b>	<b>15.2%</b>	<b>21.7%</b>	<b>2</b>
2010 Postal Regulatory Commission	40	66.2%	19.9%	13.9%	6
2008 Postal Regulatory Commission	33	48.4%	35.4%	16.2%	8
2006 Postal Regulatory Commission	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Postal Regulatory Commission</b>	<b>45</b>	<b>84.4%</b>	<b>6.6%</b>	<b>9.0%</b>
2010 Postal Regulatory Commission	44	90.9%	2.7%	6.5%
2008 Postal Regulatory Commission	41	97.4%	2.6%	0.0%
2006 Postal Regulatory Commission	39	94.1%	5.9%	0.0%

# Postal Regulatory Commission

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Postal Regulatory Commission</b>	<b>46</b>	<b>78.4%</b>	<b>15.0%</b>	<b>6.6%</b>	<b>2</b>
2010 Postal Regulatory Commission	42	75.1%	19.9%	4.9%	3
2008 Postal Regulatory Commission	41	75.5%	17.3%	7.2%	0
2006 Postal Regulatory Commission	39	60.0%	23.3%	16.6%	0

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Postal Regulatory Commission</b>	<b>46</b>	<b>54.4%</b>	<b>19.6%</b>	<b>26.0%</b>	<b>2</b>
2010 Postal Regulatory Commission	41	56.9%	23.5%	19.7%	5
2008 Postal Regulatory Commission	38	56.0%	28.2%	15.8%	3
2006 Postal Regulatory Commission	36	48.7%	31.0%	20.2%	3

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Postal Regulatory Commission</b>	<b>43</b>	<b>56.2%</b>	<b>22.9%</b>	<b>20.9%</b>	<b>6</b>
2010 Postal Regulatory Commission	40	43.4%	40.3%	16.3%	6
2008 Postal Regulatory Commission	36	31.6%	27.4%	41.0%	5
2006 Postal Regulatory Commission	32	36.9%	30.9%	32.2%	7

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>51.1%</b>	<b>15.0%</b>	<b>33.9%</b>	<b>1</b>
2010 Postal Regulatory Commission	42	51.3%	21.4%	27.2%	4
2008 Postal Regulatory Commission	36	36.8%	35.4%	27.8%	5
2006 Postal Regulatory Commission	34	35.0%	22.1%	42.9%	5

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Postal Regulatory Commission</b>	<b>48</b>	<b>48.1%</b>	<b>24.8%</b>	<b>27.1%</b>	<b>1</b>
2010 Postal Regulatory Commission	41	53.4%	25.3%	21.4%	3
2008 Postal Regulatory Commission	39	49.7%	32.5%	17.8%	2
2006 Postal Regulatory Commission	31	62.0%	10.6%	27.4%	8

# Postal Regulatory Commission

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>77.5%</b>	<b>8.3%</b>	<b>14.3%</b>	<b>0</b>
2010 Postal Regulatory Commission	46	78.7%	9.9%	11.4%	0
2008 Postal Regulatory Commission	41	78.8%	11.4%	9.7%	0
2006 Postal Regulatory Commission	39	70.9%	20.4%	8.7%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Postal Regulatory Commission</b>	<b>45</b>	<b>68.9%</b>	<b>19.9%</b>	<b>11.3%</b>	<b>4</b>
2010 Postal Regulatory Commission	45	69.4%	24.9%	5.7%	1
2008 Postal Regulatory Commission	41	65.9%	26.6%	7.5%	0
2006 Postal Regulatory Commission	37	50.6%	38.0%	11.3%	2

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Postal Regulatory Commission</b>	<b>49</b>	<b>91.7%</b>	<b>6.2%</b>	<b>2.1%</b>
2010 Postal Regulatory Commission	46	92.1%	6.2%	1.7%
2008 Postal Regulatory Commission	41	92.5%	7.5%	0.0%
2006 Postal Regulatory Commission	39	93.5%	6.5%	0.0%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>85.2%</b>	<b>8.4%</b>	<b>6.5%</b>	<b>1</b>
2010 Postal Regulatory Commission	45	90.8%	9.2%	0.0%	0
2008 Postal Regulatory Commission	41	83.4%	7.1%	9.4%	0
2006 Postal Regulatory Commission	39	93.5%	4.3%	2.2%	0

# Postal Regulatory Commission

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Postal Regulatory Commission</b>	<b>46</b>	<b>54.6%</b>	<b>21.4%</b>	<b>24.0%</b>	<b>2</b>
2010 Postal Regulatory Commission	45	60.3%	16.7%	23.0%	0
2008 Postal Regulatory Commission	41	52.5%	27.6%	19.9%	0
2006 Postal Regulatory Commission	38	57.3%	26.8%	15.8%	1

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Postal Regulatory Commission</b>	<b>45</b>	<b>67.0%</b>	<b>10.9%</b>	<b>22.1%</b>	<b>2</b>
2010 Postal Regulatory Commission	44	66.3%	18.1%	15.6%	0
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Postal Regulatory Commission</b>	<b>45</b>	<b>62.4%</b>	<b>15.4%</b>	<b>22.3%</b>	<b>2</b>
2010 Postal Regulatory Commission	45	66.5%	14.2%	19.3%	0
2008 Postal Regulatory Commission	41	52.2%	33.2%	14.6%	0
2006 Postal Regulatory Commission	36	64.1%	21.9%	14.0%	3

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>44.8%</b>	<b>18.9%</b>	<b>36.3%</b>	<b>1</b>
2010 Postal Regulatory Commission	42	47.2%	23.4%	29.4%	3
2008 Postal Regulatory Commission	37	46.4%	18.5%	35.1%	4
2006 Postal Regulatory Commission	35	57.7%	15.8%	26.5%	4

# Postal Regulatory Commission

## *Trend Report*

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Postal Regulatory Commission</b>	<b>43</b>	<b>65.5%</b>	<b>20.4%</b>	<b>14.0%</b>	<b>5</b>
2010 Postal Regulatory Commission	42	61.2%	29.3%	9.5%	3
2008 Postal Regulatory Commission	39	62.9%	32.3%	4.8%	2
2006 Postal Regulatory Commission	34	59.6%	25.3%	15.2%	5

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Postal Regulatory Commission</b>	<b>44</b>	<b>88.6%</b>	<b>6.9%</b>	<b>4.5%</b>	<b>3</b>
2010 Postal Regulatory Commission	44	90.0%	10.0%	0.0%	1
2008 Postal Regulatory Commission	40	88.0%	7.4%	4.7%	1
2006 Postal Regulatory Commission	39	90.6%	5.1%	4.3%	0

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Postal Regulatory Commission</b>	<b>45</b>	<b>66.7%</b>	<b>11.0%</b>	<b>22.3%</b>	<b>3</b>
2010 Postal Regulatory Commission	44	62.7%	20.2%	17.1%	1
2008 Postal Regulatory Commission	38	53.7%	30.9%	15.5%	3
2006 Postal Regulatory Commission	36	57.4%	22.6%	19.9%	3

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>44.8%</b>	<b>18.8%</b>	<b>36.3%</b>	<b>1</b>
2010 Postal Regulatory Commission	42	67.1%	15.5%	17.4%	3
2008 Postal Regulatory Commission	37	44.9%	26.0%	29.1%	4
2006 Postal Regulatory Commission	34	48.3%	27.8%	23.9%	5

# Postal Regulatory Commission

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Postal Regulatory Commission</b>	<b>45</b>	<b>53.6%</b>	<b>15.1%</b>	<b>31.3%</b>	<b>3</b>
2010 Postal Regulatory Commission	42	69.2%	19.3%	11.4%	3
2008 Postal Regulatory Commission	37	71.3%	23.7%	5.0%	4
2006 Postal Regulatory Commission	32	65.4%	31.1%	3.5%	7

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Postal Regulatory Commission</b>	<b>48</b>	<b>64.8%</b>	<b>22.6%</b>	<b>12.6%</b>	<b>0</b>
2010 Postal Regulatory Commission	44	83.5%	7.3%	9.2%	1
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Postal Regulatory Commission</b>	<b>48</b>	<b>54.5%</b>	<b>30.9%</b>	<b>14.7%</b>
2010 Postal Regulatory Commission	45	74.7%	15.6%	9.8%
2008 Postal Regulatory Commission	41	75.6%	19.2%	5.2%
2006 Postal Regulatory Commission	39	62.1%	21.8%	16.1%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Postal Regulatory Commission</b>	<b>48</b>	<b>56.1%</b>	<b>29.1%</b>	<b>14.8%</b>	<b>0</b>
2010 Postal Regulatory Commission	41	63.7%	25.6%	10.7%	4
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

# Postal Regulatory Commission

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>76.6%</b>	<b>19.2%</b>	<b>4.2%</b>	<b>1</b>
2010 Postal Regulatory Commission	42	87.3%	7.5%	5.2%	3
2008 Postal Regulatory Commission	40	93.0%	7.0%	0.0%	1
2006 Postal Regulatory Commission	38	93.3%	2.2%	4.5%	1

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>70.1%</b>	<b>17.0%</b>	<b>12.8%</b>	<b>1</b>
2010 Postal Regulatory Commission	43	73.5%	14.0%	12.5%	2
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>68.0%</b>	<b>14.7%</b>	<b>17.3%</b>	<b>1</b>
2010 Postal Regulatory Commission	42	74.7%	10.4%	14.8%	2
2008 Postal Regulatory Commission	40	62.5%	22.1%	15.3%	1
2006 Postal Regulatory Commission	37	59.7%	27.8%	12.5%	2

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Postal Regulatory Commission</b>	<b>44</b>	<b>68.3%</b>	<b>24.7%</b>	<b>6.9%</b>	<b>4</b>
2010 Postal Regulatory Commission	41	71.8%	21.3%	6.9%	4
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>70.3%</b>	<b>12.6%</b>	<b>17.2%</b>	<b>1</b>
2010 Postal Regulatory Commission	43	68.4%	17.5%	14.1%	1
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

# Postal Regulatory Commission

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>65.9%</b>	<b>19.3%</b>	<b>14.7%</b>	<b>1</b>
2010 Postal Regulatory Commission	44	69.7%	16.3%	14.0%	1
2008 Postal Regulatory Commission	41	71.4%	23.7%	4.9%	0
2006 Postal Regulatory Commission	39	76.8%	12.3%	10.9%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Postal Regulatory Commission</b>	<b>48</b>	<b>78.9%</b>	<b>14.8%</b>	<b>6.3%</b>
2010 Postal Regulatory Commission	44	87.4%	9.1%	3.5%
2008 Postal Regulatory Commission	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Postal Regulatory Commission</b>	<b>48</b>	<b>74.9%</b>	<b>14.7%</b>	<b>10.4%</b>
2010 Postal Regulatory Commission	44	84.7%	11.2%	4.1%
2008 Postal Regulatory Commission	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Postal Regulatory Commission</b>	<b>48</b>	<b>81.2%</b>	<b>12.4%</b>	<b>6.3%</b>
2010 Postal Regulatory Commission	44	77.8%	15.7%	6.5%
2008 Postal Regulatory Commission	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>65.9%</b>	<b>21.3%</b>	<b>12.8%</b>
2010 Postal Regulatory Commission	43	72.0%	21.1%	6.9%
2008 Postal Regulatory Commission	41	73.5%	19.3%	7.2%
2006 Postal Regulatory Commission	39	79.9%	13.6%	6.5%

# Postal Regulatory Commission

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Postal Regulatory Commission</b>	<b>48</b>	<b>68.7%</b>	<b>25.0%</b>	<b>6.3%</b>
2010 Postal Regulatory Commission	44	82.2%	13.3%	4.4%
2008 Postal Regulatory Commission	41	81.1%	16.3%	2.6%
2006 Postal Regulatory Commission	39	81.7%	13.9%	4.3%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>55.5%</b>	<b>23.0%</b>	<b>21.5%</b>	<b>0</b>
2010 Postal Regulatory Commission	42	62.2%	19.8%	18.0%	2
2008 Postal Regulatory Commission	41	68.8%	21.2%	10.0%	0
2006 Postal Regulatory Commission	37	54.2%	29.0%	16.8%	2

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>57.8%</b>	<b>22.9%</b>	<b>19.3%</b>	<b>0</b>
2010 Postal Regulatory Commission	43	76.7%	18.5%	4.8%	1
2008 Postal Regulatory Commission	41	76.3%	14.0%	9.7%	0
2006 Postal Regulatory Commission	38	71.5%	17.2%	11.3%	1

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Postal Regulatory Commission</b>	<b>46</b>	<b>63.2%</b>	<b>21.3%</b>	<b>15.4%</b>	<b>1</b>
2010 Postal Regulatory Commission	42	82.3%	8.9%	8.7%	2
2008 Postal Regulatory Commission	40	70.9%	22.0%	7.0%	1
2006 Postal Regulatory Commission	36	64.1%	26.6%	9.3%	3

# Postal Regulatory Commission

## Trend Report

### Leadership (continued)

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Postal Regulatory Commission</b>	<b>48</b>	<b>62.7%</b>	<b>16.4%</b>	<b>20.9%</b>	<b>0</b>
2010 Postal Regulatory Commission	43	68.4%	9.2%	22.4%	1
2008 Postal Regulatory Commission	41	73.6%	9.1%	17.3%	0
2006 Postal Regulatory Commission	38	62.8%	23.8%	13.4%	1

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Postal Regulatory Commission</b>	<b>46</b>	<b>67.4%</b>	<b>17.3%</b>	<b>15.3%</b>	<b>2</b>
2010 Postal Regulatory Commission	39	64.9%	17.7%	17.4%	3
2008 Postal Regulatory Commission	39	69.2%	22.9%	7.9%	2
2006 Postal Regulatory Commission	36	67.2%	14.9%	17.9%	3

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>64.0%</b>	<b>25.3%</b>	<b>10.7%</b>	<b>0</b>
2010 Postal Regulatory Commission	42	76.6%	9.4%	14.0%	2
2008 Postal Regulatory Commission	40	70.9%	12.0%	17.1%	1
2006 Postal Regulatory Commission	37	69.5%	17.6%	12.9%	2

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>66.2%</b>	<b>21.0%</b>	<b>12.8%</b>	<b>0</b>
2010 Postal Regulatory Commission	42	82.0%	9.3%	8.6%	1
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Postal Regulatory Commission</b>	<b>41</b>	<b>56.1%</b>	<b>26.7%</b>	<b>17.1%</b>	<b>5</b>
2010 Postal Regulatory Commission	41	75.6%	20.1%	4.4%	3
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

# Postal Regulatory Commission

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Postal Regulatory Commission</b>	<b>46</b>	<b>56.4%</b>	<b>15.2%</b>	<b>28.4%</b>	<b>1</b>
2010 Postal Regulatory Commission	41	72.9%	12.3%	14.8%	1
2008 Postal Regulatory Commission	41	75.9%	11.4%	12.7%	0
2006 Postal Regulatory Commission	38	64.5%	19.3%	16.3%	1

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Postal Regulatory Commission</b>	<b>46</b>	<b>63.4%</b>	<b>23.6%</b>	<b>13.0%</b>	<b>2</b>
2010 Postal Regulatory Commission	42	77.8%	19.4%	2.8%	1
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>61.8%</b>	<b>21.2%</b>	<b>17.0%</b>
2010 Postal Regulatory Commission	44	67.0%	19.1%	13.9%
2008 Postal Regulatory Commission	41	64.3%	21.1%	14.6%
2006 Postal Regulatory Commission	39	60.7%	24.6%	14.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>49.2%</b>	<b>14.9%</b>	<b>36.0%</b>
2010 Postal Regulatory Commission	44	45.0%	36.0%	19.0%
2008 Postal Regulatory Commission	41	59.4%	12.0%	28.5%
2006 Postal Regulatory Commission	39	54.4%	22.4%	23.2%

# Postal Regulatory Commission

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>63.9%</b>	<b>23.3%</b>	<b>12.8%</b>
2010 Postal Regulatory Commission	44	69.8%	27.8%	2.4%
2008 Postal Regulatory Commission	41	63.6%	19.5%	16.9%
2006 Postal Regulatory Commission	39	66.0%	22.5%	11.6%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>45.0%</b>	<b>23.1%</b>	<b>31.9%</b>
2010 Postal Regulatory Commission	44	51.2%	33.7%	15.0%
2008 Postal Regulatory Commission	41	59.6%	18.6%	21.8%
2006 Postal Regulatory Commission	39	49.8%	29.7%	20.4%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>30.1%</b>	<b>38.0%</b>	<b>31.9%</b>
2010 Postal Regulatory Commission	44	39.7%	36.1%	24.2%
2008 Postal Regulatory Commission	41	52.2%	26.8%	21.1%
2006 Postal Regulatory Commission	39	20.4%	36.7%	42.9%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>47.1%</b>	<b>38.1%</b>	<b>14.7%</b>
2010 Postal Regulatory Commission	43	47.8%	39.2%	13.1%
2008 Postal Regulatory Commission	41	56.0%	31.7%	12.3%
2006 Postal Regulatory Commission	39	40.8%	33.8%	25.4%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>70.1%</b>	<b>21.2%</b>	<b>8.6%</b>
2010 Postal Regulatory Commission	44	77.0%	13.6%	9.4%
2008 Postal Regulatory Commission	41	73.0%	17.6%	9.4%
2006 Postal Regulatory Commission	39	71.0%	17.4%	11.6%

# Postal Regulatory Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>53.4%</b>	<b>17.0%</b>	<b>29.6%</b>
2010 Postal Regulatory Commission	44	60.6%	24.1%	15.3%
2008 Postal Regulatory Commission	41	58.4%	17.9%	23.8%
2006 Postal Regulatory Commission	39	53.6%	17.3%	29.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Postal Regulatory Commission</b>	<b>46</b>	<b>50.2%</b>	<b>28.0%</b>	<b>21.8%</b>
2010 Postal Regulatory Commission	44	63.2%	29.5%	7.4%
2008 Postal Regulatory Commission	41	68.4%	18.9%	12.7%
2006 Postal Regulatory Commission	39	65.1%	18.8%	16.1%

### Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>93.5%</b>	<b>2.2%</b>	<b>4.3%</b>
2010 Postal Regulatory Commission	--	--	--	--
2008 Postal Regulatory Commission	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--

73. *Please select the response below that BEST describes your current teleworking situation:*

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>0.0%</b>	<b>21.0%</b>	<b>8.6%</b>	<b>40.5%</b>
2010 Postal Regulatory Commission	--	--	--	--	--
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

(continued)

# Postal Regulatory Commission

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>4.3%</b>	<b>2.0%</b>	<b>4.1%</b>	<b>19.4%</b>
2010 Postal Regulatory Commission	--	--	--	--	--
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>38.0%</b>	<b>51.3%</b>	<b>10.7%</b>
2010 Postal Regulatory Commission	--	--	--	--
2008 Postal Regulatory Commission	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>40.2%</b>	<b>55.5%</b>	<b>4.3%</b>
2010 Postal Regulatory Commission	--	--	--	--
2008 Postal Regulatory Commission	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Postal Regulatory Commission</b>	<b>46</b>	<b>0.0%</b>	<b>82.5%</b>	<b>17.5%</b>
2010 Postal Regulatory Commission	--	--	--	--
2008 Postal Regulatory Commission	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--

# Postal Regulatory Commission

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>0.0%</b>	<b>70.0%</b>	<b>30.0%</b>
2010 Postal Regulatory Commission	--	--	--	--
2008 Postal Regulatory Commission	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Postal Regulatory Commission</b>	<b>47</b>	<b>0.0%</b>	<b>67.9%</b>	<b>32.1%</b>
2010 Postal Regulatory Commission	--	--	--	--
2008 Postal Regulatory Commission	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Postal Regulatory Commission</b>	<b>44</b>	<b>61.3%</b>	<b>25.1%</b>	<b>13.6%</b>	<b>3</b>
2010 Postal Regulatory Commission	37	63.4%	22.0%	14.5%	7
2008 Postal Regulatory Commission	22	31.7%	22.2%	46.1%	19
2006 Postal Regulatory Commission	24	5.5%	34.6%	59.9%	15

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Postal Regulatory Commission</b>	<b>33</b>	<b>60.2%</b>	<b>15.4%</b>	<b>24.4%</b>	<b>13</b>
2010 Postal Regulatory Commission	36	72.9%	21.3%	5.8%	8
2008 Postal Regulatory Commission	30	43.6%	20.9%	35.5%	11
2006 Postal Regulatory Commission	32	33.9%	23.4%	42.7%	7

