

**2010 Federal Employee Viewpoint Survey
Pension Benefit Guaranty Corporation Trend Report
2010 Participation Rate: 72%**

This is a summary-by-question of PBGC employee responses to the 2010 Federal Employee Viewpoint Survey (FedView). FedView focuses on employee perceptions regarding critical areas of their work life, areas which drive employee satisfaction, commitment, and ultimately retention in the workforce. This summary displays responses by *Positive*, *Neutral*, *Negative*, and where applicable, *Do Not Know* or *No Basis to Judge* responses.

Positive represents responses of Strongly Agree and Agree; Very Satisfied and Satisfied; and Very Good and Good. **Neutral** represents responses of Neither Agree nor Disagree; Neither Satisfied nor Dissatisfied; and Fair. **Negative** represents responses of Disagree and Strongly Disagree; Dissatisfied and Very Dissatisfied; and Poor and Very Poor. The table contains PBGC results for the period 2006 to 2010.

PBGC had notable improvements and gains in the 2010 FedView. Of the four categories of the Human Capital Assessment and Accountability Framework (HCAAF) indices, which include leadership and knowledge management, results-oriented performance culture, talent management, and job satisfaction, PBGC ranked among the top ten federal agencies. Questions such as “When needed I am willing to put in the extra effort to get a job done,” “I am constantly looking for ways to do my job better” and “The work I do is important” scored especially high.

In today’s changing workplace, the PBGC must offer employees a meaningful culture, effective leadership, and the chance to work and grow using their unique talents and strengths. The 2010 FedView results will be used by PBGC leadership to monitor the work environment and human capital practices.

My Work Experiences

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

	Positive	Neutral	Negative
2010 FedView Results	76.4%	11.2%	12.3%
2009 AES Results	73.7%	10.4%	15.5%
2008 FHCS Results	71.9%	14.7%	13.4%
2007 AES Results	71.0%	13.0%	16.0%
2006 FHCS Results	72.3%	12.8%	14.8%

02 I have enough information to do my job well.

	Positive	Neutral	Negative
2010 FedView Results	76.7%	13.5%	9.8%
2009 AES Results	76.0%	11.8%	12.2%
2008 FHCS Results	74.0%	14.9%	11.0%
2007 AES Results	71.0%	14.0%	15.0%
2006 FHCS Results	73.8%	13.6%	12.6%

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

	Positive	Neutral	Negative
2010 FedView Results	68.2%	14.8%	16.9%
2009 AES Results	66.3%	16.1%	17.6%
2008 FHCS Results	62.8%	16.5%	20.7%
2007 AES Results	64.0%	17.0%	19.0%

2006 FHCS Results	67.3%	14.3%	18.4%
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04 My work gives me a feeling of personal accomplishment.

	Positive	Neutral	Negative
2010 FedView Results	79.2%	11.3%	9.5%
2009 AES Results	77.3%	13.1%	9.4%
2008 FHCS Results	74.7%	14.5%	10.8%
2007 AES Results	76.0%	13.0%	11.0%
2006 FHCS Results	74.7%	16.3%	9.0%

05 I like the kind of work I do.

	Positive	Neutral	Negative
2010 FedView Results	84.4%	10.0%	5.6%
2009 AES Results	82.7%	12.4%	4.9%
2008 FHCS Results	82.0%	10.5%	7.4%
2007 AES Results	82.0%	13.0%	5.0%
2006 FHCS Results	79.2%	15.2%	5.6%

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

	Positive	Neutral	Negative
2010 FedView Results	82.0%	10.1%	7.9%

07 When needed I am willing to put in the extra effort to get a job done.

	Positive	Neutral	Negative
2010 FedView Results	98.1%	1.5%	0.4%

08 I am constantly looking for ways to do my job better.

	Positive	Neutral	Negative
2010 FedView Results	90.5%	8.4%	1.1%

09 I have sufficient resources (for example, people, materials, budget) to get my job done.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	65.2%	15.4%	19.3%	-
2009 AES Results	68.4%	12.9%	18.7%	0.0%
2008 FHCS Results	67.3%	12.5%	20.2%	0.0%
2007 AES Results	64.0%	17.0%	19.0%	0.0%
2006 FHCS Results	62.3%	13.5%	23.7%	0.5%