# Postal Regulatory Commission

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Postal Regulatory Commission</b>	<b>33</b>	<b>60.7%</b>	<b>24.1%</b>	<b>15.2%</b>	<b>13</b>
2010 Postal Regulatory Commission	38	74.7%	10.3%	15.0%	6
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Postal Regulatory Commission</b>	<b>11</b>	<b>9.2%</b>	<b>54.4%</b>	<b>36.4%</b>	<b>34</b>
2010 Postal Regulatory Commission	19	45.1%	50.6%	4.3%	25
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Postal Regulatory Commission</b>	<b>12</b>	<b>0.0%</b>	<b>74.6%</b>	<b>25.4%</b>	<b>33</b>
2010 Postal Regulatory Commission	15	11.2%	70.0%	18.8%	29
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Postal Regulatory Commission</b>	<b>11</b>	<b>0.0%</b>	<b>81.5%</b>	<b>18.5%</b>	<b>34</b>
2010 Postal Regulatory Commission	13	0.0%	78.4%	21.6%	31
2008 Postal Regulatory Commission	--	--	--	--	--
2006 Postal Regulatory Commission	--	--	--	--	--



# Selective Service System

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Selective Service System</b>	<b>107</b>
2010 Selective Service System	89
2008 Selective Service System	86
2006 Selective Service System	89

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Selective Service System</b>	<b>107</b>	<b>57.0%</b>	<b>16.4%</b>	<b>26.6%</b>
2010 Selective Service System	89	46.3%	17.3%	36.4%
2008 Selective Service System	86	40.9%	22.0%	37.1%
2006 Selective Service System	89	56.2%	18.2%	25.7%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Selective Service System</b>	<b>107</b>	<b>69.5%</b>	<b>16.0%</b>	<b>14.5%</b>
2010 Selective Service System	89	66.9%	9.1%	24.0%
2008 Selective Service System	86	67.5%	10.3%	22.2%
2006 Selective Service System	89	74.9%	15.7%	9.4%

# Selective Service System

## Trend Report

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Selective Service System</b>	<b>106</b>	<b>52.3%</b>	<b>16.8%</b>	<b>30.9%</b>
2010 Selective Service System	88	52.5%	18.8%	28.7%
2008 Selective Service System	86	52.2%	16.4%	31.4%
2006 Selective Service System	89	58.1%	18.6%	23.3%

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Selective Service System</b>	<b>107</b>	<b>66.0%</b>	<b>13.4%</b>	<b>20.5%</b>
2010 Selective Service System	89	75.6%	7.2%	17.2%
2008 Selective Service System	86	68.1%	17.8%	14.1%
2006 Selective Service System	89	69.3%	12.1%	18.6%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Selective Service System</b>	<b>107</b>	<b>82.1%</b>	<b>11.5%</b>	<b>6.5%</b>
2010 Selective Service System	89	78.6%	16.0%	5.4%
2008 Selective Service System	86	82.7%	11.3%	6.0%
2006 Selective Service System	89	80.5%	12.2%	7.4%

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Selective Service System</b>	<b>106</b>	<b>79.1%</b>	<b>11.7%</b>	<b>9.2%</b>
2010 Selective Service System	89	76.3%	10.3%	13.4%
2008 Selective Service System	--	--	--	--
2006 Selective Service System	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Selective Service System</b>	<b>107</b>	<b>96.8%</b>	<b>1.2%</b>	<b>2.0%</b>
2010 Selective Service System	89	96.1%	3.9%	0.0%
2008 Selective Service System	--	--	--	--
2006 Selective Service System	--	--	--	--

# Selective Service System

## Trend Report

### My Work Experience (continued)

8. *I am constantly looking for ways to do my job better.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Selective Service System</b>	<b>107</b>	<b>88.8%</b>	<b>8.1%</b>	<b>3.2%</b>
2010 Selective Service System	88	92.3%	7.7%	0.0%
2008 Selective Service System	--	--	--	--
2006 Selective Service System	--	--	--	--

9. *I have sufficient resources (for example, people, materials, budget) to get my job done.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Selective Service System</b>	<b>106</b>	<b>52.9%</b>	<b>17.0%</b>	<b>30.1%</b>	<b>1</b>
2010 Selective Service System	87	44.3%	12.9%	42.8%	2
2008 Selective Service System	85	34.3%	19.0%	46.6%	1
2006 Selective Service System	88	50.0%	13.4%	36.6%	1

10. *My workload is reasonable.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Selective Service System</b>	<b>105</b>	<b>73.0%</b>	<b>12.3%</b>	<b>14.8%</b>	<b>2</b>
2010 Selective Service System	89	56.5%	13.6%	29.9%	0
2008 Selective Service System	85	53.1%	19.5%	27.4%	1
2006 Selective Service System	88	58.8%	17.4%	23.9%	1

11. *My talents are used well in the workplace.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Selective Service System</b>	<b>106</b>	<b>56.2%</b>	<b>16.7%</b>	<b>27.1%</b>	<b>1</b>
2010 Selective Service System	88	55.0%	10.9%	34.1%	0
2008 Selective Service System	86	59.8%	10.5%	29.6%	0
2006 Selective Service System	89	57.7%	23.7%	18.6%	0

12. *I know how my work relates to the agency's goals and priorities.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Selective Service System</b>	<b>105</b>	<b>91.7%</b>	<b>5.6%</b>	<b>2.7%</b>	<b>2</b>
2010 Selective Service System	88	87.7%	7.9%	4.4%	1
2008 Selective Service System	86	88.1%	8.5%	3.4%	0
2006 Selective Service System	88	88.3%	3.8%	7.9%	1

# Selective Service System

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Selective Service System</b>	<b>107</b>	<b>87.9%</b>	<b>8.8%</b>	<b>3.2%</b>	<b>0</b>
2010 Selective Service System	87	91.1%	7.8%	1.1%	0
2008 Selective Service System	86	93.1%	4.6%	2.2%	0
2006 Selective Service System	89	88.0%	4.8%	7.2%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Selective Service System</b>	<b>105</b>	<b>80.7%</b>	<b>7.8%</b>	<b>11.5%</b>	<b>2</b>
2010 Selective Service System	88	76.6%	13.4%	10.0%	1
2008 Selective Service System	86	82.8%	8.5%	8.6%	0
2006 Selective Service System	89	75.9%	10.8%	13.2%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Selective Service System</b>	<b>101</b>	<b>76.3%</b>	<b>12.6%</b>	<b>11.1%</b>	<b>6</b>
2010 Selective Service System	87	63.8%	11.9%	24.3%	2
2008 Selective Service System	85	68.8%	13.1%	18.1%	1
2006 Selective Service System	88	73.2%	13.9%	12.9%	1

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Selective Service System</b>	<b>105</b>	<b>83.7%</b>	<b>10.2%</b>	<b>6.1%</b>	<b>1</b>
2010 Selective Service System	89	81.1%	11.3%	7.6%	0
2008 Selective Service System	86	86.6%	12.2%	1.2%	0
2006 Selective Service System	89	83.9%	11.3%	4.9%	0

# Selective Service System

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Selective Service System</b>	<b>100</b>	<b>57.1%</b>	<b>24.5%</b>	<b>18.4%</b>	<b>7</b>
2010 Selective Service System	87	38.8%	19.5%	41.7%	2
2008 Selective Service System	82	35.2%	29.1%	35.7%	4
2006 Selective Service System	84	38.6%	40.9%	20.5%	5

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Selective Service System</b>	<b>102</b>	<b>44.1%</b>	<b>27.4%</b>	<b>28.5%</b>	<b>5</b>
2010 Selective Service System	86	36.1%	18.1%	45.8%	2
2008 Selective Service System	86	36.0%	25.3%	38.7%	0
2006 Selective Service System	88	52.7%	26.7%	20.6%	1

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Selective Service System</b>	<b>103</b>	<b>73.7%</b>	<b>14.7%</b>	<b>11.6%</b>	<b>3</b>
2010 Selective Service System	88	69.4%	17.1%	13.5%	1
2008 Selective Service System	85	77.2%	12.3%	10.6%	1
2006 Selective Service System	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Selective Service System</b>	<b>98</b>	<b>70.1%</b>	<b>9.9%</b>	<b>20.0%</b>
2010 Selective Service System	88	61.4%	16.6%	21.9%
2008 Selective Service System	86	72.4%	12.1%	15.5%
2006 Selective Service System	89	85.0%	5.7%	9.3%

# Selective Service System

## Trend Report

### My Work Unit (continued)

21. *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Selective Service System</b>	<b>103</b>	<b>52.8%</b>	<b>19.2%</b>	<b>28.0%</b>	<b>3</b>
2010 Selective Service System	85	46.5%	20.0%	33.5%	3
2008 Selective Service System	83	34.1%	31.0%	34.9%	3
2006 Selective Service System	84	41.0%	34.6%	24.3%	5

22. *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Selective Service System</b>	<b>100</b>	<b>44.1%</b>	<b>27.8%</b>	<b>28.1%</b>	<b>6</b>
2010 Selective Service System	84	38.9%	24.6%	36.5%	4
2008 Selective Service System	85	34.5%	25.2%	40.3%	1
2006 Selective Service System	87	41.3%	25.9%	32.8%	2

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Selective Service System</b>	<b>99</b>	<b>30.3%</b>	<b>29.8%</b>	<b>39.9%</b>	<b>7</b>
2010 Selective Service System	85	38.1%	18.5%	43.5%	3
2008 Selective Service System	82	28.6%	26.2%	45.2%	4
2006 Selective Service System	84	34.6%	27.4%	38.0%	5

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Selective Service System</b>	<b>103</b>	<b>42.4%</b>	<b>25.2%</b>	<b>32.4%</b>	<b>3</b>
2010 Selective Service System	87	40.2%	16.5%	43.3%	1
2008 Selective Service System	85	31.1%	27.0%	41.8%	1
2006 Selective Service System	87	33.1%	31.4%	35.4%	2

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Selective Service System</b>	<b>104</b>	<b>46.7%</b>	<b>24.2%</b>	<b>29.1%</b>	<b>2</b>
2010 Selective Service System	85	44.2%	21.2%	34.7%	2
2008 Selective Service System	85	34.8%	17.5%	47.7%	1
2006 Selective Service System	88	53.0%	19.5%	27.5%	1

# Selective Service System

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Selective Service System</b>	<b>105</b>	<b>65.1%</b>	<b>14.5%</b>	<b>20.5%</b>	<b>0</b>
2010 Selective Service System	86	53.0%	17.2%	29.8%	1
2008 Selective Service System	86	61.6%	14.5%	23.9%	0
2006 Selective Service System	88	68.2%	14.5%	17.3%	1

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Selective Service System</b>	<b>101</b>	<b>59.3%</b>	<b>21.1%</b>	<b>19.6%</b>	<b>5</b>
2010 Selective Service System	83	50.1%	24.6%	25.3%	3
2008 Selective Service System	81	30.8%	41.7%	27.5%	5
2006 Selective Service System	85	57.1%	23.9%	19.0%	4

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Selective Service System</b>	<b>105</b>	<b>82.4%</b>	<b>11.5%</b>	<b>6.1%</b>
2010 Selective Service System	89	69.5%	20.1%	10.5%
2008 Selective Service System	86	72.3%	19.4%	8.3%
2006 Selective Service System	89	80.5%	16.9%	2.6%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Selective Service System</b>	<b>105</b>	<b>70.7%</b>	<b>15.2%</b>	<b>14.1%</b>	<b>2</b>
2010 Selective Service System	86	58.8%	15.4%	25.7%	3
2008 Selective Service System	86	53.0%	23.9%	23.1%	0
2006 Selective Service System	89	72.7%	18.9%	8.4%	0

# Selective Service System

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Selective Service System</b>	<b>105</b>	<b>53.9%</b>	<b>23.4%</b>	<b>22.8%</b>	<b>2</b>
2010 Selective Service System	86	32.6%	28.8%	38.6%	2
2008 Selective Service System	86	32.8%	29.8%	37.4%	0
2006 Selective Service System	88	45.8%	28.9%	25.3%	1

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Selective Service System</b>	<b>106</b>	<b>58.8%</b>	<b>16.5%</b>	<b>24.8%</b>	<b>1</b>
2010 Selective Service System	88	41.9%	21.1%	37.0%	0
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Selective Service System</b>	<b>106</b>	<b>44.4%</b>	<b>26.6%</b>	<b>29.0%</b>	<b>1</b>
2010 Selective Service System	88	38.8%	26.4%	34.7%	1
2008 Selective Service System	85	35.0%	24.2%	40.8%	1
2006 Selective Service System	88	42.9%	27.4%	29.7%	1

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Selective Service System</b>	<b>103</b>	<b>30.9%</b>	<b>32.0%</b>	<b>37.2%</b>	<b>4</b>
2010 Selective Service System	84	27.9%	19.6%	52.6%	3
2008 Selective Service System	85	27.5%	23.6%	48.9%	1
2006 Selective Service System	88	32.9%	26.3%	40.8%	1

# Selective Service System

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Selective Service System</b>	<b>100</b>	<b>48.5%</b>	<b>32.8%</b>	<b>18.7%</b>	<b>7</b>
2010 Selective Service System	86	45.4%	25.1%	29.4%	3
2008 Selective Service System	85	52.3%	29.5%	18.1%	1
2006 Selective Service System	85	51.9%	25.3%	22.9%	4

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Selective Service System</b>	<b>107</b>	<b>81.8%</b>	<b>10.6%</b>	<b>7.7%</b>	<b>0</b>
2010 Selective Service System	89	72.5%	19.3%	8.2%	0
2008 Selective Service System	86	76.7%	13.6%	9.6%	0
2006 Selective Service System	89	79.3%	10.2%	10.5%	0

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Selective Service System</b>	<b>106</b>	<b>72.9%</b>	<b>16.2%</b>	<b>10.9%</b>	<b>1</b>
2010 Selective Service System	89	62.6%	24.6%	12.7%	0
2008 Selective Service System	85	71.4%	17.9%	10.7%	1
2006 Selective Service System	88	68.0%	17.3%	14.8%	1

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Selective Service System</b>	<b>106</b>	<b>51.9%</b>	<b>23.2%</b>	<b>24.9%</b>	<b>1</b>
2010 Selective Service System	85	36.9%	25.9%	37.2%	4
2008 Selective Service System	85	38.1%	27.1%	34.8%	1
2006 Selective Service System	84	49.7%	26.2%	24.1%	5

# Selective Service System

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Selective Service System</b>	<b>101</b>	<b>60.1%</b>	<b>23.9%</b>	<b>16.0%</b>	<b>6</b>
2010 Selective Service System	84	46.8%	25.2%	27.9%	4
2008 Selective Service System	81	50.1%	26.3%	23.6%	5
2006 Selective Service System	83	56.8%	21.8%	21.4%	6

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Selective Service System</b>	<b>106</b>	<b>79.0%</b>	<b>13.6%</b>	<b>7.4%</b>	<b>0</b>
2010 Selective Service System	81	41.4%	22.1%	36.5%	3
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Selective Service System</b>	<b>107</b>	<b>63.4%</b>	<b>17.7%</b>	<b>19.0%</b>
2010 Selective Service System	89	41.1%	23.0%	35.9%
2008 Selective Service System	86	42.8%	22.6%	34.6%
2006 Selective Service System	89	47.9%	30.2%	21.8%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Selective Service System</b>	<b>100</b>	<b>67.5%</b>	<b>19.6%</b>	<b>13.0%</b>	<b>7</b>
2010 Selective Service System	86	54.3%	18.6%	27.0%	3
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

# Selective Service System

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Selective Service System</b>	<b>106</b>	<b>76.4%</b>	<b>9.2%</b>	<b>14.4%</b>	<b>0</b>
2010 Selective Service System	89	72.1%	12.2%	15.7%	0
2008 Selective Service System	86	79.1%	10.3%	10.6%	0
2006 Selective Service System	86	84.6%	7.3%	8.1%	3

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Selective Service System</b>	<b>106</b>	<b>61.0%</b>	<b>13.0%</b>	<b>26.1%</b>	<b>0</b>
2010 Selective Service System	89	60.4%	11.7%	27.9%	0
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Selective Service System</b>	<b>105</b>	<b>64.5%</b>	<b>14.4%</b>	<b>21.2%</b>	<b>1</b>
2010 Selective Service System	89	57.4%	15.4%	27.2%	0
2008 Selective Service System	85	56.0%	22.6%	21.3%	1
2006 Selective Service System	86	60.0%	23.5%	16.5%	3

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Selective Service System</b>	<b>100</b>	<b>61.9%</b>	<b>24.9%</b>	<b>13.2%</b>	<b>6</b>
2010 Selective Service System	86	60.5%	17.4%	22.0%	3
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Selective Service System</b>	<b>106</b>	<b>64.4%</b>	<b>9.9%</b>	<b>25.7%</b>	<b>0</b>
2010 Selective Service System	89	53.6%	15.5%	30.9%	0
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

# Selective Service System

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Selective Service System</b>	<b>106</b>	<b>58.1%</b>	<b>21.3%</b>	<b>20.6%</b>	<b>0</b>
2010 Selective Service System	89	51.3%	21.2%	27.5%	0
2008 Selective Service System	86	50.5%	19.0%	30.4%	0
2006 Selective Service System	88	64.4%	22.7%	12.8%	1

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Selective Service System</b>	<b>106</b>	<b>68.9%</b>	<b>17.2%</b>	<b>13.9%</b>
2010 Selective Service System	89	65.1%	15.8%	19.1%
2008 Selective Service System	--	--	--	--
2006 Selective Service System	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Selective Service System</b>	<b>106</b>	<b>72.4%</b>	<b>16.8%</b>	<b>10.8%</b>
2010 Selective Service System	88	71.9%	11.6%	16.6%
2008 Selective Service System	--	--	--	--
2006 Selective Service System	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Selective Service System</b>	<b>106</b>	<b>76.8%</b>	<b>8.9%</b>	<b>14.2%</b>
2010 Selective Service System	88	67.9%	13.1%	19.0%
2008 Selective Service System	--	--	--	--
2006 Selective Service System	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Selective Service System</b>	<b>105</b>	<b>60.5%</b>	<b>21.2%</b>	<b>18.3%</b>
2010 Selective Service System	87	56.9%	15.3%	27.9%
2008 Selective Service System	86	60.7%	15.4%	23.9%
2006 Selective Service System	89	64.8%	19.3%	16.0%

# Selective Service System

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Selective Service System</b>	<b>106</b>	<b>62.2%</b>	<b>20.8%</b>	<b>17.0%</b>
2010 Selective Service System	89	57.5%	18.9%	23.7%
2008 Selective Service System	86	58.4%	23.9%	17.7%
2006 Selective Service System	89	70.2%	12.2%	17.6%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Selective Service System</b>	<b>106</b>	<b>50.8%</b>	<b>22.9%</b>	<b>26.3%</b>	<b>0</b>
2010 Selective Service System	87	33.8%	29.7%	36.5%	1
2008 Selective Service System	86	23.3%	23.2%	53.5%	0
2006 Selective Service System	89	39.0%	27.2%	33.8%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Selective Service System</b>	<b>105</b>	<b>58.4%</b>	<b>25.1%</b>	<b>16.5%</b>	<b>1</b>
2010 Selective Service System	87	33.9%	29.0%	37.1%	1
2008 Selective Service System	82	29.3%	21.6%	49.1%	4
2006 Selective Service System	88	45.4%	22.0%	32.6%	1

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Selective Service System</b>	<b>105</b>	<b>67.0%</b>	<b>22.1%</b>	<b>10.9%</b>	<b>1</b>
2010 Selective Service System	85	46.9%	22.9%	30.2%	3
2008 Selective Service System	86	54.9%	25.9%	19.2%	0
2006 Selective Service System	88	64.9%	26.1%	9.1%	1

# Selective Service System

## Trend Report

### Leadership (continued)

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Selective Service System</b>	<b>106</b>	<b>68.2%</b>	<b>17.7%</b>	<b>14.1%</b>	<b>0</b>
2010 Selective Service System	88	44.3%	23.9%	31.8%	0
2008 Selective Service System	86	46.7%	19.1%	34.2%	0
2006 Selective Service System	89	46.3%	30.8%	22.9%	0

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Selective Service System</b>	<b>101</b>	<b>62.3%</b>	<b>26.9%</b>	<b>10.8%</b>	<b>4</b>
2010 Selective Service System	82	42.3%	30.4%	27.3%	4
2008 Selective Service System	85	40.7%	26.1%	33.2%	1
2006 Selective Service System	87	47.2%	36.5%	16.3%	2

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Selective Service System</b>	<b>104</b>	<b>59.4%</b>	<b>21.8%</b>	<b>18.8%</b>	<b>1</b>
2010 Selective Service System	87	38.8%	21.1%	40.1%	1
2008 Selective Service System	85	40.8%	28.3%	30.8%	1
2006 Selective Service System	87	56.7%	21.7%	21.6%	2

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Selective Service System</b>	<b>104</b>	<b>64.0%</b>	<b>20.9%</b>	<b>15.1%</b>	<b>1</b>
2010 Selective Service System	83	38.0%	28.1%	33.9%	1
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Selective Service System</b>	<b>103</b>	<b>68.0%</b>	<b>19.6%</b>	<b>12.4%</b>	<b>2</b>
2010 Selective Service System	86	48.6%	24.9%	26.5%	2
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