10 My workload is reasonable.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	62.7%	14.3%	22.9%	-
2009 AES Results	64.6%	14.7%	20.7%	0.0%
2008 FHCS Results	65.7%	13.7%	20.4%	0.2%
2007 AES Results	66.0%	12.0%	22.0%	1.0%
2006 FHCS Results	65.7%	15.1%	19.1%	0.2%

11 My talents are used well in the workplace.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	67.8%	11.6%	20.7%	-
2009 AES Results	65.5%	14.2%	19.9%	0.4%

2008 FHCS Results	60.4%	16.6%	22.2%	0.8%
2007 AES Results	62.0%	15.0%	22.0%	1.0%
2006 FHCS Results	57.9%	16.9%	24.3%	0.9%
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<i>12 I know how my work relates to the agency's goals and priorities.</i>				
	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	88.8%	6.8%	4.4%	-
2009 AES Results	89.3%	6.3%	4.0%	0.4%
2008 FHCS Results	90.3%	5.4%	3.1%	1.2%
2007 AES Results	90.0%	6.0%	3.0%	1.0%
2006 FHCS Results	89.0%	6.5%	4.3%	0.2%
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<i>13 The work I do is important.</i>				
	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	90.4%	7.0%	2.70%	-
2009 AES Results	89.5%	6.3%	4.0%	0.20%
2008 FHCS Results	92.1%	5.3%	2.3%	0.2%
2007 AES Results	91.0%	6.0%	3.0%	1.0%
2006 FHCS Results	89.1%	9.0%	2.0%	0.0%
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<i>14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.</i>				
	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	82.2%	8.4%	9.4%	-
2009 AES Results	84.4%	7.8%	7.8%	0.0%
2008 FHCS Results	85.7%	7.7%	6.2%	0.4%
2007 AES Results	83.0%	9.0%	7.0%	1.0%
2006 FHCS Results	85.4%	10.2%	4.2%	0.2%
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<i>15 My performance appraisal is a fair reflection of my performance.</i>				
	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	73.1%	12.0%	15.0%	-
2009 AES Results	67.2%	14.0%	14.2%	4.7%
2008 FHCS Results	63.2%	18.0%	16.7%	2.2%
2007 AES Results	66.0%	13.0%	18.0%	3.0%
2006 FHCS Results	60.6%	18.4%	17.6%	3.3%
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<i>16 I am held accountable for achieving results.</i>				
	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	88.8%	9.2%	2.0%	-
2009 AES Results	88.3%	8.2%	2.9%	0.6%
2008 FHCS Results	87.5%	9.1%	3.0%	0.4%
2007 AES Results	86.0%	9.0%	5.0%	1.0%
2006 FHCS Results	82.1%	12.9%	4.1%	0.9%
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<i>17 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</i>				
	Positive	Neutral	Negative	Do Not Know

				Know
2010 FedView Results	60.6%	22.0%	17.4%	-
2009 AES Results	45.5%	19.0%	17.6%	17.8%
2008 FHCS Results	45.0%	25.7%	18.7%	10.6%
2007 AES Results	48.0%	21.0%	17.0%	15.0%
2006 FHCS Results	39.2%	29.1%	19.8%	11.9%

18 My training needs are assessed.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	60.0%	19.0%	20.9%	-
2009 AES Results	54.6%	21.4%	21.0%	3.0%
2008 FHCS Results	54.4%	17.9%	26.9%	0.8%
2007 AES Results	51.0%	22.0%	26.0%	1.0%
2006 FHCS Results	49.0%	22.2%	26.7%	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).