# Selective Service System

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Selective Service System</b>	<b>105</b>	<b>63.8%</b>	<b>19.9%</b>	<b>16.3%</b>	<b>0</b>
2010 Selective Service System	87	46.3%	21.9%	31.8%	1
2008 Selective Service System	86	33.8%	19.6%	46.6%	0
2006 Selective Service System	89	44.1%	30.3%	25.6%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Selective Service System</b>	<b>98</b>	<b>58.9%</b>	<b>30.0%</b>	<b>11.1%</b>	<b>7</b>
2010 Selective Service System	80	52.7%	32.7%	14.7%	7
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Selective Service System</b>	<b>106</b>	<b>55.7%</b>	<b>22.0%</b>	<b>22.4%</b>
2010 Selective Service System	88	48.4%	24.8%	26.8%
2008 Selective Service System	86	41.2%	21.0%	37.8%
2006 Selective Service System	89	47.7%	27.4%	24.9%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Selective Service System</b>	<b>106</b>	<b>54.7%</b>	<b>25.2%</b>	<b>20.2%</b>
2010 Selective Service System	88	46.9%	20.7%	32.4%
2008 Selective Service System	86	33.2%	22.3%	44.6%
2006 Selective Service System	89	38.9%	28.5%	32.5%

# Selective Service System

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Selective Service System</b>	<b>106</b>	<b>54.1%</b>	<b>19.5%</b>	<b>26.4%</b>
2010 Selective Service System	88	48.8%	19.5%	31.7%
2008 Selective Service System	86	41.3%	27.2%	31.4%
2006 Selective Service System	89	53.0%	21.1%	25.8%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Selective Service System</b>	<b>105</b>	<b>53.0%</b>	<b>30.0%</b>	<b>17.0%</b>
2010 Selective Service System	88	39.5%	26.0%	34.5%
2008 Selective Service System	86	20.9%	29.0%	50.1%
2006 Selective Service System	89	40.4%	26.2%	33.4%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Selective Service System</b>	<b>105</b>	<b>37.4%</b>	<b>23.4%</b>	<b>39.2%</b>
2010 Selective Service System	88	32.6%	23.4%	44.0%
2008 Selective Service System	86	18.6%	27.9%	53.5%
2006 Selective Service System	89	28.2%	26.5%	45.3%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Selective Service System</b>	<b>106</b>	<b>45.0%</b>	<b>26.4%</b>	<b>28.6%</b>
2010 Selective Service System	88	33.7%	28.5%	37.8%
2008 Selective Service System	86	36.8%	25.4%	37.8%
2006 Selective Service System	89	46.1%	29.5%	24.4%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Selective Service System</b>	<b>105</b>	<b>67.6%</b>	<b>19.1%</b>	<b>13.3%</b>
2010 Selective Service System	88	59.2%	18.7%	22.1%
2008 Selective Service System	86	56.1%	16.0%	27.9%
2006 Selective Service System	89	64.3%	16.8%	18.9%

# Selective Service System

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Selective Service System</b>	<b>106</b>	<b>62.2%</b>	<b>21.1%</b>	<b>16.7%</b>
2010 Selective Service System	88	65.5%	13.6%	20.8%
2008 Selective Service System	86	50.4%	21.1%	28.5%
2006 Selective Service System	89	59.3%	13.3%	27.4%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Selective Service System</b>	<b>104</b>	<b>59.1%</b>	<b>25.2%</b>	<b>15.7%</b>
2010 Selective Service System	88	45.0%	22.7%	32.2%
2008 Selective Service System	86	38.1%	15.1%	46.9%
2006 Selective Service System	89	51.7%	19.1%	29.2%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Selective Service System</b>	<b>106</b>	<b>58.9%</b>	<b>32.4%</b>	<b>8.7%</b>
2010 Selective Service System	--	--	--	--
2008 Selective Service System	--	--	--	--
2006 Selective Service System	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Selective Service System</b>	<b>105</b>	<b>0.0%</b>	<b>9.1%</b>	<b>6.0%</b>	<b>16.7%</b>
2010 Selective Service System	--	--	--	--	--
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

(continued)

# Selective Service System

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Selective Service System</b>	<b>105</b>	<b>25.1%</b>	<b>2.7%</b>	<b>16.5%</b>	<b>23.9%</b>
2010 Selective Service System	--	--	--	--	--
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Selective Service System</b>	<b>104</b>	<b>50.7%</b>	<b>46.0%</b>	<b>3.3%</b>
2010 Selective Service System	--	--	--	--
2008 Selective Service System	--	--	--	--
2006 Selective Service System	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Selective Service System</b>	<b>104</b>	<b>24.1%</b>	<b>53.2%</b>	<b>22.7%</b>
2010 Selective Service System	--	--	--	--
2008 Selective Service System	--	--	--	--
2006 Selective Service System	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Selective Service System</b>	<b>105</b>	<b>13.2%</b>	<b>80.7%</b>	<b>6.1%</b>
2010 Selective Service System	--	--	--	--
2008 Selective Service System	--	--	--	--
2006 Selective Service System	--	--	--	--

# Selective Service System

## Trend Report

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Selective Service System</b>	<b>105</b>	<b>0.0%</b>	<b>70.8%</b>	<b>29.2%</b>
2010 Selective Service System	--	--	--	--
2008 Selective Service System	--	--	--	--
2006 Selective Service System	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Selective Service System</b>	<b>105</b>	<b>0.0%</b>	<b>69.3%</b>	<b>30.7%</b>
2010 Selective Service System	--	--	--	--
2008 Selective Service System	--	--	--	--
2006 Selective Service System	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Selective Service System</b>	<b>75</b>	<b>43.1%</b>	<b>37.1%</b>	<b>19.8%</b>	<b>30</b>
2010 Selective Service System	71	46.6%	29.3%	24.1%	17
2008 Selective Service System	64	49.2%	18.7%	32.1%	22
2006 Selective Service System	61	52.1%	35.0%	13.0%	28

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Selective Service System</b>	<b>86</b>	<b>81.5%</b>	<b>17.7%</b>	<b>0.8%</b>	<b>19</b>
2010 Selective Service System	83	81.5%	14.8%	3.7%	5
2008 Selective Service System	82	70.4%	14.5%	15.1%	4
2006 Selective Service System	83	77.0%	18.0%	5.1%	6

# Selective Service System

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Selective Service System</b>	<b>61</b>	<b>43.3%</b>	<b>41.8%</b>	<b>14.8%</b>	<b>44</b>
2010 Selective Service System	78	51.1%	32.6%	16.3%	10
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Selective Service System</b>	<b>62</b>	<b>40.5%</b>	<b>56.5%</b>	<b>3.0%</b>	<b>43</b>
2010 Selective Service System	62	43.7%	46.9%	9.4%	26
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Selective Service System</b>	<b>36</b>	<b>25.4%</b>	<b>59.1%</b>	<b>15.5%</b>	<b>68</b>
2010 Selective Service System	41	14.7%	66.0%	19.3%	47
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Selective Service System</b>	<b>38</b>	<b>26.3%</b>	<b>68.8%</b>	<b>4.9%</b>	<b>66</b>
2010 Selective Service System	45	13.4%	67.3%	19.3%	43
2008 Selective Service System	--	--	--	--	--
2006 Selective Service System	--	--	--	--	--



# Surface Transportation Board

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Surface Transportation Board</b>	<b>93</b>
2010 Surface Transportation Board	99
2008 Surface Transportation Board	92
2006 Surface Transportation Board	65

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>84.9%</b>	<b>10.7%</b>	<b>4.4%</b>
2010 Surface Transportation Board	99	80.5%	9.9%	9.6%
2008 Surface Transportation Board	92	77.2%	12.4%	10.4%
2006 Surface Transportation Board	65	72.4%	11.8%	15.8%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>88.0%</b>	<b>9.6%</b>	<b>2.4%</b>
2010 Surface Transportation Board	98	87.6%	8.2%	4.3%
2008 Surface Transportation Board	92	88.1%	5.4%	6.5%
2006 Surface Transportation Board	65	83.4%	7.3%	9.2%

# Surface Transportation Board

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>90.8%</b>	<b>7.1%</b>	<b>2.0%</b>
2010 Surface Transportation Board	99	84.4%	8.0%	7.6%
2008 Surface Transportation Board	92	73.0%	12.3%	14.7%
2006 Surface Transportation Board	65	68.0%	9.0%	23.0%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>83.8%</b>	<b>15.1%</b>	<b>1.1%</b>
2010 Surface Transportation Board	99	87.2%	5.1%	7.7%
2008 Surface Transportation Board	92	78.6%	13.6%	7.9%
2006 Surface Transportation Board	65	74.8%	11.5%	13.7%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>93.7%</b>	<b>6.3%</b>	<b>0.0%</b>
2010 Surface Transportation Board	99	86.5%	11.0%	2.6%
2008 Surface Transportation Board	92	86.3%	9.3%	4.4%
2006 Surface Transportation Board	65	79.5%	12.8%	7.8%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>92.0%</b>	<b>5.5%</b>	<b>2.5%</b>
2010 Surface Transportation Board	99	89.5%	7.5%	2.9%
2008 Surface Transportation Board	--	--	--	--
2006 Surface Transportation Board	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>97.8%</b>	<b>2.2%</b>	<b>0.0%</b>
2010 Surface Transportation Board	99	99.0%	1.0%	0.0%
2008 Surface Transportation Board	--	--	--	--
2006 Surface Transportation Board	--	--	--	--

# Surface Transportation Board

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>94.7%</b>	<b>5.3%</b>	<b>0.0%</b>
2010 Surface Transportation Board	98	93.9%	5.1%	1.0%
2008 Surface Transportation Board	--	--	--	--
2006 Surface Transportation Board	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>67.0%</b>	<b>15.9%</b>	<b>17.1%</b>	<b>0</b>
2010 Surface Transportation Board	99	77.1%	15.5%	7.4%	0
2008 Surface Transportation Board	92	79.4%	9.7%	10.9%	0
2006 Surface Transportation Board	65	84.5%	9.1%	6.4%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>89.9%</b>	<b>5.2%</b>	<b>4.9%</b>	<b>0</b>
2010 Surface Transportation Board	99	84.2%	11.4%	4.4%	0
2008 Surface Transportation Board	92	84.9%	9.4%	5.7%	0
2006 Surface Transportation Board	65	86.3%	7.2%	6.5%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>86.0%</b>	<b>5.4%</b>	<b>8.6%</b>	<b>0</b>
2010 Surface Transportation Board	98	76.6%	7.4%	16.0%	0
2008 Surface Transportation Board	92	68.2%	17.4%	14.4%	0
2006 Surface Transportation Board	65	69.1%	15.9%	15.0%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>94.4%</b>	<b>3.1%</b>	<b>2.5%</b>	<b>0</b>
2010 Surface Transportation Board	99	93.0%	5.1%	1.9%	0
2008 Surface Transportation Board	92	83.8%	13.8%	2.4%	0
2006 Surface Transportation Board	65	88.2%	5.9%	5.9%	0

# Surface Transportation Board

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Surface Transportation Board</b>	<b>91</b>	<b>90.8%</b>	<b>8.1%</b>	<b>1.1%</b>	<b>1</b>
2010 Surface Transportation Board	99	89.7%	6.5%	3.8%	0
2008 Surface Transportation Board	91	87.0%	11.8%	1.2%	1
2006 Surface Transportation Board	64	86.2%	7.2%	6.6%	1

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>92.2%</b>	<b>2.2%</b>	<b>5.6%</b>	<b>0</b>
2010 Surface Transportation Board	99	92.3%	3.0%	4.7%	0
2008 Surface Transportation Board	92	88.5%	5.8%	5.6%	0
2006 Surface Transportation Board	65	88.4%	7.1%	4.4%	0

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>90.3%</b>	<b>5.1%</b>	<b>4.5%</b>	<b>0</b>
2010 Surface Transportation Board	99	85.1%	7.2%	7.7%	0
2008 Surface Transportation Board	90	83.0%	9.3%	7.7%	2
2006 Surface Transportation Board	64	82.7%	7.3%	10.0%	1

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>95.5%</b>	<b>1.1%</b>	<b>3.5%</b>	<b>0</b>
2010 Surface Transportation Board	98	90.3%	4.9%	4.8%	1
2008 Surface Transportation Board	91	87.3%	10.5%	2.1%	1
2006 Surface Transportation Board	65	84.9%	11.5%	3.6%	0

# Surface Transportation Board

## *Trend Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Surface Transportation Board</b>	<b>82</b>	<b>81.4%</b>	<b>15.7%</b>	<b>2.8%</b>	<b>10</b>
2010 Surface Transportation Board	86	74.2%	15.2%	10.7%	11
2008 Surface Transportation Board	83	63.8%	25.0%	11.2%	9
2006 Surface Transportation Board	54	69.6%	21.4%	9.0%	11

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Surface Transportation Board</b>	<b>91</b>	<b>66.3%</b>	<b>20.6%</b>	<b>13.1%</b>	<b>2</b>
2010 Surface Transportation Board	93	67.7%	20.3%	12.0%	4
2008 Surface Transportation Board	88	63.7%	22.9%	13.4%	4
2006 Surface Transportation Board	59	46.4%	34.1%	19.6%	6

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>85.0%</b>	<b>9.4%</b>	<b>5.5%</b>	<b>0</b>
2010 Surface Transportation Board	97	84.6%	8.3%	7.0%	2
2008 Surface Transportation Board	88	79.6%	12.4%	8.0%	4
2006 Surface Transportation Board	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>94.0%</b>	<b>4.6%</b>	<b>1.4%</b>
2010 Surface Transportation Board	98	90.0%	7.8%	2.2%
2008 Surface Transportation Board	92	95.7%	1.8%	2.5%
2006 Surface Transportation Board	65	89.2%	1.4%	9.3%

# Surface Transportation Board

## Trend Report

### My Work Unit (continued)

21. *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Surface Transportation Board</b>	<b>90</b>	<b>75.7%</b>	<b>17.8%</b>	<b>6.6%</b>	<b>3</b>
2010 Surface Transportation Board	96	86.5%	10.4%	3.0%	3
2008 Surface Transportation Board	89	80.1%	15.5%	4.4%	3
2006 Surface Transportation Board	60	80.1%	19.9%	0.0%	5

22. *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Surface Transportation Board</b>	<b>87</b>	<b>64.3%</b>	<b>30.0%</b>	<b>5.7%</b>	<b>5</b>
2010 Surface Transportation Board	90	66.8%	23.4%	9.8%	9
2008 Surface Transportation Board	88	57.5%	22.5%	20.0%	4
2006 Surface Transportation Board	62	57.4%	21.9%	20.7%	3

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Surface Transportation Board</b>	<b>79</b>	<b>53.2%</b>	<b>36.8%</b>	<b>10.0%</b>	<b>14</b>
2010 Surface Transportation Board	86	52.4%	28.2%	19.3%	13
2008 Surface Transportation Board	85	46.2%	33.8%	20.0%	7
2006 Surface Transportation Board	54	43.6%	32.3%	24.1%	11

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Surface Transportation Board</b>	<b>85</b>	<b>65.5%</b>	<b>24.6%</b>	<b>9.9%</b>	<b>7</b>
2010 Surface Transportation Board	87	58.5%	27.0%	14.5%	11
2008 Surface Transportation Board	85	52.5%	31.0%	16.5%	7
2006 Surface Transportation Board	58	54.6%	23.2%	22.2%	7

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Surface Transportation Board</b>	<b>88</b>	<b>74.4%</b>	<b>18.9%</b>	<b>6.8%</b>	<b>3</b>
2010 Surface Transportation Board	90	63.3%	29.1%	7.5%	9
2008 Surface Transportation Board	86	66.2%	18.5%	15.4%	6
2006 Surface Transportation Board	60	57.1%	22.8%	20.1%	5

# Surface Transportation Board

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>91.5%</b>	<b>6.2%</b>	<b>2.4%</b>	<b>0</b>
2010 Surface Transportation Board	98	86.7%	9.2%	4.1%	1
2008 Surface Transportation Board	92	84.4%	9.0%	6.6%	0
2006 Surface Transportation Board	65	86.6%	8.7%	4.7%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Surface Transportation Board</b>	<b>89</b>	<b>76.0%</b>	<b>17.1%</b>	<b>6.9%</b>	<b>1</b>
2010 Surface Transportation Board	95	75.9%	22.1%	2.1%	4
2008 Surface Transportation Board	90	71.2%	23.0%	5.8%	2
2006 Surface Transportation Board	62	75.8%	19.2%	5.1%	3

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>95.0%</b>	<b>3.6%</b>	<b>1.4%</b>
2010 Surface Transportation Board	99	95.1%	2.9%	2.0%
2008 Surface Transportation Board	92	92.6%	6.1%	1.3%
2006 Surface Transportation Board	65	93.6%	4.7%	1.7%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Surface Transportation Board</b>	<b>91</b>	<b>88.4%</b>	<b>8.2%</b>	<b>3.4%</b>	<b>2</b>
2010 Surface Transportation Board	98	91.2%	6.9%	1.9%	1
2008 Surface Transportation Board	92	87.1%	10.6%	2.4%	0
2006 Surface Transportation Board	64	89.3%	7.5%	3.2%	1

# Surface Transportation Board

## *Trend Report*

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Surface Transportation Board</b>	<b>91</b>	<b>84.2%</b>	<b>13.7%</b>	<b>2.1%</b>	<b>2</b>
2010 Surface Transportation Board	96	73.5%	18.4%	8.1%	2
2008 Surface Transportation Board	91	59.3%	24.3%	16.4%	1
2006 Surface Transportation Board	60	63.4%	26.7%	10.0%	5

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>86.2%</b>	<b>12.7%</b>	<b>1.1%</b>	<b>1</b>
2010 Surface Transportation Board	98	79.9%	13.5%	6.6%	1
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Surface Transportation Board</b>	<b>90</b>	<b>81.7%</b>	<b>14.7%</b>	<b>3.6%</b>	<b>2</b>
2010 Surface Transportation Board	95	68.7%	18.0%	13.3%	4
2008 Surface Transportation Board	88	60.5%	20.1%	19.4%	4
2006 Surface Transportation Board	62	56.1%	19.4%	24.4%	3

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Surface Transportation Board</b>	<b>84</b>	<b>62.8%</b>	<b>27.0%</b>	<b>10.2%</b>	<b>9</b>
2010 Surface Transportation Board	87	54.0%	33.2%	12.8%	12
2008 Surface Transportation Board	86	56.8%	26.9%	16.3%	6
2006 Surface Transportation Board	58	47.9%	23.5%	28.6%	7

# Surface Transportation Board

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Surface Transportation Board</b>	<b>85</b>	<b>69.7%</b>	<b>27.5%</b>	<b>2.8%</b>	<b>8</b>
2010 Surface Transportation Board	92	68.8%	20.7%	10.4%	7
2008 Surface Transportation Board	86	67.5%	22.0%	10.5%	6
2006 Surface Transportation Board	60	62.7%	29.2%	8.1%	5

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>93.3%</b>	<b>5.3%</b>	<b>1.4%</b>	<b>0</b>
2010 Surface Transportation Board	92	93.2%	5.8%	1.0%	6
2008 Surface Transportation Board	89	90.0%	7.4%	2.6%	3
2006 Surface Transportation Board	63	94.2%	3.0%	2.8%	2

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>90.3%</b>	<b>6.3%</b>	<b>3.4%</b>	<b>0</b>
2010 Surface Transportation Board	98	92.2%	4.9%	2.9%	1
2008 Surface Transportation Board	92	87.7%	10.0%	2.3%	0
2006 Surface Transportation Board	63	83.4%	13.5%	3.1%	2

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Surface Transportation Board</b>	<b>89</b>	<b>77.4%</b>	<b>16.8%</b>	<b>5.8%</b>	<b>4</b>
2010 Surface Transportation Board	94	77.3%	15.1%	7.6%	5
2008 Surface Transportation Board	89	69.1%	24.0%	7.0%	3
2006 Surface Transportation Board	52	66.8%	21.2%	12.0%	13

# Surface Transportation Board

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Surface Transportation Board</b>	<b>88</b>	<b>85.2%</b>	<b>11.3%</b>	<b>3.6%</b>	<b>5</b>
2010 Surface Transportation Board	89	82.0%	12.3%	5.7%	8
2008 Surface Transportation Board	83	77.7%	16.4%	5.9%	9
2006 Surface Transportation Board	50	76.1%	17.8%	6.1%	15

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Surface Transportation Board</b>	<b>91</b>	<b>96.5%</b>	<b>3.5%</b>	<b>0.0%</b>	<b>1</b>
2010 Surface Transportation Board	95	93.5%	6.5%	0.0%	2
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>93.1%</b>	<b>5.5%</b>	<b>1.4%</b>
2010 Surface Transportation Board	99	90.8%	8.3%	1.0%
2008 Surface Transportation Board	92	83.1%	8.3%	8.7%
2006 Surface Transportation Board	65	77.2%	8.7%	14.1%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Surface Transportation Board</b>	<b>88</b>	<b>82.4%</b>	<b>15.3%</b>	<b>2.3%</b>	<b>5</b>
2010 Surface Transportation Board	97	73.8%	16.7%	9.5%	2
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

# Surface Transportation Board

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>95.3%</b>	<b>4.7%</b>	<b>0.0%</b>	<b>0</b>
2010 Surface Transportation Board	97	95.9%	2.0%	2.0%	1
2008 Surface Transportation Board	91	94.7%	2.9%	2.4%	1
2006 Surface Transportation Board	63	90.8%	5.9%	3.3%	2

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>83.0%</b>	<b>12.5%</b>	<b>4.5%</b>	<b>0</b>
2010 Surface Transportation Board	99	85.5%	7.1%	7.4%	0
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>83.8%</b>	<b>11.8%</b>	<b>4.4%</b>	<b>1</b>
2010 Surface Transportation Board	98	83.7%	11.4%	4.9%	0
2008 Surface Transportation Board	91	77.1%	13.0%	9.9%	1
2006 Surface Transportation Board	65	79.2%	10.0%	10.8%	0

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Surface Transportation Board</b>	<b>86</b>	<b>85.4%</b>	<b>14.6%</b>	<b>0.0%</b>	<b>5</b>
2010 Surface Transportation Board	88	86.2%	11.6%	2.2%	10
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>81.5%</b>	<b>12.3%</b>	<b>6.2%</b>	<b>0</b>
2010 Surface Transportation Board	99	83.7%	10.5%	5.8%	0
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

# Surface Transportation Board

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>85.2%</b>	<b>10.7%</b>	<b>4.1%</b>	<b>1</b>
2010 Surface Transportation Board	98	89.4%	6.0%	4.6%	0
2008 Surface Transportation Board	92	82.1%	10.0%	8.0%	0
2006 Surface Transportation Board	65	82.0%	10.0%	7.9%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>89.0%</b>	<b>10.0%</b>	<b>1.1%</b>
2010 Surface Transportation Board	99	88.7%	7.2%	4.1%
2008 Surface Transportation Board	--	--	--	--
2006 Surface Transportation Board	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>90.9%</b>	<b>7.7%</b>	<b>1.4%</b>
2010 Surface Transportation Board	99	90.8%	1.9%	7.3%
2008 Surface Transportation Board	--	--	--	--
2006 Surface Transportation Board	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Surface Transportation Board</b>	<b>91</b>	<b>91.5%</b>	<b>4.4%</b>	<b>4.1%</b>
2010 Surface Transportation Board	99	91.1%	8.1%	0.8%
2008 Surface Transportation Board	--	--	--	--
2006 Surface Transportation Board	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>86.6%</b>	<b>11.5%</b>	<b>1.9%</b>
2010 Surface Transportation Board	98	83.3%	10.8%	5.9%
2008 Surface Transportation Board	92	82.0%	11.3%	6.6%
2006 Surface Transportation Board	65	80.6%	6.9%	12.6%

# Surface Transportation Board

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>86.0%</b>	<b>13.0%</b>	<b>0.9%</b>
2010 Surface Transportation Board	99	89.7%	8.3%	2.0%
2008 Surface Transportation Board	92	85.8%	10.9%	3.3%
2006 Surface Transportation Board	65	82.0%	8.7%	9.4%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>87.9%</b>	<b>8.6%</b>	<b>3.5%</b>	<b>1</b>
2010 Surface Transportation Board	98	72.9%	19.9%	7.2%	1
2008 Surface Transportation Board	92	67.7%	21.1%	11.1%	0
2006 Surface Transportation Board	65	68.0%	22.5%	9.4%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>86.5%</b>	<b>11.0%</b>	<b>2.5%</b>	<b>1</b>
2010 Surface Transportation Board	93	76.7%	20.1%	3.2%	5
2008 Surface Transportation Board	88	78.0%	17.7%	4.2%	4
2006 Surface Transportation Board	60	82.0%	13.3%	4.7%	5

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Surface Transportation Board</b>	<b>90</b>	<b>87.3%</b>	<b>9.2%</b>	<b>3.5%</b>	<b>2</b>
2010 Surface Transportation Board	92	83.7%	15.2%	1.0%	7
2008 Surface Transportation Board	89	85.8%	9.4%	4.8%	3
2006 Surface Transportation Board	60	89.1%	7.6%	3.3%	5

# Surface Transportation Board

## Trend Report

### Leadership (continued)

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Surface Transportation Board</b>	<b>91</b>	<b>85.2%</b>	<b>9.2%</b>	<b>5.6%</b>	<b>2</b>
2010 Surface Transportation Board	96	79.5%	12.3%	8.2%	3
2008 Surface Transportation Board	92	71.0%	15.7%	13.3%	0
2006 Surface Transportation Board	65	72.7%	18.0%	9.3%	0

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Surface Transportation Board</b>	<b>87</b>	<b>81.5%</b>	<b>13.8%</b>	<b>4.7%</b>	<b>6</b>
2010 Surface Transportation Board	90	80.2%	13.5%	6.3%	8
2008 Surface Transportation Board	80	71.6%	17.3%	11.1%	12
2006 Surface Transportation Board	59	68.3%	23.0%	8.7%	6

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Surface Transportation Board</b>	<b>91</b>	<b>84.8%</b>	<b>11.0%</b>	<b>4.1%</b>	<b>2</b>
2010 Surface Transportation Board	94	82.2%	6.4%	11.4%	4
2008 Surface Transportation Board	90	69.9%	10.6%	19.5%	2
2006 Surface Transportation Board	65	69.0%	18.6%	12.4%	0

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Surface Transportation Board</b>	<b>90</b>	<b>85.8%</b>	<b>11.0%</b>	<b>3.2%</b>	<b>2</b>
2010 Surface Transportation Board	95	80.0%	11.5%	8.5%	4
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Surface Transportation Board</b>	<b>88</b>	<b>88.8%</b>	<b>5.6%</b>	<b>5.6%</b>	<b>4</b>
2010 Surface Transportation Board	92	84.5%	8.8%	6.7%	7
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

# Surface Transportation Board

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>91.1%</b>	<b>7.8%</b>	<b>1.1%</b>	<b>1</b>
2010 Surface Transportation Board	97	81.6%	10.1%	8.2%	1
2008 Surface Transportation Board	92	76.1%	14.1%	9.8%	0
2006 Surface Transportation Board	65	77.6%	13.3%	9.1%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Surface Transportation Board</b>	<b>87</b>	<b>94.3%</b>	<b>5.7%</b>	<b>0.0%</b>	<b>6</b>
2010 Surface Transportation Board	92	91.6%	7.4%	1.0%	6
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>83.6%</b>	<b>11.0%</b>	<b>5.4%</b>
2010 Surface Transportation Board	98	78.1%	13.3%	8.6%
2008 Surface Transportation Board	92	71.7%	16.3%	12.1%
2006 Surface Transportation Board	65	71.7%	9.7%	18.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>79.6%</b>	<b>16.0%</b>	<b>4.4%</b>
2010 Surface Transportation Board	98	74.7%	14.9%	10.4%
2008 Surface Transportation Board	92	63.0%	22.3%	14.6%
2006 Surface Transportation Board	65	61.6%	21.5%	16.9%

# Surface Transportation Board

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>82.8%</b>	<b>13.6%</b>	<b>3.6%</b>
2010 Surface Transportation Board	97	80.0%	10.4%	9.6%
2008 Surface Transportation Board	92	77.0%	12.8%	10.2%
2006 Surface Transportation Board	65	69.9%	11.3%	18.8%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>81.7%</b>	<b>13.8%</b>	<b>4.4%</b>
2010 Surface Transportation Board	98	72.8%	21.0%	6.2%
2008 Surface Transportation Board	92	64.7%	20.9%	14.4%
2006 Surface Transportation Board	65	68.3%	24.4%	7.3%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Surface Transportation Board</b>	<b>91</b>	<b>55.4%</b>	<b>28.6%</b>	<b>16.0%</b>
2010 Surface Transportation Board	98	50.0%	28.3%	21.7%
2008 Surface Transportation Board	92	42.2%	31.6%	26.3%
2006 Surface Transportation Board	65	35.6%	32.1%	32.3%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>67.8%</b>	<b>21.3%</b>	<b>11.0%</b>
2010 Surface Transportation Board	98	71.8%	16.3%	11.9%
2008 Surface Transportation Board	92	75.2%	16.1%	8.8%
2006 Surface Transportation Board	65	62.7%	23.5%	13.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>87.7%</b>	<b>10.9%</b>	<b>1.4%</b>
2010 Surface Transportation Board	98	85.3%	8.5%	6.2%
2008 Surface Transportation Board	92	81.7%	10.7%	7.6%
2006 Surface Transportation Board	65	74.1%	10.3%	15.6%

# Surface Transportation Board

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>75.8%</b>	<b>15.7%</b>	<b>8.6%</b>
2010 Surface Transportation Board	98	80.7%	7.7%	11.6%
2008 Surface Transportation Board	92	75.5%	13.6%	11.0%
2006 Surface Transportation Board	65	71.1%	9.8%	19.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>91.8%</b>	<b>5.8%</b>	<b>2.4%</b>
2010 Surface Transportation Board	98	85.4%	9.4%	5.1%
2008 Surface Transportation Board	92	77.8%	16.7%	5.5%
2006 Surface Transportation Board	65	77.4%	10.1%	12.5%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Surface Transportation Board</b>	<b>92</b>	<b>81.6%</b>	<b>18.4%</b>	<b>0.0%</b>
2010 Surface Transportation Board	--	--	--	--
2008 Surface Transportation Board	--	--	--	--
2006 Surface Transportation Board	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>0.0%</b>	<b>43.6%</b>	<b>14.1%</b>	<b>12.2%</b>
2010 Surface Transportation Board	--	--	--	--	--
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

(continued)

# Surface Transportation Board

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>11.1%</b>	<b>4.4%</b>	<b>4.4%</b>	<b>10.3%</b>
2010 Surface Transportation Board	--	--	--	--	--
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>10.8%</b>	<b>83.4%</b>	<b>5.8%</b>
2010 Surface Transportation Board	--	--	--	--
2008 Surface Transportation Board	--	--	--	--
2006 Surface Transportation Board	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>25.0%</b>	<b>71.7%</b>	<b>3.3%</b>
2010 Surface Transportation Board	--	--	--	--
2008 Surface Transportation Board	--	--	--	--
2006 Surface Transportation Board	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>10.6%</b>	<b>86.0%</b>	<b>3.4%</b>
2010 Surface Transportation Board	--	--	--	--
2008 Surface Transportation Board	--	--	--	--
2006 Surface Transportation Board	--	--	--	--

# Surface Transportation Board

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>0.0%</b>	<b>87.2%</b>	<b>12.8%</b>
2010 Surface Transportation Board	--	--	--	--
2008 Surface Transportation Board	--	--	--	--
2006 Surface Transportation Board	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Surface Transportation Board</b>	<b>93</b>	<b>0.0%</b>	<b>88.1%</b>	<b>11.9%</b>
2010 Surface Transportation Board	--	--	--	--
2008 Surface Transportation Board	--	--	--	--
2006 Surface Transportation Board	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Surface Transportation Board</b>	<b>80</b>	<b>83.9%</b>	<b>12.9%</b>	<b>3.2%</b>	<b>13</b>
2010 Surface Transportation Board	82	76.3%	14.6%	9.2%	16
2008 Surface Transportation Board	80	70.5%	16.9%	12.7%	12
2006 Surface Transportation Board	53	59.5%	9.6%	30.9%	12

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Surface Transportation Board</b>	<b>48</b>	<b>67.8%</b>	<b>26.8%</b>	<b>5.5%</b>	<b>44</b>
2010 Surface Transportation Board	70	69.6%	26.1%	4.4%	28
2008 Surface Transportation Board	50	36.1%	36.6%	27.3%	42
2006 Surface Transportation Board	39	43.4%	9.9%	46.7%	26

# Surface Transportation Board

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Surface Transportation Board</b>	<b>56</b>	<b>65.0%</b>	<b>32.0%</b>	<b>3.0%</b>	<b>37</b>
2010 Surface Transportation Board	81	60.6%	29.9%	9.5%	15
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Surface Transportation Board</b>	<b>37</b>	<b>47.7%</b>	<b>50.0%</b>	<b>2.3%</b>	<b>56</b>
2010 Surface Transportation Board	57	55.1%	41.0%	4.0%	41
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Surface Transportation Board</b>	<b>24</b>	<b>17.9%</b>	<b>70.6%</b>	<b>11.5%</b>	<b>68</b>
2010 Surface Transportation Board	30	10.4%	76.2%	13.4%	68
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Surface Transportation Board</b>	<b>26</b>	<b>28.7%</b>	<b>71.3%</b>	<b>0.0%</b>	<b>67</b>
2010 Surface Transportation Board	32	13.0%	73.5%	13.5%	64
2008 Surface Transportation Board	--	--	--	--	--
2006 Surface Transportation Board	--	--	--	--	--



# Trade and Development Agency

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Trade and Development Agency</b>	<b>26</b>
2010 Trade and Development Agency	35
2008 Trade and Development Agency	27
2006 Trade and Development Agency	26

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>89.3%</b>	<b>6.7%</b>	<b>4.0%</b>
2010 Trade and Development Agency	35	79.4%	8.6%	11.9%
2008 Trade and Development Agency	27	78.4%	11.3%	10.4%
2006 Trade and Development Agency	26	45.0%	26.8%	28.2%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>93.1%</b>	<b>6.9%</b>	<b>0.0%</b>
2010 Trade and Development Agency	35	82.0%	12.3%	5.7%
2008 Trade and Development Agency	27	74.1%	15.9%	10.0%
2006 Trade and Development Agency	26	76.3%	19.4%	4.3%

# Trade and Development Agency

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>92.6%</b>	<b>3.5%</b>	<b>4.0%</b>
2010 Trade and Development Agency	35	78.0%	14.3%	7.7%
2008 Trade and Development Agency	27	70.6%	19.5%	9.9%
2006 Trade and Development Agency	26	63.5%	16.7%	19.8%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>92.6%</b>	<b>0.0%</b>	<b>7.4%</b>
2010 Trade and Development Agency	35	81.1%	7.2%	11.7%
2008 Trade and Development Agency	27	72.5%	14.7%	12.8%
2006 Trade and Development Agency	26	81.0%	14.7%	4.3%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>92.6%</b>	<b>0.0%</b>	<b>7.4%</b>
2010 Trade and Development Agency	33	86.1%	5.0%	8.9%
2008 Trade and Development Agency	27	78.7%	11.0%	10.3%
2006 Trade and Development Agency	26	92.5%	3.2%	4.3%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Trade and Development Agency	35	89.4%	10.6%	0.0%
2008 Trade and Development Agency	--	--	--	--
2006 Trade and Development Agency	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Trade and Development Agency	35	97.4%	2.6%	0.0%
2008 Trade and Development Agency	--	--	--	--
2006 Trade and Development Agency	--	--	--	--

# Trade and Development Agency

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>96.0%</b>	<b>4.0%</b>	<b>0.0%</b>
2010 Trade and Development Agency	35	96.9%	3.1%	0.0%
2008 Trade and Development Agency	--	--	--	--
2006 Trade and Development Agency	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>85.8%</b>	<b>7.2%</b>	<b>7.0%</b>	<b>0</b>
2010 Trade and Development Agency	35	72.1%	9.9%	18.0%	0
2008 Trade and Development Agency	27	58.3%	15.1%	26.6%	0
2006 Trade and Development Agency	26	61.9%	11.6%	26.5%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>70.9%</b>	<b>0.0%</b>	<b>29.1%</b>	<b>0</b>
2010 Trade and Development Agency	35	40.5%	23.7%	35.9%	0
2008 Trade and Development Agency	27	58.3%	11.7%	30.0%	0
2006 Trade and Development Agency	26	56.4%	24.5%	19.1%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Trade and Development Agency</b>	<b>24</b>	<b>66.2%</b>	<b>19.2%</b>	<b>14.6%</b>	<b>0</b>
2010 Trade and Development Agency	35	66.1%	11.3%	22.6%	0
2008 Trade and Development Agency	27	58.4%	12.4%	29.2%	0
2006 Trade and Development Agency	26	65.3%	15.2%	19.5%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 Trade and Development Agency	34	100.0%	0.0%	0.0%	1
2008 Trade and Development Agency	27	92.4%	4.2%	3.5%	0
2006 Trade and Development Agency	26	92.8%	3.5%	3.8%	0

# Trade and Development Agency

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>88.7%</b>	<b>7.2%</b>	<b>4.1%</b>	<b>0</b>
2010 Trade and Development Agency	35	91.7%	2.6%	5.7%	0
2008 Trade and Development Agency	27	85.4%	11.1%	3.5%	0
2006 Trade and Development Agency	26	81.4%	15.1%	3.5%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>93.1%</b>	<b>3.5%</b>	<b>3.4%</b>	<b>0</b>
2010 Trade and Development Agency	35	96.4%	3.6%	0.0%	0
2008 Trade and Development Agency	27	96.2%	3.8%	0.0%	0
2006 Trade and Development Agency	26	95.9%	0.0%	4.1%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>92.9%</b>	<b>0.0%</b>	<b>7.1%</b>	<b>1</b>
2010 Trade and Development Agency	35	90.9%	3.1%	6.0%	0
2008 Trade and Development Agency	27	81.5%	7.2%	11.4%	0
2006 Trade and Development Agency	23	81.3%	18.7%	0.0%	3

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>96.5%</b>	<b>3.5%</b>	<b>0.0%</b>	<b>0</b>
2010 Trade and Development Agency	35	88.3%	9.1%	2.6%	0
2008 Trade and Development Agency	27	85.5%	10.4%	4.2%	0
2006 Trade and Development Agency	26	87.1%	12.9%	0.0%	0

# Trade and Development Agency

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>95.8%</b>	<b>0.0%</b>	<b>4.2%</b>	<b>1</b>
2010 Trade and Development Agency	34	80.0%	14.6%	5.4%	1
2008 Trade and Development Agency	25	79.6%	7.8%	12.6%	2
2006 Trade and Development Agency	23	61.3%	16.8%	21.9%	3

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>75.6%</b>	<b>9.9%</b>	<b>14.5%</b>	<b>1</b>
2010 Trade and Development Agency	35	77.3%	13.4%	9.3%	0
2008 Trade and Development Agency	27	65.2%	19.6%	15.2%	0
2006 Trade and Development Agency	26	38.5%	13.4%	48.1%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>81.7%</b>	<b>11.2%</b>	<b>7.1%</b>	<b>1</b>
2010 Trade and Development Agency	34	88.1%	5.9%	6.0%	1
2008 Trade and Development Agency	27	70.4%	10.4%	19.2%	0
2006 Trade and Development Agency	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Trade and Development Agency	33	97.2%	2.8%	0.0%
2008 Trade and Development Agency	27	88.8%	8.3%	2.9%
2006 Trade and Development Agency	26	83.8%	8.1%	8.1%

# Trade and Development Agency

## Trend Report

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Trade and Development Agency</b>	<b>24</b>	<b>95.6%</b>	<b>4.4%</b>	<b>0.0%</b>	<b>2</b>
2010 Trade and Development Agency	35	91.7%	5.7%	2.6%	0
2008 Trade and Development Agency	26	72.7%	23.5%	3.7%	1
2006 Trade and Development Agency	26	81.2%	7.0%	11.8%	0

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Trade and Development Agency</b>	<b>24</b>	<b>73.8%</b>	<b>14.7%</b>	<b>11.6%</b>	<b>2</b>
2010 Trade and Development Agency	33	68.9%	25.5%	5.5%	2
2008 Trade and Development Agency	22	39.8%	23.0%	37.2%	5
2006 Trade and Development Agency	22	57.8%	14.0%	28.1%	4

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Trade and Development Agency</b>	<b>19</b>	<b>71.5%</b>	<b>20.0%</b>	<b>8.5%</b>	<b>7</b>
2010 Trade and Development Agency	31	70.7%	16.1%	13.2%	4
2008 Trade and Development Agency	23	33.7%	53.0%	13.3%	4
2006 Trade and Development Agency	21	43.3%	39.6%	17.1%	5

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Trade and Development Agency</b>	<b>23</b>	<b>56.1%</b>	<b>24.2%</b>	<b>19.7%</b>	<b>3</b>
2010 Trade and Development Agency	32	65.8%	24.8%	9.4%	3
2008 Trade and Development Agency	24	40.1%	21.9%	37.9%	3
2006 Trade and Development Agency	23	51.5%	31.8%	16.7%	3

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Trade and Development Agency</b>	<b>21</b>	<b>65.2%</b>	<b>25.9%</b>	<b>8.8%</b>	<b>5</b>
2010 Trade and Development Agency	30	76.7%	16.8%	6.5%	5
2008 Trade and Development Agency	23	54.8%	18.2%	27.0%	4
2006 Trade and Development Agency	21	52.2%	39.1%	8.6%	5