	Positive	Neutral	Negative	No Basis to Judge
2010 FedView Results	73.2%	11.0%	15.9%	-
2009 AES Results	66.5%	15.1%	14.7%	3.7%
2008 FHCS Results	57.0%	13.8%	23.9%	5.3%
2007 AES Results	62.0%	13.0%	19.0%	6.0%
2006 FHCS Results	N/A	N/A	N/A	N/A

My Work Unit*20 The people I work with cooperate to get the job done.*

	Positive	Neutral	Negative
2010 FedView Results	79.0%	13.1%	7.9%
2009 AES Results	84.7%	6.9%	8.2%
2008 FHCS Results	86.7%	8.5%	4.8%
2007 AES Results	87.0%	8.0%	5.0%
2006 FHCS Results	85.4%	8.1%	6.5%

21 My work unit is able to recruit people with the right skills.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	56.8%	23.7%	19.4%	-
2009 AES Results	58.7%	20.0%	16.9%	4.4%
2008 FHCS Results	50.4%	24.1%	22.2%	3.3%
2007 AES Results	55.0%	22.0%	17.0%	5.0%
2006 FHCS Results	49.5%	25.1%	21.7%	3.7%

22 Promotions in my work unit are based on merit.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	47.5%	22.8%	29.8%	-
2009 AES Results	44.1%	20.4%	25.0%	10.5%
2008 FHCS Results	39.1%	22.2%	31.3%	7.3%
2007 AES Results	43.0%	20.0%	28.0%	10.0%
2006 FHCS Results	40.2%	24.6%	29.3%	5.9%

23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	41.7%	29.3%	29.0%	-
2009 AES Results	32.8%	21.3%	26.3%	19.6%
2008 FHCS Results	30.7%	23.0%	31.4%	14.9%
2007 AES Results	33.0%	26.0%	26.0%	15.0%
2006 FHCS Results	31.4%	24.7%	34.2%	9.8%

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

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	46.2%	25.8%	28.1%	-
2009 AES Results	41.8%	22.8%	26.1%	9.3%
2008 FHCS Results	34.7%	27.1%	30.5%	7.7%
2007 AES Results	40.0%	25.0%	27.0%	8.0%
2006 FHCS Results	32.4%	32.0%	31.4%	4.2%

25 Awards in my work unit depend on how well employees perform their jobs.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	56.0%	20.3%	23.7%	-
2009 AES Results	55.4%	15.6%	21.8%	7.1%

2008 FHCS Results	49.4%	22.7%	23.4%	4.5%
2007 AES Results	54.0%	17.0%	23.0%	6.0%
2006 FHCS Results	46.6%	23.1%	26.3%	4.0%

26 Employees in my work unit share job knowledge with each other.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	74.7%	12.5%	12.9%	-
2009 AES Results	77.1%	9.8%	12.6%	0.4%
2008 FHCS Results	73.5%	12.3%	14.0%	0.2%
2007 AES Results	76.0%	9.0%	13.0%	2.0%
2006 FHCS Results	74.1%	13.9%	11.6%	0.4%

27 The skill level in my work unit has improved in the past year.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	62.4%	26.3%	11.3%	-
2009 AES Results	58.1%	23.1%	12.7%	6.1%
2008 FHCS Results	55.7%	25.5%	15.4%	3.4%
2007 AES Results	57.0%	23.0%	14.0%	7.0%
2006 FHCS Results	54.5%	27.7%	14.7%	3.1%

28 How would you rate the overall quality of work done by your work group?

	Positive	Neutral	Negative
2010 FedView Results	86.8%	10.2%	3.0%
2009 AES Results	84.5%	9.8%	4.0%
2008 FHCS Results	83.7%	13.1%	3.1%
2007 AES Results	86.0%	12.0%	12.0%
2006 FHCS Results	82.1%	16.2%	1.7%

My Agency

29 The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	75.4%	15.1%	9.4%	-
2009 AES Results	75.4%	11.5%	12.1%	0.9%
2008 FHCS Results	68.7%	16.1%	13.6%	1.6%
2007 AES Results	72.0%	13.0%	12.0%	2.0%
2006 FHCS Results	72.4%	15.2%	11.2%	1.2%

30 Employees have a feeling of personal empowerment with respect to work processes.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	52.0%	27.7%	20.2%	-
2009 AES Results	52.5%	22.4%	20.8%	4.4%
2008 FHCS Results	44.4%	27.2%	25.2%	3.1%
2007 AES Results	48.0%	22.0%	24.0%	5.0%
2006 FHCS Results	42.5%	28.9%	24.5%	4.0%

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

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	64.4%	20.1%	15.5%	-
2009 AES Results	64.6%	12.6%	19.0%	3.8%
2008 FHCS Results	59.2%	16.8%	22.2%	1.8%
2007 AES Results	63.0%	11.0%	24.0%	2.0%
2006 FHCS Results	53.9%	23.6%	21.1%	1.5%