# Trade and Development Agency

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 Trade and Development Agency	34	90.7%	5.8%	3.5%	0
2008 Trade and Development Agency	27	96.0%	0.0%	4.0%	0
2006 Trade and Development Agency	26	89.3%	7.4%	3.3%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Trade and Development Agency</b>	<b>24</b>	<b>84.3%</b>	<b>15.7%</b>	<b>0.0%</b>	<b>2</b>
2010 Trade and Development Agency	34	69.3%	27.4%	3.3%	1
2008 Trade and Development Agency	26	55.9%	32.4%	11.8%	1
2006 Trade and Development Agency	26	47.5%	35.1%	17.4%	0

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
2010 Trade and Development Agency	35	96.9%	3.1%	0.0%
2008 Trade and Development Agency	27	96.0%	4.0%	0.0%
2006 Trade and Development Agency	26	96.2%	3.8%	0.0%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>93.2%</b>	<b>6.8%</b>	<b>0.0%</b>	<b>0</b>
2010 Trade and Development Agency	35	91.7%	5.7%	2.6%	0
2008 Trade and Development Agency	27	88.9%	7.6%	3.5%	0
2006 Trade and Development Agency	26	76.0%	12.4%	11.6%	0

# Trade and Development Agency

## Trend Report

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>78.2%</b>	<b>11.1%</b>	<b>10.7%</b>	<b>1</b>
2010 Trade and Development Agency	33	75.8%	12.6%	11.6%	2
2008 Trade and Development Agency	26	33.5%	30.7%	35.9%	1
2006 Trade and Development Agency	25	51.3%	24.3%	24.5%	1

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>75.6%</b>	<b>14.2%</b>	<b>10.2%</b>	<b>0</b>
2010 Trade and Development Agency	35	76.4%	20.4%	3.2%	0
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>79.0%</b>	<b>17.1%</b>	<b>4.0%</b>	<b>0</b>
2010 Trade and Development Agency	35	63.5%	30.9%	5.7%	0
2008 Trade and Development Agency	25	35.5%	33.5%	31.1%	2
2006 Trade and Development Agency	26	45.2%	30.9%	23.9%	0

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Trade and Development Agency</b>	<b>24</b>	<b>65.7%</b>	<b>22.7%</b>	<b>11.6%</b>	<b>2</b>
2010 Trade and Development Agency	32	55.9%	22.3%	21.8%	3
2008 Trade and Development Agency	22	34.3%	18.4%	47.2%	5
2006 Trade and Development Agency	21	47.9%	29.1%	23.0%	5

# Trade and Development Agency

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Trade and Development Agency</b>	<b>22</b>	<b>78.7%</b>	<b>17.3%</b>	<b>4.0%</b>	<b>4</b>
2010 Trade and Development Agency	33	58.4%	35.5%	6.1%	2
2008 Trade and Development Agency	24	64.8%	23.0%	12.2%	3
2006 Trade and Development Agency	21	61.5%	27.7%	10.8%	5

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 Trade and Development Agency	32	89.2%	10.8%	0.0%	3
2008 Trade and Development Agency	27	96.2%	3.8%	0.0%	0
2006 Trade and Development Agency	25	85.5%	14.5%	0.0%	1

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>82.3%</b>	<b>10.4%</b>	<b>7.4%</b>	<b>0</b>
2010 Trade and Development Agency	34	82.0%	12.6%	5.3%	1
2008 Trade and Development Agency	26	92.2%	0.0%	7.8%	1
2006 Trade and Development Agency	24	72.0%	15.7%	12.4%	2

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Trade and Development Agency</b>	<b>24</b>	<b>57.6%</b>	<b>15.1%</b>	<b>27.3%</b>	<b>2</b>
2010 Trade and Development Agency	34	67.8%	12.1%	20.1%	1
2008 Trade and Development Agency	24	69.7%	13.0%	17.3%	3
2006 Trade and Development Agency	24	54.5%	19.2%	26.3%	2

# Trade and Development Agency

## *Trend Report*

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Trade and Development Agency</b>	<b>22</b>	<b>91.8%</b>	<b>0.0%</b>	<b>8.2%</b>	<b>4</b>
2010 Trade and Development Agency	31	80.4%	13.4%	6.3%	4
2008 Trade and Development Agency	25	79.7%	8.0%	12.2%	2
2006 Trade and Development Agency	22	76.5%	13.2%	10.2%	4

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>96.0%</b>	<b>4.0%</b>	<b>0.0%</b>	<b>0</b>
2010 Trade and Development Agency	34	91.4%	8.6%	0.0%	0
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>96.0%</b>	<b>0.0%</b>	<b>4.0%</b>
2010 Trade and Development Agency	35	88.3%	9.1%	2.6%
2008 Trade and Development Agency	27	74.6%	11.7%	13.8%
2006 Trade and Development Agency	26	91.9%	3.8%	4.3%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Trade and Development Agency</b>	<b>24</b>	<b>88.8%</b>	<b>6.9%</b>	<b>4.3%</b>	<b>2</b>
2010 Trade and Development Agency	35	78.9%	9.3%	11.8%	0
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

# Trade and Development Agency

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>93.1%</b>	<b>3.5%</b>	<b>3.4%</b>	<b>0</b>
2010 Trade and Development Agency	35	82.3%	5.8%	11.9%	0
2008 Trade and Development Agency	27	89.1%	7.4%	3.6%	0
2006 Trade and Development Agency	26	91.6%	8.4%	0.0%	0

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>93.8%</b>	<b>0.0%</b>	<b>6.2%</b>	<b>0</b>
2010 Trade and Development Agency	35	70.0%	14.9%	15.1%	0
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>86.6%</b>	<b>7.0%</b>	<b>6.4%</b>	<b>1</b>
2010 Trade and Development Agency	35	82.3%	9.0%	8.6%	0
2008 Trade and Development Agency	27	78.6%	9.8%	11.6%	0
2006 Trade and Development Agency	26	81.7%	3.3%	15.1%	0

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Trade and Development Agency</b>	<b>22</b>	<b>96.8%</b>	<b>3.2%</b>	<b>0.0%</b>	<b>4</b>
2010 Trade and Development Agency	31	72.9%	23.5%	3.6%	4
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>79.5%</b>	<b>10.8%</b>	<b>9.7%</b>	<b>0</b>
2010 Trade and Development Agency	35	77.9%	19.5%	2.6%	0
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

# Trade and Development Agency

## *Trend Report*

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>90.3%</b>	<b>6.9%</b>	<b>2.8%</b>	<b>0</b>
2010 Trade and Development Agency	34	81.7%	11.8%	6.4%	0
2008 Trade and Development Agency	27	81.2%	18.8%	0.0%	0
2006 Trade and Development Agency	26	65.7%	11.7%	22.5%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>89.8%</b>	<b>7.4%</b>	<b>2.8%</b>
2010 Trade and Development Agency	35	91.4%	5.2%	3.4%
2008 Trade and Development Agency	--	--	--	--
2006 Trade and Development Agency	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>89.8%</b>	<b>4.0%</b>	<b>6.2%</b>
2010 Trade and Development Agency	35	94.0%	0.0%	6.0%
2008 Trade and Development Agency	--	--	--	--
2006 Trade and Development Agency	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>82.5%</b>	<b>3.4%</b>	<b>14.1%</b>
2010 Trade and Development Agency	35	89.0%	8.4%	2.6%
2008 Trade and Development Agency	--	--	--	--
2006 Trade and Development Agency	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>89.8%</b>	<b>4.0%</b>	<b>6.2%</b>
2010 Trade and Development Agency	35	85.7%	5.7%	8.6%
2008 Trade and Development Agency	27	71.8%	17.6%	10.6%
2006 Trade and Development Agency	26	76.7%	15.8%	7.6%

# Trade and Development Agency

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>93.8%</b>	<b>3.4%</b>	<b>2.8%</b>
2010 Trade and Development Agency	35	85.1%	8.9%	6.0%
2008 Trade and Development Agency	27	77.4%	18.9%	3.6%
2006 Trade and Development Agency	26	76.3%	20.0%	3.8%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>85.1%</b>	<b>11.0%</b>	<b>4.0%</b>	<b>0</b>
2010 Trade and Development Agency	35	69.4%	21.9%	8.7%	0
2008 Trade and Development Agency	27	50.9%	30.6%	18.5%	0
2006 Trade and Development Agency	26	46.1%	30.0%	23.9%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>88.6%</b>	<b>7.5%</b>	<b>4.0%</b>	<b>0</b>
2010 Trade and Development Agency	34	73.3%	18.2%	8.6%	1
2008 Trade and Development Agency	26	69.1%	19.4%	11.5%	1
2006 Trade and Development Agency	26	85.2%	11.3%	3.5%	0

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Trade and Development Agency</b>	<b>24</b>	<b>95.7%</b>	<b>0.0%</b>	<b>4.3%</b>	<b>2</b>
2010 Trade and Development Agency	32	83.5%	9.9%	6.6%	3
2008 Trade and Development Agency	26	84.2%	4.3%	11.4%	1
2006 Trade and Development Agency	25	83.1%	7.9%	9.1%	1

# Trade and Development Agency

## Trend Report

### Leadership (continued)

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>96.7%</b>	<b>0.0%</b>	<b>3.3%</b>	<b>0</b>
2010 Trade and Development Agency	34	90.7%	6.2%	3.1%	0
2008 Trade and Development Agency	27	69.9%	18.8%	11.3%	0
2006 Trade and Development Agency	26	59.0%	15.5%	25.5%	0

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
2010 Trade and Development Agency	35	84.7%	12.3%	3.1%	0
2008 Trade and Development Agency	27	68.6%	15.5%	15.9%	0
2006 Trade and Development Agency	24	77.0%	5.4%	17.6%	2

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>87.0%</b>	<b>3.5%</b>	<b>9.5%</b>	<b>0</b>
2010 Trade and Development Agency	35	66.1%	24.6%	9.3%	0
2008 Trade and Development Agency	26	60.9%	11.8%	27.3%	1
2006 Trade and Development Agency	26	56.7%	22.6%	20.7%	0

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>93.1%</b>	<b>3.5%</b>	<b>3.4%</b>	<b>0</b>
2010 Trade and Development Agency	32	73.3%	20.0%	6.7%	0
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>92.4%</b>	<b>3.5%</b>	<b>4.1%</b>	<b>1</b>
2010 Trade and Development Agency	34	73.7%	23.6%	2.7%	1
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

# Trade and Development Agency

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>85.1%</b>	<b>11.0%</b>	<b>4.0%</b>	<b>0</b>
2010 Trade and Development Agency	34	75.1%	15.9%	9.0%	0
2008 Trade and Development Agency	27	59.6%	21.6%	18.8%	0
2006 Trade and Development Agency	26	66.6%	12.9%	20.5%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Trade and Development Agency</b>	<b>26</b>	<b>71.6%</b>	<b>14.7%</b>	<b>13.7%</b>	<b>0</b>
2010 Trade and Development Agency	34	61.1%	23.2%	15.7%	1
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>81.8%</b>	<b>10.5%</b>	<b>7.6%</b>
2010 Trade and Development Agency	35	76.6%	11.5%	11.9%
2008 Trade and Development Agency	27	63.4%	7.4%	29.2%
2006 Trade and Development Agency	26	64.0%	17.0%	19.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>81.8%</b>	<b>3.6%</b>	<b>14.6%</b>
2010 Trade and Development Agency	35	69.0%	16.9%	14.1%
2008 Trade and Development Agency	27	49.3%	23.4%	27.3%
2006 Trade and Development Agency	26	53.9%	17.8%	28.3%

# Trade and Development Agency

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>75.3%</b>	<b>6.5%</b>	<b>18.2%</b>
2010 Trade and Development Agency	34	68.1%	25.9%	6.0%
2008 Trade and Development Agency	27	60.8%	12.8%	26.4%
2006 Trade and Development Agency	26	66.0%	21.7%	12.2%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>65.6%</b>	<b>26.7%</b>	<b>7.6%</b>
2010 Trade and Development Agency	35	55.2%	33.1%	11.7%
2008 Trade and Development Agency	27	46.7%	38.2%	15.1%
2006 Trade and Development Agency	26	43.6%	22.5%	33.9%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>43.3%</b>	<b>16.1%</b>	<b>40.6%</b>
2010 Trade and Development Agency	35	40.4%	24.6%	34.9%
2008 Trade and Development Agency	27	36.2%	21.8%	42.0%
2006 Trade and Development Agency	26	14.4%	50.2%	35.4%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>60.4%</b>	<b>21.9%</b>	<b>17.7%</b>
2010 Trade and Development Agency	35	59.2%	18.1%	22.7%
2008 Trade and Development Agency	27	55.6%	29.0%	15.4%
2006 Trade and Development Agency	26	37.6%	30.7%	31.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>89.0%</b>	<b>6.9%</b>	<b>4.1%</b>
2010 Trade and Development Agency	35	81.1%	10.6%	8.3%
2008 Trade and Development Agency	27	69.9%	11.1%	19.0%
2006 Trade and Development Agency	26	73.7%	21.9%	4.3%

# Trade and Development Agency

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>73.9%</b>	<b>14.4%</b>	<b>11.7%</b>
2010 Trade and Development Agency	35	70.8%	20.0%	9.3%
2008 Trade and Development Agency	27	50.5%	19.6%	29.9%
2006 Trade and Development Agency	26	41.4%	31.7%	26.9%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>92.3%</b>	<b>3.6%</b>	<b>4.1%</b>
2010 Trade and Development Agency	35	80.5%	16.9%	2.6%
2008 Trade and Development Agency	27	58.1%	22.1%	19.7%
2006 Trade and Development Agency	26	70.1%	18.0%	11.8%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>61.9%</b>	<b>31.1%</b>	<b>7.1%</b>
2010 Trade and Development Agency	--	--	--	--
2008 Trade and Development Agency	--	--	--	--
2006 Trade and Development Agency	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>0.0%</b>	<b>0.0%</b>	<b>3.6%</b>	<b>66.7%</b>
2010 Trade and Development Agency	--	--	--	--	--
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

(continued)

# Trade and Development Agency

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>0.0%</b>	<b>0.0%</b>	<b>20.7%</b>	<b>9.0%</b>
2010 Trade and Development Agency	--	--	--	--	--
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Trade and Development Agency</b>	<b>24</b>	<b>9.8%</b>	<b>31.0%</b>	<b>59.2%</b>
2010 Trade and Development Agency	--	--	--	--
2008 Trade and Development Agency	--	--	--	--
2006 Trade and Development Agency	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>35.2%</b>	<b>57.7%</b>	<b>7.1%</b>
2010 Trade and Development Agency	--	--	--	--
2008 Trade and Development Agency	--	--	--	--
2006 Trade and Development Agency	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Trade and Development Agency</b>	<b>25</b>	<b>35.8%</b>	<b>53.6%</b>	<b>10.7%</b>
2010 Trade and Development Agency	--	--	--	--
2008 Trade and Development Agency	--	--	--	--
2006 Trade and Development Agency	--	--	--	--

# Trade and Development Agency

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Trade and Development Agency</b>	<b>23</b>	<b>0.0%</b>	<b>65.5%</b>	<b>34.5%</b>
2010 Trade and Development Agency	--	--	--	--
2008 Trade and Development Agency	--	--	--	--
2006 Trade and Development Agency	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Trade and Development Agency</b>	<b>24</b>	<b>0.0%</b>	<b>75.4%</b>	<b>24.6%</b>
2010 Trade and Development Agency	--	--	--	--
2008 Trade and Development Agency	--	--	--	--
2006 Trade and Development Agency	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Trade and Development Agency</b>	<b>20</b>	<b>27.0%</b>	<b>26.0%</b>	<b>47.1%</b>	<b>5</b>
2010 Trade and Development Agency	31	32.2%	13.6%	54.2%	4
2008 Trade and Development Agency	16	27.5%	6.5%	66.0%	11
2006 Trade and Development Agency	16	5.8%	35.6%	58.6%	10

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Trade and Development Agency</b>	<b>16</b>	<b>22.1%</b>	<b>10.6%</b>	<b>67.3%</b>	<b>8</b>
2010 Trade and Development Agency	27	14.8%	5.7%	79.5%	8
2008 Trade and Development Agency	18	25.0%	5.1%	69.9%	9
2006 Trade and Development Agency	15	12.0%	33.2%	54.8%	11

# Trade and Development Agency

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Trade and Development Agency</b>	<b>20</b>	<b>66.0%</b>	<b>20.1%</b>	<b>13.9%</b>	<b>4</b>
2010 Trade and Development Agency	30	56.2%	33.4%	10.4%	5
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Trade and Development Agency</b>	<b>16</b>	<b>69.9%</b>	<b>30.1%</b>	<b>0.0%</b>	<b>9</b>
2010 Trade and Development Agency	25	72.0%	28.0%	0.0%	10
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Trade and Development Agency</b>	<b>4</b>	<b>29.3%</b>	<b>45.8%</b>	<b>24.9%</b>	<b>21</b>
2010 Trade and Development Agency	12	14.5%	66.6%	18.9%	23
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Trade and Development Agency</b>	<b>3</b>	<b>39.0%</b>	<b>61.0%</b>	<b>0.0%</b>	<b>22</b>
2010 Trade and Development Agency	11	15.9%	74.2%	9.8%	24
2008 Trade and Development Agency	--	--	--	--	--
2006 Trade and Development Agency	--	--	--	--	--



# U.S. International Trade Commission

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 U.S. International Trade Commission</b>	<b>168</b>
2010 U.S. International Trade Commission	170
2008 U.S. International Trade Commission	103
2006 U.S. International Trade Commission	185

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 U.S. International Trade Commission</b>	<b>168</b>	<b>66.5%</b>	<b>16.3%</b>	<b>17.2%</b>
2010 U.S. International Trade Commission	170	75.3%	7.9%	16.8%
2008 U.S. International Trade Commission	103	70.8%	17.2%	12.0%
2006 U.S. International Trade Commission	185	70.5%	16.0%	13.6%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 U.S. International Trade Commission</b>	<b>168</b>	<b>80.5%</b>	<b>9.3%</b>	<b>10.2%</b>
2010 U.S. International Trade Commission	169	83.7%	9.7%	6.7%
2008 U.S. International Trade Commission	103	87.1%	6.2%	6.8%
2006 U.S. International Trade Commission	185	82.3%	10.0%	7.7%

# U.S. International Trade Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 U.S. International Trade Commission</b>	<b>167</b>	<b>68.1%</b>	<b>14.1%</b>	<b>17.8%</b>
2010 U.S. International Trade Commission	169	61.2%	19.0%	19.8%
2008 U.S. International Trade Commission	103	62.2%	17.9%	19.9%
2006 U.S. International Trade Commission	185	57.4%	21.2%	21.4%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 U.S. International Trade Commission</b>	<b>167</b>	<b>69.1%</b>	<b>19.1%</b>	<b>11.8%</b>
2010 U.S. International Trade Commission	169	72.3%	16.2%	11.4%
2008 U.S. International Trade Commission	103	75.5%	11.5%	13.0%
2006 U.S. International Trade Commission	185	71.3%	14.1%	14.6%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 U.S. International Trade Commission</b>	<b>168</b>	<b>82.4%</b>	<b>10.0%</b>	<b>7.7%</b>
2010 U.S. International Trade Commission	170	81.7%	11.1%	7.2%
2008 U.S. International Trade Commission	103	79.4%	10.9%	9.8%
2006 U.S. International Trade Commission	185	76.5%	16.4%	7.1%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 U.S. International Trade Commission</b>	<b>167</b>	<b>85.0%</b>	<b>5.8%</b>	<b>9.2%</b>
2010 U.S. International Trade Commission	170	85.6%	8.4%	6.0%
2008 U.S. International Trade Commission	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 U.S. International Trade Commission</b>	<b>168</b>	<b>98.2%</b>	<b>1.2%</b>	<b>0.5%</b>
2010 U.S. International Trade Commission	168	98.8%	1.2%	0.0%
2008 U.S. International Trade Commission	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--

# U.S. International Trade Commission

## Trend Report

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 U.S. International Trade Commission</b>	<b>168</b>	<b>87.2%</b>	<b>12.2%</b>	<b>0.6%</b>
2010 U.S. International Trade Commission	170	90.7%	9.3%	0.0%
2008 U.S. International Trade Commission	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 U.S. International Trade Commission</b>	<b>168</b>	<b>51.4%</b>	<b>20.1%</b>	<b>28.5%</b>	<b>0</b>
2010 U.S. International Trade Commission	169	63.0%	17.1%	19.9%	0
2008 U.S. International Trade Commission	103	62.4%	18.1%	19.5%	0
2006 U.S. International Trade Commission	184	67.2%	16.6%	16.1%	1

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 U.S. International Trade Commission</b>	<b>168</b>	<b>59.1%</b>	<b>19.6%</b>	<b>21.3%</b>	<b>0</b>
2010 U.S. International Trade Commission	168	74.5%	12.9%	12.6%	0
2008 U.S. International Trade Commission	103	68.5%	10.4%	21.2%	0
2006 U.S. International Trade Commission	185	67.8%	15.4%	16.8%	0

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 U.S. International Trade Commission</b>	<b>165</b>	<b>60.8%</b>	<b>14.5%</b>	<b>24.7%</b>	<b>2</b>
2010 U.S. International Trade Commission	169	58.9%	18.4%	22.7%	0
2008 U.S. International Trade Commission	101	65.4%	16.6%	18.0%	2
2006 U.S. International Trade Commission	184	62.2%	19.4%	18.4%	1

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 U.S. International Trade Commission</b>	<b>167</b>	<b>84.5%</b>	<b>5.9%</b>	<b>9.6%</b>	<b>0</b>
2010 U.S. International Trade Commission	170	86.9%	7.4%	5.7%	0
2008 U.S. International Trade Commission	102	91.5%	6.4%	2.1%	1
2006 U.S. International Trade Commission	185	85.0%	9.5%	5.5%	0

# U.S. International Trade Commission

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 U.S. International Trade Commission</b>	<b>166</b>	<b>83.4%</b>	<b>10.2%</b>	<b>6.4%</b>	<b>1</b>
2010 U.S. International Trade Commission	167	83.7%	13.0%	3.3%	2
2008 U.S. International Trade Commission	102	84.3%	9.5%	6.2%	1
2006 U.S. International Trade Commission	184	79.3%	13.2%	7.5%	1

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 U.S. International Trade Commission</b>	<b>168</b>	<b>80.7%</b>	<b>13.8%</b>	<b>5.5%</b>	<b>0</b>
2010 U.S. International Trade Commission	166	85.3%	8.4%	6.2%	1
2008 U.S. International Trade Commission	103	84.9%	8.3%	6.8%	0
2006 U.S. International Trade Commission	185	79.2%	9.5%	11.3%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>68.5%</b>	<b>17.2%</b>	<b>14.3%</b>	<b>6</b>
2010 U.S. International Trade Commission	166	72.6%	12.8%	14.6%	2
2008 U.S. International Trade Commission	103	75.2%	15.0%	9.9%	0
2006 U.S. International Trade Commission	170	71.8%	14.3%	13.9%	15

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 U.S. International Trade Commission</b>	<b>164</b>	<b>84.2%</b>	<b>11.3%</b>	<b>4.5%</b>	<b>3</b>
2010 U.S. International Trade Commission	165	85.6%	10.7%	3.7%	1
2008 U.S. International Trade Commission	103	82.2%	13.1%	4.7%	0
2006 U.S. International Trade Commission	183	82.0%	12.7%	5.3%	2

# U.S. International Trade Commission

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 U.S. International Trade Commission</b>	<b>152</b>	<b>58.8%</b>	<b>22.4%</b>	<b>18.9%</b>	<b>16</b>
2010 U.S. International Trade Commission	151	53.1%	24.8%	22.1%	17
2008 U.S. International Trade Commission	89	51.6%	27.2%	21.2%	14
2006 U.S. International Trade Commission	144	47.6%	29.5%	22.9%	41

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 U.S. International Trade Commission</b>	<b>166</b>	<b>41.2%</b>	<b>29.1%</b>	<b>29.7%</b>	<b>2</b>
2010 U.S. International Trade Commission	163	53.3%	26.2%	20.5%	3
2008 U.S. International Trade Commission	101	55.4%	21.4%	23.1%	2
2006 U.S. International Trade Commission	181	53.0%	25.6%	21.5%	4

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 U.S. International Trade Commission</b>	<b>161</b>	<b>66.6%</b>	<b>18.8%</b>	<b>14.7%</b>	<b>7</b>
2010 U.S. International Trade Commission	165	66.7%	18.4%	14.9%	4
2008 U.S. International Trade Commission	101	71.5%	11.7%	16.8%	2
2006 U.S. International Trade Commission	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 U.S. International Trade Commission</b>	<b>144</b>	<b>82.7%</b>	<b>8.7%</b>	<b>8.6%</b>
2010 U.S. International Trade Commission	166	81.4%	11.0%	7.7%
2008 U.S. International Trade Commission	103	87.4%	8.5%	4.1%
2006 U.S. International Trade Commission	185	85.0%	7.9%	7.1%

# U.S. International Trade Commission

## Trend Report

### My Work Unit (continued)

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 U.S. International Trade Commission</b>	<b>161</b>	<b>63.5%</b>	<b>20.3%</b>	<b>16.2%</b>	<b>6</b>
2010 U.S. International Trade Commission	162	65.9%	20.8%	13.3%	8
2008 U.S. International Trade Commission	101	61.5%	27.1%	11.5%	2
2006 U.S. International Trade Commission	175	63.8%	18.6%	17.7%	10

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 U.S. International Trade Commission</b>	<b>156</b>	<b>46.4%</b>	<b>22.0%</b>	<b>31.5%</b>	<b>12</b>
2010 U.S. International Trade Commission	159	50.4%	20.9%	28.7%	10
2008 U.S. International Trade Commission	101	46.2%	27.9%	25.8%	2
2006 U.S. International Trade Commission	167	42.1%	22.3%	35.6%	18

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 U.S. International Trade Commission</b>	<b>150</b>	<b>31.1%</b>	<b>26.2%</b>	<b>42.6%</b>	<b>18</b>
2010 U.S. International Trade Commission	148	32.2%	33.4%	34.4%	21
2008 U.S. International Trade Commission	95	27.5%	33.9%	38.6%	8
2006 U.S. International Trade Commission	156	30.7%	28.0%	41.3%	29

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 U.S. International Trade Commission</b>	<b>154</b>	<b>39.8%</b>	<b>29.8%</b>	<b>30.4%</b>	<b>13</b>
2010 U.S. International Trade Commission	155	41.8%	27.1%	31.1%	13
2008 U.S. International Trade Commission	100	41.2%	35.3%	23.4%	3
2006 U.S. International Trade Commission	165	38.3%	26.9%	34.8%	20

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 U.S. International Trade Commission</b>	<b>155</b>	<b>49.4%</b>	<b>24.2%</b>	<b>26.4%</b>	<b>12</b>
2010 U.S. International Trade Commission	159	47.9%	30.8%	21.3%	7
2008 U.S. International Trade Commission	101	54.8%	23.1%	22.1%	2
2006 U.S. International Trade Commission	160	49.2%	24.1%	26.7%	25

# U.S. International Trade Commission

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 U.S. International Trade Commission</b>	<b>163</b>	<b>74.9%</b>	<b>13.7%</b>	<b>11.4%</b>	<b>2</b>
2010 U.S. International Trade Commission	164	77.6%	11.8%	10.6%	3
2008 U.S. International Trade Commission	103	76.7%	9.7%	13.6%	0
2006 U.S. International Trade Commission	185	71.1%	14.9%	14.1%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>48.9%</b>	<b>37.0%</b>	<b>14.2%</b>	<b>5</b>
2010 U.S. International Trade Commission	165	56.9%	30.4%	12.7%	4
2008 U.S. International Trade Commission	101	52.8%	32.1%	15.1%	2
2006 U.S. International Trade Commission	172	52.3%	30.2%	17.5%	13

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 U.S. International Trade Commission</b>	<b>166</b>	<b>90.0%</b>	<b>8.9%</b>	<b>1.1%</b>
2010 U.S. International Trade Commission	168	89.0%	9.9%	1.1%
2008 U.S. International Trade Commission	103	88.4%	9.6%	2.0%
2006 U.S. International Trade Commission	185	88.2%	9.1%	2.7%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 U.S. International Trade Commission</b>	<b>166</b>	<b>81.0%</b>	<b>10.3%</b>	<b>8.7%</b>	<b>0</b>
2010 U.S. International Trade Commission	162	82.6%	9.8%	7.7%	5
2008 U.S. International Trade Commission	103	83.9%	7.3%	8.8%	0
2006 U.S. International Trade Commission	182	81.1%	10.7%	8.1%	3

# U.S. International Trade Commission

## *Trend Report*

### My Agency (continued)

#### 30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 U.S. International Trade Commission</b>	<b>159</b>	<b>49.4%</b>	<b>27.7%</b>	<b>22.9%</b>	<b>6</b>
2010 U.S. International Trade Commission	157	54.7%	24.7%	20.6%	9
2008 U.S. International Trade Commission	103	46.5%	29.4%	24.1%	0
2006 U.S. International Trade Commission	174	42.2%	26.7%	31.1%	11

#### 31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>59.5%</b>	<b>19.3%</b>	<b>21.1%</b>	<b>2</b>
2010 U.S. International Trade Commission	166	67.8%	19.1%	13.1%	1
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

#### 32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 U.S. International Trade Commission</b>	<b>163</b>	<b>47.6%</b>	<b>30.5%</b>	<b>21.9%</b>	<b>2</b>
2010 U.S. International Trade Commission	160	51.5%	26.1%	22.4%	7
2008 U.S. International Trade Commission	99	52.9%	23.2%	23.8%	4
2006 U.S. International Trade Commission	174	42.6%	26.8%	30.6%	11

#### 33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 U.S. International Trade Commission</b>	<b>153</b>	<b>30.6%</b>	<b>31.6%</b>	<b>37.8%</b>	<b>12</b>
2010 U.S. International Trade Commission	156	35.4%	36.7%	27.9%	10
2008 U.S. International Trade Commission	100	41.8%	26.4%	31.9%	3
2006 U.S. International Trade Commission	159	30.6%	28.3%	41.1%	26

# U.S. International Trade Commission

## *Trend Report*

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 U.S. International Trade Commission</b>	<b>148</b>	<b>49.0%</b>	<b>31.6%</b>	<b>19.4%</b>	<b>16</b>
2010 U.S. International Trade Commission	141	46.4%	36.4%	17.2%	26
2008 U.S. International Trade Commission	93	49.8%	28.7%	21.5%	10
2006 U.S. International Trade Commission	160	52.6%	27.4%	20.1%	25

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 U.S. International Trade Commission</b>	<b>160</b>	<b>82.4%</b>	<b>15.0%</b>	<b>2.6%</b>	<b>5</b>
2010 U.S. International Trade Commission	163	83.4%	9.9%	6.7%	4
2008 U.S. International Trade Commission	101	87.3%	12.7%	0.0%	2
2006 U.S. International Trade Commission	179	84.8%	8.9%	6.3%	6

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 U.S. International Trade Commission</b>	<b>156</b>	<b>69.6%</b>	<b>16.3%</b>	<b>14.1%</b>	<b>6</b>
2010 U.S. International Trade Commission	166	76.3%	14.4%	9.4%	2
2008 U.S. International Trade Commission	101	62.5%	21.1%	16.4%	2
2006 U.S. International Trade Commission	165	60.8%	21.7%	17.4%	20

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 U.S. International Trade Commission</b>	<b>158</b>	<b>42.0%</b>	<b>28.8%</b>	<b>29.2%</b>	<b>6</b>
2010 U.S. International Trade Commission	152	47.6%	23.0%	29.5%	14
2008 U.S. International Trade Commission	96	45.2%	29.2%	25.6%	7
2006 U.S. International Trade Commission	152	57.0%	18.1%	24.9%	33

# U.S. International Trade Commission

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 U.S. International Trade Commission</b>	<b>147</b>	<b>64.0%</b>	<b>22.2%</b>	<b>13.7%</b>	<b>17</b>
2010 U.S. International Trade Commission	150	71.3%	17.0%	11.7%	17
2008 U.S. International Trade Commission	90	63.1%	22.7%	14.2%	13
2006 U.S. International Trade Commission	143	65.1%	19.2%	15.7%	42

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>79.3%</b>	<b>17.2%</b>	<b>3.5%</b>	<b>1</b>
2010 U.S. International Trade Commission	165	83.1%	14.4%	2.5%	3
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>65.6%</b>	<b>20.6%</b>	<b>13.8%</b>
2010 U.S. International Trade Commission	167	70.2%	19.8%	10.0%
2008 U.S. International Trade Commission	103	70.1%	16.3%	13.7%
2006 U.S. International Trade Commission	185	67.7%	16.7%	15.6%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 U.S. International Trade Commission</b>	<b>144</b>	<b>40.2%</b>	<b>27.5%</b>	<b>32.3%</b>	<b>20</b>
2010 U.S. International Trade Commission	134	40.9%	31.0%	28.1%	32
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

# U.S. International Trade Commission

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 U.S. International Trade Commission</b>	<b>160</b>	<b>85.7%</b>	<b>5.9%</b>	<b>8.4%</b>	<b>2</b>
2010 U.S. International Trade Commission	163	87.2%	6.7%	6.1%	2
2008 U.S. International Trade Commission	102	86.7%	8.2%	5.1%	1
2006 U.S. International Trade Commission	181	81.9%	13.8%	4.3%	4

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 U.S. International Trade Commission</b>	<b>159</b>	<b>73.0%</b>	<b>15.5%</b>	<b>11.6%</b>	<b>2</b>
2010 U.S. International Trade Commission	165	68.5%	20.0%	11.5%	1
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 U.S. International Trade Commission</b>	<b>160</b>	<b>63.5%</b>	<b>16.5%</b>	<b>20.0%</b>	<b>2</b>
2010 U.S. International Trade Commission	163	65.3%	17.1%	17.7%	2
2008 U.S. International Trade Commission	103	63.3%	17.2%	19.5%	0
2006 U.S. International Trade Commission	182	58.2%	24.2%	17.7%	3

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 U.S. International Trade Commission</b>	<b>143</b>	<b>65.8%</b>	<b>22.9%</b>	<b>11.3%</b>	<b>19</b>
2010 U.S. International Trade Commission	146	66.9%	24.5%	8.6%	20
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 U.S. International Trade Commission</b>	<b>159</b>	<b>62.1%</b>	<b>19.6%</b>	<b>18.3%</b>	<b>4</b>
2010 U.S. International Trade Commission	164	63.5%	21.6%	14.9%	2
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

# U.S. International Trade Commission

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 U.S. International Trade Commission</b>	<b>159</b>	<b>71.9%</b>	<b>15.0%</b>	<b>13.1%</b>	<b>3</b>
2010 U.S. International Trade Commission	162	71.5%	18.3%	10.2%	3
2008 U.S. International Trade Commission	102	73.6%	18.2%	8.2%	1
2006 U.S. International Trade Commission	183	72.8%	14.8%	12.4%	2

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 U.S. International Trade Commission</b>	<b>163</b>	<b>77.4%</b>	<b>11.5%</b>	<b>11.1%</b>
2010 U.S. International Trade Commission	166	84.2%	5.1%	10.6%
2008 U.S. International Trade Commission	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>82.7%</b>	<b>8.1%</b>	<b>9.2%</b>
2010 U.S. International Trade Commission	166	82.4%	10.4%	7.2%
2008 U.S. International Trade Commission	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 U.S. International Trade Commission</b>	<b>163</b>	<b>82.4%</b>	<b>8.0%</b>	<b>9.6%</b>
2010 U.S. International Trade Commission	166	87.3%	3.7%	9.0%
2008 U.S. International Trade Commission	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 U.S. International Trade Commission</b>	<b>158</b>	<b>63.4%</b>	<b>16.7%</b>	<b>19.8%</b>
2010 U.S. International Trade Commission	165	70.7%	13.9%	15.4%
2008 U.S. International Trade Commission	103	65.2%	17.0%	17.8%
2006 U.S. International Trade Commission	185	65.1%	18.2%	16.7%

# U.S. International Trade Commission

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>73.3%</b>	<b>15.2%</b>	<b>11.6%</b>
2010 U.S. International Trade Commission	164	73.2%	17.7%	9.1%
2008 U.S. International Trade Commission	103	69.7%	18.6%	11.7%
2006 U.S. International Trade Commission	185	70.3%	17.8%	11.9%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 U.S. International Trade Commission</b>	<b>159</b>	<b>44.1%</b>	<b>27.4%</b>	<b>28.5%</b>	<b>2</b>
2010 U.S. International Trade Commission	160	46.9%	31.1%	22.0%	4
2008 U.S. International Trade Commission	101	35.4%	36.6%	28.0%	2
2006 U.S. International Trade Commission	179	39.5%	27.0%	33.4%	6

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 U.S. International Trade Commission</b>	<b>153</b>	<b>58.7%</b>	<b>18.6%</b>	<b>22.7%</b>	<b>9</b>
2010 U.S. International Trade Commission	156	63.3%	22.3%	14.4%	9
2008 U.S. International Trade Commission	95	53.8%	27.6%	18.6%	8
2006 U.S. International Trade Commission	170	57.8%	21.3%	20.9%	15

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 U.S. International Trade Commission</b>	<b>156</b>	<b>64.3%</b>	<b>20.9%</b>	<b>14.8%</b>	<b>6</b>
2010 U.S. International Trade Commission	156	65.8%	23.7%	10.6%	8
2008 U.S. International Trade Commission	101	66.0%	15.5%	18.5%	2
2006 U.S. International Trade Commission	169	67.2%	18.1%	14.8%	16

# U.S. International Trade Commission

## Trend Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 U.S. International Trade Commission</b>	<b>159</b>	<b>60.9%</b>	<b>17.3%</b>	<b>21.8%</b>	<b>1</b>
2010 U.S. International Trade Commission	163	65.0%	22.2%	12.8%	1
2008 U.S. International Trade Commission	101	52.9%	23.1%	24.0%	2
2006 U.S. International Trade Commission	183	58.5%	24.1%	17.4%	2

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 U.S. International Trade Commission</b>	<b>146</b>	<b>58.0%</b>	<b>23.5%</b>	<b>18.5%</b>	<b>14</b>
2010 U.S. International Trade Commission	146	67.0%	23.5%	9.5%	18
2008 U.S. International Trade Commission	94	55.2%	27.6%	17.2%	9
2006 U.S. International Trade Commission	159	60.9%	25.9%	13.2%	26

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 U.S. International Trade Commission</b>	<b>159</b>	<b>45.4%</b>	<b>32.5%</b>	<b>22.1%</b>	<b>3</b>
2010 U.S. International Trade Commission	160	62.1%	21.1%	16.8%	5
2008 U.S. International Trade Commission	101	55.3%	21.6%	23.0%	2
2006 U.S. International Trade Commission	178	54.1%	21.3%	24.7%	7

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 U.S. International Trade Commission</b>	<b>158</b>	<b>60.5%</b>	<b>18.9%</b>	<b>20.6%</b>	<b>3</b>
2010 U.S. International Trade Commission	155	69.2%	18.1%	12.7%	5
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 U.S. International Trade Commission</b>	<b>152</b>	<b>59.1%</b>	<b>25.2%</b>	<b>15.7%</b>	<b>8</b>
2010 U.S. International Trade Commission	162	60.1%	24.1%	15.8%	3
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

# U.S. International Trade Commission

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>48.9%</b>	<b>24.9%</b>	<b>26.2%</b>	<b>0</b>
2010 U.S. International Trade Commission	163	56.8%	24.9%	18.3%	0
2008 U.S. International Trade Commission	101	50.0%	25.8%	24.1%	2
2006 U.S. International Trade Commission	183	49.5%	24.9%	25.6%	2

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 U.S. International Trade Commission</b>	<b>152</b>	<b>66.2%</b>	<b>24.0%</b>	<b>9.7%</b>	<b>9</b>
2010 U.S. International Trade Commission	152	74.3%	16.5%	9.2%	11
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>57.4%</b>	<b>24.8%</b>	<b>17.9%</b>
2010 U.S. International Trade Commission	165	59.9%	25.1%	15.0%
2008 U.S. International Trade Commission	103	56.4%	20.3%	23.2%
2006 U.S. International Trade Commission	185	55.5%	25.2%	19.3%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>54.1%</b>	<b>21.4%</b>	<b>24.5%</b>
2010 U.S. International Trade Commission	165	54.0%	22.4%	23.6%
2008 U.S. International Trade Commission	103	47.6%	23.2%	29.2%
2006 U.S. International Trade Commission	185	51.4%	26.0%	22.6%

# U.S. International Trade Commission

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>58.5%</b>	<b>17.6%</b>	<b>23.9%</b>
2010 U.S. International Trade Commission	164	60.5%	20.5%	19.0%
2008 U.S. International Trade Commission	103	62.1%	17.9%	20.0%
2006 U.S. International Trade Commission	185	59.1%	20.0%	20.9%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>48.1%</b>	<b>23.3%</b>	<b>28.5%</b>
2010 U.S. International Trade Commission	162	45.8%	31.5%	22.7%
2008 U.S. International Trade Commission	103	43.9%	32.8%	23.4%
2006 U.S. International Trade Commission	185	49.1%	28.5%	22.4%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 U.S. International Trade Commission</b>	<b>161</b>	<b>27.5%</b>	<b>30.6%</b>	<b>41.9%</b>
2010 U.S. International Trade Commission	165	31.2%	27.9%	40.9%
2008 U.S. International Trade Commission	103	27.4%	29.1%	43.5%
2006 U.S. International Trade Commission	185	27.1%	34.6%	38.2%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>52.2%</b>	<b>32.1%</b>	<b>15.7%</b>
2010 U.S. International Trade Commission	164	63.3%	23.0%	13.7%
2008 U.S. International Trade Commission	103	56.3%	30.3%	13.4%
2006 U.S. International Trade Commission	185	64.9%	22.0%	13.1%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>65.3%</b>	<b>23.8%</b>	<b>10.9%</b>
2010 U.S. International Trade Commission	165	70.2%	22.0%	7.9%
2008 U.S. International Trade Commission	103	71.9%	15.2%	12.9%
2006 U.S. International Trade Commission	185	66.5%	19.0%	14.5%