32 Creativity and innovation are rewarded.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	53.7%	26.4%	20.0%	-
2009 AES Results	51.1%	23.7%	20.6%	4.6%
2008 FHCS Results	49.6%	23.5%	24.0%	2.9%
2007 AES Results	54.0%	17.0%	25.0%	4.0%
2006 FHCS Results	48.0%	27.2%	23.6%	1.2%

33 Pay raises depend on how well employees perform their jobs.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	33.0%	29.5%	37.5%	-
2009 AES Results	34.3%	21.5%	33.5%	10.7%
2008 FHCS Results	26.4%	31.4%	36.6%	5.6%
2007 AES Results	34.0%	22.0%	36.0%	8.0%
2006 FHCS Results	27.2%	27.5%	39.1%	6.1%

34 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	Positive	Neutral	Negative	Do Not Know
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2010 FedView Results	68.9%	21.1%	10.0%	-
2009 AES Results	68.6%	16.9%	8.2%	6.3%
2008 FHCS Results	70.0%	16.5%	9.6%	3.9%
2007 AES Results	65.0%	18.0%	10.0%	6.0%
2006 FHCS Results	61.8%	23.2%	9.7%	5.3%

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

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	86.4%	11.1%	2.5%	-
2009 AES Results	87.0%	7.3%	3.6%	2.2%
2008 FHCS Results	79.9%	12.6%	4.6%	2.9%
2007 AES Results	83.0%	11.0%	3.0%	3.0%
2006 FHCS Results	83.5%	11.2%	2.9%	2.5%

36 My organization has prepared employees for potential security threats.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	82.7%	12.6%	4.6%	-
2009 AES Results	83.7%	9.3%	4.8%	2.2%
2008 FHCS Results	80.0%	14.2%	3.5%	2.4%
2007 AES Results	81.0%	11.0%	6.0%	2.0%
2006 FHCS Results	76.5%	16.0%	5.6%	1.9%

37 Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	54.9%	21.4%	23.7%	-
2009 AES Results	46.5%	16.8%	22.6%	14.1%
2008 FHCS Results	44.6%	23.2%	23.8%	8.5%
2007 AES Results	46.0%	19.0%	22.0%	14.0%
2006 FHCS Results	40.4%	25.4%	23.2%	11.0%

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.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	60.9%	24.4%	14.8%	-
2009 AES Results	55.4%	13.9%	11.5%	19.2%
2008 FHCS Results	50.8%	20.4%	15.0%	13.8%
2007 AES Results	57.0%	15.0%	12.0%	15.0%
2006 FHCS Results	54.6%	20.1%	14.6%	10.7%

39 My agency is successful at accomplishing its mission.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	84.9%	13.1%	2.0%	-

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

	Positive	Neutral	Negative
2010 FedView Results	74.8%	16.5%	8.7%
2009 AES Results	71.7%	15.1%	13.0%
2008 FHCS Results	65.6%	19.7%	14.8%
2007 AES Results	71.0%	15.0%	14.0%
2006 FHCS Results	68.9%	19.2%	12.0%

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

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	53.0%	24.1%	22.9%	-

My Supervisor/Team Leader

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

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	82.0%	10.7%	7.3%	-
2009 AES Results	82.5%	8.8%	7.0%	1.8%
2008 FHCS Results	78.7%	10.2%	10.1%	1.0%
2007 AES Results	79.0%	12.0%	7.0%	2.0%
2006 FHCS Results	79.3%	9.4%	8.6%	2.7%

43 Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	69.3%	14.9%	15.8%	-
2009 AES Results	62.9%	16.6%	19.1%	1.3%
2008 FHCS Results	59.1%	20.4%	18.8%	1.7%
2007 AES Results	65.0%	15.0%	18.0%	2.0%
2006 FHCS Results	62.1%	16.4%	20.1%	1.5%

44 Discussions with my supervisor/team leader about my performance are worthwhile.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	68.8%	14.9%	16.4%	-
2009 AES Results	66.0%	14.8%	17.1%	2.1%
2008 FHCS Results	56.2%	23.1%	19.0%	1.8%
2007 AES Results	63.0%	13.0%	22.0%	2.0%
2006 FHCS Results	55.9%	20.2%	21.8%	2.1%