# U.S. International Trade Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 U.S. International Trade Commission</b>	<b>162</b>	<b>49.7%</b>	<b>19.5%</b>	<b>30.8%</b>
2010 U.S. International Trade Commission	164	58.2%	20.5%	21.3%
2008 U.S. International Trade Commission	103	51.8%	20.6%	27.6%
2006 U.S. International Trade Commission	185	51.1%	20.7%	28.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 U.S. International Trade Commission</b>	<b>161</b>	<b>60.6%</b>	<b>19.2%</b>	<b>20.1%</b>
2010 U.S. International Trade Commission	164	66.7%	21.4%	12.0%
2008 U.S. International Trade Commission	103	65.3%	20.9%	13.8%
2006 U.S. International Trade Commission	185	59.8%	21.7%	18.5%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 U.S. International Trade Commission</b>	<b>158</b>	<b>96.4%</b>	<b>3.6%</b>	<b>0.0%</b>
2010 U.S. International Trade Commission	--	--	--	--
2008 U.S. International Trade Commission	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 U.S. International Trade Commission</b>	<b>159</b>	<b>0.0%</b>	<b>12.2%</b>	<b>31.8%</b>	<b>31.9%</b>
2010 U.S. International Trade Commission	--	--	--	--	--
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

(continued)

# U.S. International Trade Commission

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 U.S. International Trade Commission</b>	<b>159</b>	<b>3.4%</b>	<b>5.8%</b>	<b>1.9%</b>	<b>12.9%</b>
2010 U.S. International Trade Commission	--	--	--	--	--
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 U.S. International Trade Commission</b>	<b>161</b>	<b>53.0%</b>	<b>41.7%</b>	<b>5.3%</b>
2010 U.S. International Trade Commission	--	--	--	--
2008 U.S. International Trade Commission	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 U.S. International Trade Commission</b>	<b>156</b>	<b>31.0%</b>	<b>60.6%</b>	<b>8.4%</b>
2010 U.S. International Trade Commission	--	--	--	--
2008 U.S. International Trade Commission	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 U.S. International Trade Commission</b>	<b>157</b>	<b>5.8%</b>	<b>87.6%</b>	<b>6.6%</b>
2010 U.S. International Trade Commission	--	--	--	--
2008 U.S. International Trade Commission	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--

# U.S. International Trade Commission

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 U.S. International Trade Commission</b>	<b>156</b>	<b>0.0%</b>	<b>78.6%</b>	<b>21.4%</b>
2010 U.S. International Trade Commission	--	--	--	--
2008 U.S. International Trade Commission	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 U.S. International Trade Commission</b>	<b>154</b>	<b>0.0%</b>	<b>76.1%</b>	<b>23.9%</b>
2010 U.S. International Trade Commission	--	--	--	--
2008 U.S. International Trade Commission	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 U.S. International Trade Commission</b>	<b>139</b>	<b>71.3%</b>	<b>15.0%</b>	<b>13.7%</b>	<b>22</b>
2010 U.S. International Trade Commission	138	71.1%	12.1%	16.8%	25
2008 U.S. International Trade Commission	88	71.4%	17.9%	10.7%	15
2006 U.S. International Trade Commission	140	63.6%	19.9%	16.5%	45

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 U.S. International Trade Commission</b>	<b>130</b>	<b>77.3%</b>	<b>17.0%</b>	<b>5.7%</b>	<b>31</b>
2010 U.S. International Trade Commission	134	84.0%	9.0%	7.0%	30
2008 U.S. International Trade Commission	90	88.6%	6.9%	4.4%	13
2006 U.S. International Trade Commission	170	87.4%	6.4%	6.2%	15

# U.S. International Trade Commission

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 U.S. International Trade Commission</b>	<b>99</b>	<b>52.2%</b>	<b>44.8%</b>	<b>3.0%</b>	<b>61</b>
2010 U.S. International Trade Commission	126	62.0%	29.4%	8.6%	38
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 U.S. International Trade Commission</b>	<b>49</b>	<b>30.4%</b>	<b>67.7%</b>	<b>1.9%</b>	<b>111</b>
2010 U.S. International Trade Commission	69	44.2%	48.5%	7.3%	95
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 U.S. International Trade Commission</b>	<b>37</b>	<b>7.4%</b>	<b>73.8%</b>	<b>18.8%</b>	<b>123</b>
2010 U.S. International Trade Commission	47	15.8%	55.0%	29.2%	116
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 U.S. International Trade Commission</b>	<b>30</b>	<b>9.1%</b>	<b>83.7%</b>	<b>7.2%</b>	<b>127</b>
2010 U.S. International Trade Commission	44	17.1%	60.3%	22.6%	119
2008 U.S. International Trade Commission	--	--	--	--	--
2006 U.S. International Trade Commission	--	--	--	--	--



# US Access Board

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 US Access Board</b>	<b>21</b>
2010 US Access Board	22
2008 US Access Board	--
2006 US Access Board	14

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 US Access Board</b>	<b>21</b>	<b>54.9%</b>	<b>22.6%</b>	<b>22.5%</b>
2010 US Access Board	22	76.3%	10.1%	13.6%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	78.1%	14.9%	7.0%

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 US Access Board</b>	<b>21</b>	<b>68.1%</b>	<b>13.4%</b>	<b>18.4%</b>
2010 US Access Board	22	81.6%	9.5%	8.9%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	100.0%	0.0%	0.0%

# US Access Board

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 US Access Board</b>	<b>21</b>	<b>54.9%</b>	<b>22.6%</b>	<b>22.5%</b>
2010 US Access Board	22	76.9%	8.8%	14.2%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	85.1%	7.2%	7.8%

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 US Access Board</b>	<b>21</b>	<b>81.6%</b>	<b>13.8%</b>	<b>4.6%</b>
2010 US Access Board	22	75.7%	14.2%	10.1%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	93.0%	7.0%	0.0%

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 US Access Board</b>	<b>21</b>	<b>76.9%</b>	<b>13.8%</b>	<b>9.3%</b>
2010 US Access Board	22	81.1%	8.7%	10.1%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	92.8%	0.0%	7.2%

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 US Access Board</b>	<b>20</b>	<b>71.5%</b>	<b>9.2%</b>	<b>19.3%</b>
2010 US Access Board	22	81.8%	14.1%	4.1%
2008 US Access Board	--	--	--	--
2006 US Access Board	--	--	--	--

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 US Access Board</b>	<b>21</b>	<b>95.4%</b>	<b>4.6%</b>	<b>0.0%</b>
2010 US Access Board	22	100.0%	0.0%	0.0%
2008 US Access Board	--	--	--	--
2006 US Access Board	--	--	--	--

# US Access Board

## Trend Report

### My Work Experience (continued)

8. *I am constantly looking for ways to do my job better.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 US Access Board</b>	<b>21</b>	<b>86.1%</b>	<b>13.9%</b>	<b>0.0%</b>
2010 US Access Board	22	85.8%	4.6%	9.6%
2008 US Access Board	--	--	--	--
2006 US Access Board	--	--	--	--

9. *I have sufficient resources (for example, people, materials, budget) to get my job done.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 US Access Board</b>	<b>21</b>	<b>50.9%</b>	<b>18.1%</b>	<b>31.0%</b>	<b>0</b>
2010 US Access Board	22	44.6%	41.7%	13.7%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	71.6%	8.2%	20.2%	0

10. *My workload is reasonable.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 US Access Board</b>	<b>21</b>	<b>51.0%</b>	<b>31.2%</b>	<b>17.9%</b>	<b>0</b>
2010 US Access Board	22	53.5%	36.9%	9.6%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	86.0%	6.2%	7.8%	0

11. *My talents are used well in the workplace.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 US Access Board</b>	<b>21</b>	<b>41.6%</b>	<b>18.4%</b>	<b>40.0%</b>	<b>0</b>
2010 US Access Board	20	38.3%	26.8%	34.9%	1
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	79.0%	6.2%	14.7%	0

12. *I know how my work relates to the agency's goals and priorities.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 US Access Board</b>	<b>21</b>	<b>73.0%</b>	<b>22.4%</b>	<b>4.6%</b>	<b>0</b>
2010 US Access Board	22	91.1%	8.9%	0.0%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	100.0%	0.0%	0.0%	0

# US Access Board

## Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 US Access Board</b>	<b>21</b>	<b>95.3%</b>	<b>4.7%</b>	<b>0.0%</b>	<b>0</b>
2010 US Access Board	21	88.8%	11.2%	0.0%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	85.1%	14.9%	0.0%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 US Access Board</b>	<b>21</b>	<b>81.6%</b>	<b>4.7%</b>	<b>13.7%</b>	<b>0</b>
2010 US Access Board	22	71.0%	18.9%	10.1%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	85.1%	7.8%	7.2%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 US Access Board</b>	<b>20</b>	<b>66.6%</b>	<b>14.0%</b>	<b>19.4%</b>	<b>1</b>
2010 US Access Board	22	81.8%	4.6%	13.6%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	79.0%	13.2%	7.8%	0

#### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 US Access Board</b>	<b>20</b>	<b>71.5%</b>	<b>24.2%</b>	<b>4.3%</b>	<b>0</b>
2010 US Access Board	22	85.3%	14.7%	0.0%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	71.9%	14.7%	13.4%	0

# US Access Board

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 US Access Board</b>	<b>17</b>	<b>66.5%</b>	<b>17.3%</b>	<b>16.3%</b>	<b>4</b>
2010 US Access Board	22	58.5%	32.6%	8.9%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	13	47.6%	44.1%	8.4%	1

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 US Access Board</b>	<b>21</b>	<b>26.9%</b>	<b>20.0%</b>	<b>53.1%</b>	<b>0</b>
2010 US Access Board	22	22.8%	45.8%	31.4%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	20.5%	37.6%	41.8%	0

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 US Access Board</b>	<b>20</b>	<b>37.5%</b>	<b>34.4%</b>	<b>28.0%</b>	<b>0</b>
2010 US Access Board	22	50.0%	28.7%	21.3%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 US Access Board</b>	<b>18</b>	<b>68.7%</b>	<b>20.8%</b>	<b>10.5%</b>
2010 US Access Board	22	67.4%	23.7%	8.9%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	92.2%	7.8%	0.0%

# US Access Board

## Trend Report

### My Work Unit (continued)

21. *My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 US Access Board</b>	<b>21</b>	<b>21.6%</b>	<b>33.9%</b>	<b>44.5%</b>	<b>0</b>
2010 US Access Board	18	36.4%	52.9%	10.8%	4
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	70.7%	21.2%	8.2%	0

22. *Promotions in my work unit are based on merit.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 US Access Board</b>	<b>20</b>	<b>26.9%</b>	<b>39.8%</b>	<b>33.3%</b>	<b>1</b>
2010 US Access Board	20	41.7%	37.6%	20.8%	1
2008 US Access Board	--	--	--	--	--
2006 US Access Board	13	71.4%	21.1%	7.5%	1

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 US Access Board</b>	<b>19</b>	<b>28.3%</b>	<b>21.8%</b>	<b>49.9%</b>	<b>2</b>
2010 US Access Board	21	17.5%	45.1%	37.4%	1
2008 US Access Board	--	--	--	--	--
2006 US Access Board	13	32.1%	37.6%	30.3%	1

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 US Access Board</b>	<b>18</b>	<b>29.7%</b>	<b>28.2%</b>	<b>42.1%</b>	<b>3</b>
2010 US Access Board	20	41.3%	27.8%	30.9%	2
2008 US Access Board	--	--	--	--	--
2006 US Access Board	13	54.7%	30.0%	15.2%	1

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 US Access Board</b>	<b>19</b>	<b>38.4%</b>	<b>37.0%</b>	<b>24.6%</b>	<b>2</b>
2010 US Access Board	20	47.2%	27.8%	25.0%	2
2008 US Access Board	--	--	--	--	--
2006 US Access Board	13	60.9%	8.8%	30.3%	1

# US Access Board

## Trend Report

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 US Access Board</b>	<b>20</b>	<b>66.1%</b>	<b>9.7%</b>	<b>24.2%</b>	<b>1</b>
2010 US Access Board	22	63.3%	23.1%	13.5%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	93.8%	0.0%	6.2%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 US Access Board</b>	<b>21</b>	<b>40.6%</b>	<b>46.0%</b>	<b>13.4%</b>	<b>0</b>
2010 US Access Board	22	38.4%	43.8%	17.8%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	67.2%	19.4%	13.4%	0

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 US Access Board</b>	<b>20</b>	<b>66.6%</b>	<b>23.9%</b>	<b>9.5%</b>
2010 US Access Board	22	76.4%	14.7%	8.9%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	92.8%	7.2%	0.0%

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 US Access Board</b>	<b>20</b>	<b>72.2%</b>	<b>13.4%</b>	<b>14.4%</b>	<b>0</b>
2010 US Access Board	22	82.2%	4.8%	13.0%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	100.0%	0.0%	0.0%	0

# US Access Board

## Trend Report

### My Agency (continued)

30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 US Access Board</b>	<b>19</b>	<b>51.4%</b>	<b>23.4%</b>	<b>25.2%</b>	<b>1</b>
2010 US Access Board	21	55.5%	31.0%	13.5%	1
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	65.7%	21.2%	13.2%	0

31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 US Access Board</b>	<b>19</b>	<b>43.6%</b>	<b>41.3%</b>	<b>15.1%</b>	<b>1</b>
2010 US Access Board	22	66.4%	29.5%	4.1%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 US Access Board</b>	<b>19</b>	<b>34.1%</b>	<b>36.7%</b>	<b>29.2%</b>	<b>1</b>
2010 US Access Board	21	65.4%	25.3%	9.3%	1
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	71.9%	20.4%	7.8%	0

33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 US Access Board</b>	<b>16</b>	<b>29.4%</b>	<b>35.7%</b>	<b>34.9%</b>	<b>4</b>
2010 US Access Board	19	40.5%	38.6%	20.9%	2
2008 US Access Board	--	--	--	--	--
2006 US Access Board	13	47.5%	37.3%	15.2%	1

# US Access Board

## Trend Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 US Access Board</b>	<b>19</b>	<b>52.8%</b>	<b>16.9%</b>	<b>30.3%</b>	<b>1</b>
2010 US Access Board	20	54.3%	45.7%	0.0%	2
2008 US Access Board	--	--	--	--	--
2006 US Access Board	12	58.4%	32.4%	9.2%	2

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 US Access Board</b>	<b>19</b>	<b>63.6%</b>	<b>21.4%</b>	<b>15.0%</b>	<b>1</b>
2010 US Access Board	22	76.3%	19.6%	4.2%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	12	82.2%	17.8%	0.0%	2

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 US Access Board</b>	<b>19</b>	<b>54.8%</b>	<b>16.3%</b>	<b>28.9%</b>	<b>1</b>
2010 US Access Board	22	59.1%	23.1%	17.7%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	91.8%	8.2%	0.0%	0

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 US Access Board</b>	<b>18</b>	<b>41.0%</b>	<b>32.8%</b>	<b>26.1%</b>	<b>2</b>
2010 US Access Board	22	58.5%	18.4%	23.1%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	13	70.5%	21.8%	7.7%	1

# US Access Board

## Trend Report

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 US Access Board</b>	<b>16</b>	<b>69.5%</b>	<b>12.3%</b>	<b>18.1%</b>	<b>4</b>
2010 US Access Board	21	69.7%	26.0%	4.3%	1
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	86.6%	13.4%	0.0%	0

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 US Access Board</b>	<b>20</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>	<b>0</b>
2010 US Access Board	22	95.9%	0.0%	4.1%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 US Access Board</b>	<b>20</b>	<b>58.1%</b>	<b>32.1%</b>	<b>9.8%</b>
2010 US Access Board	22	69.8%	25.5%	4.8%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	85.1%	14.9%	0.0%

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 US Access Board</b>	<b>18</b>	<b>31.6%</b>	<b>26.8%</b>	<b>41.6%</b>	<b>2</b>
2010 US Access Board	20	69.8%	20.3%	9.9%	2
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

# US Access Board

## Trend Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 US Access Board</b>	<b>20</b>	<b>95.1%</b>	<b>4.9%</b>	<b>0.0%</b>	<b>0</b>
2010 US Access Board	22	100.0%	0.0%	0.0%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	100.0%	0.0%	0.0%	0

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 US Access Board</b>	<b>20</b>	<b>76.4%</b>	<b>4.3%</b>	<b>19.3%</b>	<b>0</b>
2010 US Access Board	22	71.0%	9.4%	19.5%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 US Access Board</b>	<b>20</b>	<b>62.5%</b>	<b>13.9%</b>	<b>23.5%</b>	<b>0</b>
2010 US Access Board	21	66.0%	24.8%	9.2%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	43.1%	49.1%	7.8%	0

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 US Access Board</b>	<b>17</b>	<b>54.3%</b>	<b>28.8%</b>	<b>16.9%</b>	<b>3</b>
2010 US Access Board	21	59.9%	29.0%	11.1%	1
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 US Access Board</b>	<b>19</b>	<b>60.6%</b>	<b>9.5%</b>	<b>29.9%</b>	<b>1</b>
2010 US Access Board	22	58.7%	23.2%	18.1%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

# US Access Board

## Trend Report

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 US Access Board</b>	<b>18</b>	<b>69.2%</b>	<b>15.6%</b>	<b>15.3%</b>	<b>2</b>
2010 US Access Board	22	71.7%	14.0%	14.2%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	79.0%	7.8%	13.2%	0

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 US Access Board</b>	<b>20</b>	<b>71.6%</b>	<b>9.8%</b>	<b>18.6%</b>
2010 US Access Board	22	71.0%	29.0%	0.0%
2008 US Access Board	--	--	--	--
2006 US Access Board	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 US Access Board</b>	<b>20</b>	<b>72.3%</b>	<b>22.8%</b>	<b>4.9%</b>
2010 US Access Board	22	85.8%	14.2%	0.0%
2008 US Access Board	--	--	--	--
2006 US Access Board	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 US Access Board</b>	<b>20</b>	<b>51.4%</b>	<b>20.8%</b>	<b>27.8%</b>
2010 US Access Board	22	30.3%	27.7%	42.0%
2008 US Access Board	--	--	--	--
2006 US Access Board	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 US Access Board</b>	<b>19</b>	<b>70.8%</b>	<b>9.7%</b>	<b>19.6%</b>
2010 US Access Board	22	71.0%	15.4%	13.5%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	77.8%	14.5%	7.8%

# US Access Board

## Trend Report

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 US Access Board</b>	<b>19</b>	<b>65.7%</b>	<b>14.7%</b>	<b>19.6%</b>
2010 US Access Board	22	66.9%	14.3%	18.9%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	92.2%	0.0%	7.8%

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 US Access Board</b>	<b>20</b>	<b>27.5%</b>	<b>39.1%</b>	<b>33.4%</b>	<b>0</b>
2010 US Access Board	21	48.7%	26.5%	24.8%	1
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	78.1%	0.0%	21.9%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 US Access Board</b>	<b>20</b>	<b>46.4%</b>	<b>34.9%</b>	<b>18.7%</b>	<b>0</b>
2010 US Access Board	21	68.5%	21.7%	9.8%	1
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	65.7%	26.6%	7.8%	0

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 US Access Board</b>	<b>20</b>	<b>71.5%</b>	<b>14.1%</b>	<b>14.4%</b>	<b>0</b>
2010 US Access Board	22	71.5%	14.9%	13.6%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	13	55.3%	38.0%	6.7%	1

# US Access Board

## Trend Report

### Leadership (continued)

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 US Access Board</b>	<b>19</b>	<b>70.3%</b>	<b>10.1%</b>	<b>19.6%</b>	<b>1</b>
2010 US Access Board	22	91.3%	4.6%	4.1%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	86.0%	14.0%	0.0%	0

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 US Access Board</b>	<b>19</b>	<b>65.0%</b>	<b>14.8%</b>	<b>20.2%</b>	<b>1</b>
2010 US Access Board	22	73.5%	22.4%	4.1%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	78.8%	21.2%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 US Access Board</b>	<b>19</b>	<b>45.2%</b>	<b>5.1%</b>	<b>49.7%</b>	<b>1</b>
2010 US Access Board	22	55.0%	18.3%	26.6%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	13	78.7%	21.3%	0.0%	1

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 US Access Board</b>	<b>18</b>	<b>48.4%</b>	<b>20.8%</b>	<b>30.8%</b>	<b>1</b>
2010 US Access Board	21	52.9%	37.2%	9.9%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 US Access Board</b>	<b>19</b>	<b>55.6%</b>	<b>30.0%</b>	<b>14.4%</b>	<b>1</b>
2010 US Access Board	21	60.4%	29.0%	10.5%	1
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

# US Access Board

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 US Access Board</b>	<b>20</b>	<b>57.5%</b>	<b>33.3%</b>	<b>9.2%</b>	<b>0</b>
2010 US Access Board	21	69.7%	24.7%	5.6%	0
2008 US Access Board	--	--	--	--	--
2006 US Access Board	14	78.1%	14.1%	7.8%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 US Access Board</b>	<b>20</b>	<b>79.1%</b>	<b>15.9%</b>	<b>4.9%</b>	<b>0</b>
2010 US Access Board	20	84.4%	15.6%	0.0%	2
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 US Access Board</b>	<b>20</b>	<b>56.9%</b>	<b>9.9%</b>	<b>33.2%</b>
2010 US Access Board	22	56.2%	25.4%	18.4%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	92.2%	0.0%	7.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 US Access Board</b>	<b>20</b>	<b>57.5%</b>	<b>18.9%</b>	<b>23.6%</b>
2010 US Access Board	22	43.1%	28.4%	28.5%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	86.0%	7.8%	6.2%

# US Access Board

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 US Access Board</b>	<b>20</b>	<b>57.5%</b>	<b>19.0%</b>	<b>23.6%</b>
2010 US Access Board	22	55.6%	35.6%	8.9%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	58.5%	13.2%	28.3%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 US Access Board</b>	<b>20</b>	<b>53.2%</b>	<b>28.1%</b>	<b>18.7%</b>
2010 US Access Board	22	58.0%	23.7%	18.4%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	71.9%	14.1%	14.0%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 US Access Board</b>	<b>20</b>	<b>33.0%</b>	<b>25.3%</b>	<b>41.7%</b>
2010 US Access Board	22	30.0%	35.5%	34.5%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	50.5%	29.1%	20.4%

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 US Access Board</b>	<b>20</b>	<b>35.2%</b>	<b>27.2%</b>	<b>37.6%</b>
2010 US Access Board	22	40.2%	31.3%	28.5%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	63.7%	22.3%	14.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 US Access Board</b>	<b>20</b>	<b>71.5%</b>	<b>14.1%</b>	<b>14.4%</b>
2010 US Access Board	22	71.0%	18.9%	10.1%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	85.3%	14.7%	0.0%

# US Access Board

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 US Access Board</b>	<b>18</b>	<b>68.0%</b>	<b>16.2%</b>	<b>15.8%</b>
2010 US Access Board	22	85.8%	5.3%	8.9%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	92.8%	0.0%	7.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 US Access Board</b>	<b>20</b>	<b>62.3%</b>	<b>23.3%</b>	<b>14.4%</b>
2010 US Access Board	22	66.9%	18.9%	14.3%
2008 US Access Board	--	--	--	--
2006 US Access Board	14	79.0%	21.0%	0.0%

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 US Access Board</b>	<b>20</b>	<b>90.5%</b>	<b>9.5%</b>	<b>0.0%</b>
2010 US Access Board	--	--	--	--
2008 US Access Board	--	--	--	--
2006 US Access Board	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 US Access Board</b>	<b>20</b>	<b>0.0%</b>	<b>42.4%</b>	<b>18.8%</b>	<b>15.6%</b>
2010 US Access Board	--	--	--	--	--
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

(continued)

# US Access Board

## Trend Report

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 US Access Board</b>	<b>20</b>	<b>9.5%</b>	<b>4.8%</b>	<b>0.0%</b>	<b>9.0%</b>
2010 US Access Board	--	--	--	--	--
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 US Access Board</b>	<b>20</b>	<b>43.9%</b>	<b>56.1%</b>	<b>0.0%</b>
2010 US Access Board	--	--	--	--
2008 US Access Board	--	--	--	--
2006 US Access Board	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 US Access Board</b>	<b>20</b>	<b>9.2%</b>	<b>46.3%</b>	<b>44.6%</b>
2010 US Access Board	--	--	--	--
2008 US Access Board	--	--	--	--
2006 US Access Board	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 US Access Board</b>	<b>20</b>	<b>16.1%</b>	<b>79.2%</b>	<b>4.8%</b>
2010 US Access Board	--	--	--	--
2008 US Access Board	--	--	--	--
2006 US Access Board	--	--	--	--

# US Access Board

## Trend Report

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 US Access Board</b>	<b>20</b>	<b>0.0%</b>	<b>48.0%</b>	<b>52.0%</b>
2010 US Access Board	--	--	--	--
2008 US Access Board	--	--	--	--
2006 US Access Board	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 US Access Board</b>	<b>20</b>	<b>0.0%</b>	<b>48.0%</b>	<b>52.0%</b>
2010 US Access Board	--	--	--	--
2008 US Access Board	--	--	--	--
2006 US Access Board	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 US Access Board</b>	<b>19</b>	<b>57.1%</b>	<b>37.8%</b>	<b>5.1%</b>	<b>1</b>
2010 US Access Board	20	95.5%	4.5%	0.0%	2
2008 US Access Board	--	--	--	--	--
2006 US Access Board	13	84.9%	8.4%	6.7%	1

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 US Access Board</b>	<b>15</b>	<b>76.0%</b>	<b>24.0%</b>	<b>0.0%</b>	<b>4</b>
2010 US Access Board	21	84.5%	15.5%	0.0%	1
2008 US Access Board	--	--	--	--	--
2006 US Access Board	13	100.0%	0.0%	0.0%	1

# US Access Board

## Trend Report

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 US Access Board</b>	<b>7</b>	<b>24.8%</b>	<b>63.7%</b>	<b>11.5%</b>	<b>13</b>
2010 US Access Board	16	31.0%	37.4%	31.6%	6
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 US Access Board</b>	<b>10</b>	<b>25.9%</b>	<b>65.0%</b>	<b>9.1%</b>	<b>10</b>
2010 US Access Board	16	56.7%	30.7%	12.5%	6
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 US Access Board</b>	<b>3</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>17</b>
2010 US Access Board	8	12.2%	73.2%	14.6%	14
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 US Access Board</b>	<b>4</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>16</b>
2010 US Access Board	7	13.8%	55.1%	31.2%	15
2008 US Access Board	--	--	--	--	--
2006 US Access Board	--	--	--	--	--



# Woodrow Wilson International Center for Scholars

## 2011 Federal Employee Viewpoint Survey: Trend Report

### Response Summary

	Surveys Completed
2011 Governmentwide	266,376
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>
2010 Woodrow Wilson International Center for Scholars	24
2008 Woodrow Wilson International Center for Scholars	--
2006 Woodrow Wilson International Center for Scholars	--

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>51.0%</b>	<b>38.5%</b>	<b>10.5%</b>
2010 Woodrow Wilson International Center for Scholars	24	67.9%	17.3%	14.8%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>85.3%</b>	<b>6.7%</b>	<b>7.9%</b>
2010 Woodrow Wilson International Center for Scholars	23	76.8%	13.2%	10.0%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### My Work Experience (continued)

#### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>60.4%</b>	<b>10.5%</b>	<b>29.1%</b>
2010 Woodrow Wilson International Center for Scholars	23	70.2%	19.7%	10.1%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

#### 4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>76.9%</b>	<b>0.0%</b>	<b>23.1%</b>
2010 Woodrow Wilson International Center for Scholars	24	66.2%	14.0%	19.7%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>72.7%</b>	<b>19.0%</b>	<b>8.3%</b>
2010 Woodrow Wilson International Center for Scholars	24	75.3%	0.0%	24.7%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

#### 6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>71.5%</b>	<b>25.3%</b>	<b>3.3%</b>
2010 Woodrow Wilson International Center for Scholars	24	85.2%	5.2%	9.6%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

#### 7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>91.6%</b>	<b>0.0%</b>	<b>8.4%</b>
2010 Woodrow Wilson International Center for Scholars	24	100.0%	0.0%	0.0%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### My Work Experience (continued)

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>86.9%</b>	<b>13.1%</b>	<b>0.0%</b>
2010 Woodrow Wilson International Center for Scholars	24	87.1%	8.3%	4.7%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>61.6%</b>	<b>15.8%</b>	<b>22.5%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	50.8%	8.6%	40.5%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>64.9%</b>	<b>13.2%</b>	<b>21.9%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	44.3%	15.8%	39.8%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>46.8%</b>	<b>17.5%</b>	<b>35.7%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	68.2%	4.3%	27.5%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>64.6%</b>	<b>19.9%</b>	<b>15.6%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	91.0%	4.3%	4.7%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### My Work Experience (continued)

#### 13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>82.0%</b>	<b>8.4%</b>	<b>9.6%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	86.5%	4.1%	9.3%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 14. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>71.1%</b>	<b>21.5%</b>	<b>7.4%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	69.6%	11.7%	18.7%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 15. *My performance appraisal is a fair reflection of my performance.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>76.1%</b>	<b>20.5%</b>	<b>3.4%</b>	<b>1</b>
2010 Woodrow Wilson International Center for Scholars	24	85.8%	5.0%	9.2%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>85.3%</b>	<b>14.7%</b>	<b>0.0%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	95.7%	4.3%	0.0%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>20</b>	<b>57.2%</b>	<b>15.0%</b>	<b>27.8%</b>	<b>2</b>
2010 Woodrow Wilson International Center for Scholars	21	70.7%	14.9%	14.4%	3
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>41.0%</b>	<b>26.4%</b>	<b>32.6%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	32.3%	39.4%	28.4%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>19</b>	<b>73.2%</b>	<b>23.1%</b>	<b>3.7%</b>	<b>3</b>
2010 Woodrow Wilson International Center for Scholars	24	90.5%	9.5%	0.0%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

### My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>20</b>	<b>68.5%</b>	<b>15.2%</b>	<b>16.3%</b>
2010 Woodrow Wilson International Center for Scholars	24	78.2%	3.8%	18.0%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### My Work Unit (continued)

#### 21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>40.1%</b>	<b>28.7%</b>	<b>31.1%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	60.2%	24.2%	15.5%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>46.1%</b>	<b>29.8%</b>	<b>24.2%</b>	<b>1</b>
2010 Woodrow Wilson International Center for Scholars	23	29.3%	44.7%	26.0%	1
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>57.3%</b>	<b>17.6%</b>	<b>25.1%</b>	<b>1</b>
2010 Woodrow Wilson International Center for Scholars	20	37.8%	46.8%	15.4%	3
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>52.6%</b>	<b>9.6%</b>	<b>37.8%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	20	44.2%	36.5%	19.4%	4
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>55.3%</b>	<b>27.1%</b>	<b>17.6%</b>	<b>1</b>
2010 Woodrow Wilson International Center for Scholars	24	66.5%	25.4%	8.1%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>71.8%</b>	<b>17.7%</b>	<b>10.5%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	23	79.5%	11.9%	8.7%	1
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>56.6%</b>	<b>28.7%</b>	<b>14.6%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	22	63.7%	21.4%	14.9%	2
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>85.4%</b>	<b>14.6%</b>	<b>0.0%</b>
2010 Woodrow Wilson International Center for Scholars	24	95.1%	0.0%	4.9%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>79.0%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	23	92.0%	0.0%	8.0%	1
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### My Agency (continued)

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>46.3%</b>	<b>24.6%</b>	<b>29.1%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	23	58.9%	14.4%	26.7%	1
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>57.3%</b>	<b>28.3%</b>	<b>14.4%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	61.3%	21.5%	17.2%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>42.1%</b>	<b>24.6%</b>	<b>33.3%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	47.6%	30.2%	22.2%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>33.4%</b>	<b>26.8%</b>	<b>39.8%</b>	<b>1</b>
2010 Woodrow Wilson International Center for Scholars	23	38.4%	27.7%	34.0%	1
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>40.1%</b>	<b>30.8%</b>	<b>29.1%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	51.0%	20.3%	28.7%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>20</b>	<b>84.9%</b>	<b>15.1%</b>	<b>0.0%</b>	<b>2</b>
2010 Woodrow Wilson International Center for Scholars	23	88.5%	11.5%	0.0%	1
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>20</b>	<b>67.9%</b>	<b>9.7%</b>	<b>22.4%</b>	<b>2</b>
2010 Woodrow Wilson International Center for Scholars	22	57.3%	29.1%	13.6%	2
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>20</b>	<b>53.8%</b>	<b>15.6%</b>	<b>30.6%</b>	<b>2</b>
2010 Woodrow Wilson International Center for Scholars	22	41.4%	30.1%	28.5%	2
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>56.3%</b>	<b>18.8%</b>	<b>24.9%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	20	58.0%	31.2%	10.8%	4
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>79.1%</b>	<b>20.9%</b>	<b>0.0%</b>	<b>1</b>
2010 Woodrow Wilson International Center for Scholars	23	95.5%	4.5%	0.0%	1
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>76.9%</b>	<b>15.7%</b>	<b>7.4%</b>
2010 Woodrow Wilson International Center for Scholars	24	80.9%	9.2%	9.9%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>45.0%</b>	<b>33.3%</b>	<b>21.7%</b>	<b>1</b>
2010 Woodrow Wilson International Center for Scholars	22	40.0%	29.2%	30.8%	2
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>84.7%</b>	<b>10.5%</b>	<b>4.9%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	77.3%	10.2%	12.6%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>68.0%</b>	<b>20.4%</b>	<b>11.6%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	65.6%	21.5%	12.9%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>64.1%</b>	<b>13.5%</b>	<b>22.4%</b>	<b>1</b>
2010 Woodrow Wilson International Center for Scholars	24	76.0%	10.1%	13.9%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>19</b>	<b>56.7%</b>	<b>39.4%</b>	<b>3.9%</b>	<b>3</b>
2010 Woodrow Wilson International Center for Scholars	23	48.5%	41.2%	10.3%	1
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>68.9%</b>	<b>27.7%</b>	<b>3.4%</b>	<b>1</b>
2010 Woodrow Wilson International Center for Scholars	24	65.8%	24.6%	9.6%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### My Supervisor/Team Leader (continued)

#### 47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>76.9%</b>	<b>9.4%</b>	<b>13.7%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	76.9%	13.5%	9.6%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>72.0%</b>	<b>11.2%</b>	<b>16.8%</b>
2010 Woodrow Wilson International Center for Scholars	23	73.4%	12.2%	14.4%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

#### 49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>74.7%</b>	<b>22.0%</b>	<b>3.3%</b>
2010 Woodrow Wilson International Center for Scholars	24	82.8%	0.0%	17.2%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

#### 50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>91.6%</b>	<b>0.0%</b>	<b>8.4%</b>
2010 Woodrow Wilson International Center for Scholars	24	96.7%	3.3%	0.0%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>61.0%</b>	<b>20.1%</b>	<b>19.0%</b>
2010 Woodrow Wilson International Center for Scholars	24	77.8%	5.0%	17.2%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>70.5%</b>	<b>26.2%</b>	<b>3.3%</b>
2010 Woodrow Wilson International Center for Scholars	24	79.4%	3.4%	17.2%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

### Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>53.6%</b>	<b>22.2%</b>	<b>24.2%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	77.3%	12.8%	9.9%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>60.8%</b>	<b>18.3%</b>	<b>20.9%</b>	<b>1</b>
2010 Woodrow Wilson International Center for Scholars	22	94.2%	5.8%	0.0%	2
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>65.8%</b>	<b>24.6%</b>	<b>9.6%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	23	82.0%	13.5%	4.5%	1
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### Leadership (continued)

#### 56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>53.0%</b>	<b>26.2%</b>	<b>20.8%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	23	82.1%	8.6%	9.3%	1
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>49.7%</b>	<b>26.2%</b>	<b>24.0%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	21	82.1%	3.8%	14.0%	3
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>49.2%</b>	<b>25.9%</b>	<b>24.9%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	23	65.3%	16.0%	18.7%	1
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>61.1%</b>	<b>18.8%</b>	<b>20.1%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	23	81.1%	8.9%	10.0%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

#### 60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>64.2%</b>	<b>25.8%</b>	<b>10.0%</b>	<b>1</b>
2010 Woodrow Wilson International Center for Scholars	22	95.4%	4.6%	0.0%	2
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>61.5%</b>	<b>22.6%</b>	<b>15.9%</b>	<b>0</b>
2010 Woodrow Wilson International Center for Scholars	24	90.7%	4.7%	4.7%	0
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>64.1%</b>	<b>20.2%</b>	<b>15.6%</b>	<b>1</b>
2010 Woodrow Wilson International Center for Scholars	20	63.6%	25.3%	11.1%	4
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

### My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>55.2%</b>	<b>6.3%</b>	<b>38.5%</b>
2010 Woodrow Wilson International Center for Scholars	24	64.4%	22.6%	12.9%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>57.3%</b>	<b>0.0%</b>	<b>42.7%</b>
2010 Woodrow Wilson International Center for Scholars	24	61.6%	16.5%	21.9%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>55.6%</b>	<b>26.4%</b>	<b>18.0%</b>
2010 Woodrow Wilson International Center for Scholars	24	66.4%	19.6%	14.0%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>51.0%</b>	<b>28.3%</b>	<b>20.8%</b>
2010 Woodrow Wilson International Center for Scholars	24	61.6%	20.2%	18.2%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>31.4%</b>	<b>14.4%</b>	<b>54.3%</b>
2010 Woodrow Wilson International Center for Scholars	24	28.0%	19.7%	52.3%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>44.1%</b>	<b>26.5%</b>	<b>29.4%</b>
2010 Woodrow Wilson International Center for Scholars	24	47.7%	37.7%	14.5%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>76.9%</b>	<b>9.4%</b>	<b>13.7%</b>
2010 Woodrow Wilson International Center for Scholars	24	80.0%	5.2%	14.8%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

# Woodrow Wilson International Center for Scholars

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>54.7%</b>	<b>24.1%</b>	<b>21.2%</b>
2010 Woodrow Wilson International Center for Scholars	24	36.1%	23.1%	40.8%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>21</b>	<b>64.7%</b>	<b>11.0%</b>	<b>24.3%</b>
2010 Woodrow Wilson International Center for Scholars	23	74.3%	20.8%	4.9%
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>48.5%</b>	<b>32.1%</b>	<b>19.4%</b>
2010 Woodrow Wilson International Center for Scholars	--	--	--	--
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>8.0%</b>	<b>4.9%</b>	<b>7.4%</b>	<b>30.5%</b>
2010 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

(continued)

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>9.6%</b>	<b>4.9%</b>	<b>15.8%</b>	<b>19.0%</b>
2010 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>30.3%</b>	<b>65.5%</b>	<b>4.2%</b>
2010 Woodrow Wilson International Center for Scholars	--	--	--	--
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>2.9%</b>	<b>67.3%</b>	<b>29.8%</b>
2010 Woodrow Wilson International Center for Scholars	--	--	--	--
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>0.0%</b>	<b>73.5%</b>	<b>26.5%</b>
2010 Woodrow Wilson International Center for Scholars	--	--	--	--
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>0.0%</b>	<b>66.1%</b>	<b>33.9%</b>
2010 Woodrow Wilson International Center for Scholars	--	--	--	--
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>22</b>	<b>0.0%</b>	<b>63.2%</b>	<b>36.8%</b>
2010 Woodrow Wilson International Center for Scholars	--	--	--	--
2008 Woodrow Wilson International Center for Scholars	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>15</b>	<b>43.0%</b>	<b>39.2%</b>	<b>17.9%</b>	<b>7</b>
2010 Woodrow Wilson International Center for Scholars	14	21.1%	50.0%	28.8%	10
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>15</b>	<b>65.9%</b>	<b>34.1%</b>	<b>0.0%</b>	<b>6</b>
2010 Woodrow Wilson International Center for Scholars	15	66.8%	33.2%	0.0%	9
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

# Woodrow Wilson International Center for Scholars

## *Trend Report*

### Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>10</b>	<b>16.0%</b>	<b>77.1%</b>	<b>6.9%</b>	<b>12</b>
2010 Woodrow Wilson International Center for Scholars	14	6.6%	55.7%	37.7%	9
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>11</b>	<b>31.6%</b>	<b>56.9%</b>	<b>11.5%</b>	<b>11</b>
2010 Woodrow Wilson International Center for Scholars	11	34.2%	54.6%	11.2%	13
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>7</b>	<b>9.5%</b>	<b>90.5%</b>	<b>0.0%</b>	<b>15</b>
2010 Woodrow Wilson International Center for Scholars	7	0.0%	71.1%	28.9%	17
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
<b>2011 Woodrow Wilson International Center for Scholars</b>	<b>7</b>	<b>9.5%</b>	<b>90.5%</b>	<b>0.0%</b>	<b>15</b>
2010 Woodrow Wilson International Center for Scholars	7	0.0%	71.1%	28.9%	17
2008 Woodrow Wilson International Center for Scholars	--	--	--	--	--
2006 Woodrow Wilson International Center for Scholars	--	--	--	--	--