45 My Supervisor/team leader is committed to a workforce representative of all segments of society.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	69.5%	21.1%	9.4%	-
2009 AES Results	66.2%	14.1%	10.8%	9.0%
2008 FHCS Results	61.2%	21.0%	10.8%	7.0%
2007 AES Results	63.0%	17.0%	12.0%	8.0%
2006 FHCS Results	57.5%	24.1%	11.4%	7.0%

46 My Supervisor/team leader provides me with constructive suggestions to improve my job performance.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	66.6%	17.2%	16.1%	-
2009 AES Results	66.1%	17.5%	15.0%	1.4%
2008 FHCS Results	63.4%	17.0%	18.5%	1.1%
2007 AES Results	65.0%	13.0%	22.0%	2.0%
2006 FHCS Results	65.4%	17.0%	16.1%	1.6%

47 Supervisors/team leaders in my work unit support employee development.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	72.7%	14.7%	12.6%	-
2009 AES Results	77.2%	11.4%	10.8%	0.6%

2008 FHCS Results	74.5%	13.6%	11.6%	0.4%
2007 AES Results	73.0%	10.0%	15.0%	1.0%
2006 FHCS Results	73.6%	11.8%	14.0%	0.6%

<i>48 My supervisor/team leader listens to what I have to say.</i>	Positive	Neutral	Negative
2010 FedView Results	78.8%	9.1%	12.2%

<i>49 My supervisor/team leader treats me with respect.</i>	Positive	Neutral	Negative
2010 FedView Results	82.2%	8.8%	9.1%

<i>50 In the last six months, my supervisor/team leader has talked with me about my performance.</i>	Positive	Neutral	Negative
2010 FedView Results	87.0%	6.0%	7.0%

<i>51 I have trust and confidence in my supervisor.</i>	Positive	Neutral	Negative
2010 FedView Results	68.2%	14.3%	17.4%
2009 AES Results	68.4%	14.3%	16.6%
2008 FHCS Results	63.2%	15.2%	21.6%
2007 AES Results	65.0%	13.0%	21.0%
2006 FHCS Results	63.8%	15.6%	20.7%

<i>52 Overall, how good a job do you feel is being done by your immediate supervisor/team leader?</i>	Positive	Neutral	Negative
2010 FedView Results	70.7%	16.1%	13.2%
2009 AES Results	70.1%	16.8%	12.1%
2008 FHCS Results	66.1%	19.3%	14.6%
2007 AES Results	67.0%	18.0%	14.0%
2006 FHCS Results	64.4%	23.8%	11.9%

Leadership

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

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	51.5%	23.6%	24.8%	-
2009 AES Results	47.7%	26.4%	24.6%	1.4%
2008 FHCS Results	41.8%	24.70%	32.3%	1.1%
2007 AES Results	47.0%	22.00%	30.0%	2.0%
2006 FHCS Results	36.2%	27.70%	33.9%	2.3%

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

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	51.3%	26.0%	22.8%	-
2009 AES Results	48.5%	26.4%	20.5%	4.5%
2008 FHCS Results	41.4%	30.2%	25.3%	3.1%
2007 AES Results	52.0%	20.0%	23.0%	5.0%
2006 FHCS Results	43.2%	26.3%	23.6%	7.0%

55 Managers/supervisors/team leaders work well with employees of different backgrounds.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	65.4%	21.9%	12.6%	-
2009 AES Results	69.5%	12.7%	13.5%	4.3%
2008 FHCS Results	63.3%	18.4%	14.9%	3.5%
2007 AES Results	66.0%	15.0%	14.0%	5.0%
2006 FHCS Results	62.8%	19.9%	12.7%	4.7%

56 Managers communicate the goals and priorities of the organization.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	71.4%	14.6%	14.0%	-
2009 AES Results	74.6%	10.6%	13.8%	0.8%
2008 FHCS Results	66.5%	17.3%	15.3%	0.9%
2007 AES Results	71.0%	13.0%	15.0%	1.0%
2006 FHCS Results	63.7%	18.5%	17.4%	0.4%

57 Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	71.1%	16.6%	12.3%	-
2009 AES Results	65.2%	17.9%	10.3%	6.5%
2008 FHCS Results	63.0%	19.0%	14.3%	3.8%
2007 AES Results	66.0%	16.0%	13.0%	5.0%
2006 FHCS Results	62.1%	19.7%	14.6%	3.6%

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

	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	60.5%	20.6%	18.9%	-

2009 AES Results	67.0%	14.1%	17.5%	1.4%
2008 FHCS Results	58.2%	18.3%	21.2%	2.3%
2007 AES Results	59.0%	16.0%	21.0%	3.0%
2006 FHCS Results	56.6%	20.0%	21.6%	1.8%
<hr/>				
59 Managers support collaboration across work units to accomplish work objectives.				
	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	63.6%	19.6%	16.9%	-
<hr/>				
60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?				
	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	63.6%	22.9%	13.4%	-
2009 AES Results	70.1%	16.8%	12.1%	12.1%
2008 FHCS Results	66.1%	19.3%	14.6%	14.6%
2007 AES Results	67.0%	18.0%	14.0%	14.0%
2006 FHCS Results	64.4%	23.8%	11.9%	11.9%
<hr/>				
61 I have a high level of respect for my organization's senior leaders.				
	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	54.6%	25.4%	20.0%	-
2009 AES Results	59.5%	19.3%	20.5%	0.8%
2008 FHCS Results	48.3%	22.6%	28.0%	1.1%
2007 AES Results	54.0%	20.0%	24.0%	1.0%
2006 FHCS Results	45.8%	25.6%	26.5%	2.1%
<hr/>				
62 Senior leaders demonstrate support for Work/Life programs.				
	Positive	Neutral	Negative	Do Not Know
2010 FedView Results	62.9%	25.2%	11.9%	-

My Satisfaction

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

	Positive	Neutral	Negative
2010 FedView Results	61.2%	19.6%	19.2%
2009 AES Results	60.3%	18.1%	20.6%
2008 FHCS Results	58.9%	16.5%	24.6%
2007 AES Results	63.0%	17.0%	21.0%
2006 FHCS Results	55.1%	20.4%	24.5%

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

	Positive	Neutral	Negative
2010 FedView Results	59.8%	21.5%	18.8%
2009 AES Results	60.0%	20.0%	19.4%
2008 FHCS Results	54.3%	22.1%	23.6%
2007 AES Results	61.0%	19.0%	20.0%
2006 FHCS Results	55.5%	19.6%	24.9%

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

	Positive	Neutral	Negative
2010 FedView Results	65.4%	15.6%	19.0%
2009 AES Results	63.1%	14.3%	22.0%
2008 FHCS Results	56.7%	17.2%	26.1%
2007 AES Results	64.0%	16.0%	21.0%
2006 FHCS Results	53.1%	22.6%	24.4%

66 How satisfied are you with the policies and practices of your senior leaders?

	Positive	Neutral	Negative
2010 FedView Results	48.7%	28.1%	23.2%
2009 AES Results	49.7%	22.6%	24.6%
2008 FHCS Results	41.8%	29.5%	28.7%
2007 AES Results	49.0%	28.0%	23.0%
2006 FHCS Results	39.1%	32.5%	28.4%

67 How satisfied are you with your opportunity to get a better job in your organization?

	Positive	Neutral	Negative
2010 FedView Results	46.0%	28.4%	25.6%
2009 AES Results	41.4%	22.5%	29.4%
2008 FHCS Results	36.6%	29.9%	33.6%
2007 AES Results	43.0%	28.0%	29.0%
2006 FHCS Results	37.4%	30.9%	31.8%

68 How satisfied are you with the training you receive for your present job?

	Positive	Neutral	Negative
2010 FedView Results	65.4%	21.5%	13.1%
2009 AES Results	70.1%	16.6%	12.5%
2008 FHCS Results	62.6%	19.2%	18.2%
2007 AES Results	62.0%	21.0%	16.0%
2006 FHCS Results	63.5%	19.8%	16.8%

69 Considering everything, how satisfied are you with your job?	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 FedView Results	73.5%	14.9%	11.6%
2009 AES Results	72.4%	14.6%	12.8%
2008 FHCS Results	66.4%	16.4%	17.2%
2007 AES Results	71.0%	13.0%	16.0%
2006 FHCS Results	66.1%	19.2%	14.7%

70 Considering everything, how satisfied are you with your pay?	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 FedView Results	66.0%	17.6%	16.5%
2009 AES Results	63.5%	15.0%	21.5%
2008 FHCS Results	57.1%	17.7%	25.2%
2007 AES Results	64.0%	19.0%	17.0%
2006 FHCS Results	58.0%	21.6%	20.4%

71 Considering everything, how satisfied are you with your organization?	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2010 FedView Results	71.0%	17.3%	11.7%
2009 AES Results	68.4%	16.3%	16.1%
2008 FHCS Results	62.1%	19.8%	18.0%
2007 AES Results	67.0%	16.0%	17.0%
2006 FHCS Results	62.7%	22.0%	15.4%

Work/Life

72 Please select the response below that BEST describes your teleworking situation.

I telework on a regular basis (at least one entire work day a week).	20.8%
I telework infrequently (less than one entire work day a week).	43.8%
I <u>do not</u> telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	3.9%
I <u>do not</u> telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	3.1%
I <u>do not</u> telework because I am not allowed to, even though I have the kind of job where I can telework.	12.1%
I <u>do not</u> telework because I choose not to telework.	16.3%

73 How satisfied are you with the following Work/Life programs in your agency... Telework?

	Positive	Neutral	Negative	No Basis to Judge
2010 FedView Results	63.2%	18.6%	18.2%	-
2009 AES Results	51.6%	13.1%	18.4%	16.9%
2008 FHCS Results	45.8%	18.4%	20.0%	15.8%
2007 AES Results	47.0%	17.0%	18.0%	18.0%
2006 FHCS Results	43.2%	18.3%	17.4%	21.1%

74 How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?

	Positive	Neutral	Negative	No Basis to Judge
2010 FedView Results	78.0%	16.2%	5.8%	-
2009 AES Results	69.9%	9.5%	8.0%	12.5%
2008 FHCS Results	68.0%	12.1%	10.7%	9.2%
2007 AES Results	71.0%	10.0%	8.0%	10.0%
2006 FHCS Results	70.5%	12.3%	6.6%	10.6%

75 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)?

	Positive	Neutral	Negative	No Basis to Judge
2010 FedView Results	77.5%	18.8%	3.6%	-
2009 AES Results	34.1%	18.1%	4.6%	43.1%
2008 FHCS Results	30.9%	26.3%	5.9%	37.0%
2007 AES Results	35.0%	23.0%	5.0%	38.0%
2006 FHCS Results	34.5%	25.4%	4.2%	35.8%

76 How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?

	Positive	Neutral	Negative	No Basis to Judge
2010 FedView Results	56.0%	39.9%	4.2%	-

77 How satisfied are you with the following Work/Life programs in your agency... *Child Care Programs (for example, daycare, parenting classes, parenting support groups)?*

2010 FedView Results

Positive	Neutral	Negative	No Basis to Judge
29.8%	56.5%	13.7%	-

78 How satisfied are you with the following Work/Life programs in your agency... *Elder Care Programs (for example, support groups, speakers)?*

2010 FedView Results

Positive	Neutral	Negative	No Basis to Judge
24.1%	65.6%	10.3%	-

Demographics

79. Where do you work?

	Headquarters	Field
2010 FedView Results	99.6%	0.4%
2009 AES Results	99.6%	0.4%
2008 FHCS Results	99.0%	1.0%
2007 AES Results	N/A	N/A
2006 FHCS Results	N/A	N/A

80. What is your supervisory status?

	Non-Supervisor	Team Leader	Supervisor	Manager	Executive
2010 FedView Results	67.6%	12.8%	9.2%	5.1%	5.2%
2009 AES Results	67.3%	8.5%	8.3%	11.3%	4.6%
2008 FHCS Results	68.0%	13.0%	9.0%	8.0%	3.0%
2007 AES Results	67.0%	7.0%	8.0%	8.0%	3.0%
2006 FHCS Results	N/A	N/A	N/A	N/A	N/A

81. Are you:

	Male	Female
2010 FedView Results	41.8%	58.2%
2009 AES Results	44.7%	55.3%
2008 FHCS Results	42.0%	58.0%
2007 AES Results	40.0%	53.0%
2006 FHCS Results	N/A	N/A

82. Are you Hispanic or Latino?

	Yes	No
2010 FedView Results	3.5%	96.5%
2009 AES Results	4.3%	95.7%
2008 FHCS Results	5.0%	95.0%
2007 AES Results	4.0%	88.0%
2006 FHCS Results	N/A	N/A

83. Are you:

	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Two or more races
2010 FedView Results	0.4%	6.9%	39.1%	0.8%	50.4%	2.5%
2009 AES Results	0.4%	6.3%	34.8%	0.4%	51.9%	6.1%
2008 FHCS Results	1.0%	8.0%	37.0%	1.0%	51.0%	4.0%
2007 AES Results	0.0%	7.0%	32.0%	0.0%	47.0%	1.0%
2006 FHCS Results	N/A	N/A	N/A	N/A	N/A	N/A

84. What is your age group?

	25 and under	26 - 29	30 - 39	40 - 49	50 - 59	60 or older
2010 FedView Results	2.1%	3.4%	19.1%	31.9%	33.6%	9.9%
2009 AES Results	1.2%	4.4%	18.3%	32.6%	33.4%	10.2%

2008 FHCS Results	2.0%	2.0%	23.0%	32.0%	30.0%	10.0%
2007 AES Results	N/A	N/A	N/A	N/A	N/A	N/A
2006 FHCS Results	N/A	N/A	N/A	N/A	N/A	N/A

85. What is your pay category/grade?

	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	Senior Executive Service	Senior Level (SL) or Scientific or Professional (ST)	Other
2010 FedView Results	0.0%	1.5%	30.7%	62.6%	0.0%	5.0%	0.2%
2009 AES Results	TBA	1.4%	30.5%	62.9%	0.2%	4.7%	0.2%
2008 FHCS Results	<1%	1.0%	32.0%	63.0%	<1%	3.0%	1.0%
2007 AES Results	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2006 FHCS Results	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 14 years	15 to 20 years	More than 20 years
2010 FedView Results	0.4%	12.0%	11.3%	17.5%	12.4%	17.3%	29.2%
2009 AES Results	2.2%	11.4%	12.4%	16.3%	11.4%	19.4%	26.7%
2008 FHCS Results	2%	16%	8%	17%	11%	22%	25%
2007 AES Results	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2006 FHCS Results	N/A	N/A	N/A	N/A	N/A	N/A	N/A

87. How long have you been with your current agency?

	Less than 1 year	1 to 3 years	4 to 5 years	6 to 10 years	11 to 20 years	More than 20 years
2010 FedView Results	1.5%	22.0%	12.9%	17.4%	29.9%	16.3%
2009 AES Results	5.1%	20.8%	13.4%	14.8%	30.7%	15.2%
2008 FHCS Results	5%	23%	9%	15%	34%	14%
2007 AES Results	N/A	N/A	N/A	N/A	N/A	N/A
2006 FHCS Results	N/A	N/A	N/A	N/A	N/A	N/A

88. Are you considering leaving your organization within the next year?

	No	Yes, to retire	Yes, to take another job in the Federal Government	Yes, to take another job outside the Federal Government	Yes, other

2010 FedView Results	68.4%	4.0%	21.7%	2.0%	3.9%
2009 AES Results	68.0%	3.3%	22.4%	1.8%	4.5%
2008 FHCS Results	62.0%	5.0%	26.0%	3.0%	5.0%
2007 AES Results	N/A	N/A	N/A	N/A	N/A
2006 FHCS Results	N/A	N/A	N/A	N/A	N/A

89. I am planning to retire:

	Within one year	Between one and three years	Between three and five years	Five or more years
2010 FedView Results	2.8%	8.0%	9.1%	80.1%
2009 AES Results	2.5%	7.7%	8.7%	81.1%
2008 FHCS Results	3.0%	10.0%	8.0%	79.0%
2007 AES Results	N/A	N/A	N/A	N/A
2006 FHCS Results	N/A	N/A	N/A	N/A