

Pension Benefit Guaranty Corporation Federal Employee Viewpoint Survey 2017¹

We Seek Employees' Perspectives

To find out how PBGC employees feel about their work environment, leadership, work/life balance and other aspects of the agency, we encouraged them to take the Federal Employee Viewpoint Survey (FEVS). The survey was administered May 3, 2017 through June 14, 2017, and 69% of our employees completed the survey.

An Engaged Workforce

Our Employee Engagement Index (EEI) score is 75%, our highest score ever for this index. PBGC ranked 6th out of 37 departments/large agencies in employee engagement. The EEI is comprised of three sub-factors: Leaders Lead, Supervisors, and Intrinsic Work Experience. The index provides a guide to the areas that agencies can focus on to foster an engaged workforce. PBGC employees responded positively to questions in this index. Those questions in this index receiving the highest scores included:

- *I know how my work relates to the agency's goals and priorities. (90%)*
- *My supervisor treats me with respect. (88%)*
- *My supervisor listens to what I have to say. (86%)*
- *I know what is expected of me on the job. (86%)*

An Inclusive Workforce

Our New Inclusion Quotient (New IQ) score is 69%. PBGC ranked 7th out of 37 departments/large agencies in inclusiveness. The New IQ is grouped into five Habits of Inclusion: Fair, Open, Cooperative, Supportive, and Empowering. It is based on the concept that individual behaviors repeated over time will create habits necessary for inclusiveness. Those questions in this index receiving the highest scores included:

Highest % Positive Items:

The top five ranking questions have scores ranging from 90% to 96%. The questions and responses are:

- *When needed, employees are willing to put in the extra effort to get a job done. (96%)*
- *The work I do is important. (91%)*
- *I am constantly looking for ways to do my job better (90%)*
- *In the last six months, my supervisor has talked with me about my performance. (90%)*
- *I know how my work relates to the agency's goals and priorities. (90%)*

PBGC employees are very satisfied with our Work/Life Programs, giving high scores for Alternate Work Schedules, Telework, Health and Wellness, and Employee Assistance Program.

A Commitment to Improve

At PBGC, we value employees and recognize the importance of providing a work environment that is safe, conducive to professional growth and an overall good place to work. While some scores have improved over the last year, others have declined. However, there are 52 items identified as strengths (65% positive or higher) and only one item identified as a challenge (35% negative or higher). The 2017 FEVS results will help us strive toward a model work environment that supports effective human capital practices.

PBGC's Results

OPM provided results are included. The attached document includes the core survey trend responses, work/life programs results and demographics.² The scores have been rounded.

¹ The Office of Personnel Management (OPM) requires agencies to conduct an annual survey of their employees.

² Below is a compilation of the 2017 Federal Employee Viewpoint Survey (FedView) questions and responses. We include the 2017, 2016, 2015, 2014, and 2013 results for comparison. This summary displays responses by *Positive*, *Neutral*, *Negative*, and where applicable, *Do Not Know* or *No Basis to Judge*. For example, **Positive** represents responses of Strongly Agree and Agree and Very Satisfied and Satisfied. **Neutral** represents responses of Neither Agree nor Disagree and Neither Satisfied nor Dissatisfied. **Negative** represents responses of Disagree and Strongly Disagree and Dissatisfied and Very Dissatisfied.

My Work Experiences

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 76% | 14% | 10% |
| 2016 FedView Results | 70% | 16% | 14% |
| 2015 FedView Results | 72% | 12% | 16% |
| 2014 FedView Results | 71% | 14% | 15% |
| 2013 FedView Results | 70% | 13% | 17% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 82% | 11% | 7% |
| 2016 FedView Results | 77% | 13% | 10% |
| 2015 FedView Results | 74% | 14% | 12% |
| 2014 FedView Results | 73% | 13% | 14% |
| 2013 FedView Results | 72% | 14% | 13% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 73% | 14% | 14% |
| 2016 FedView Results | 66% | 17% | 17% |
| 2015 FedView Results | 67% | 14% | 20% |
| 2014 FedView Results | 67% | 12% | 21% |
| 2013 FedView Results | 61% | 19% | 20% |

| 04. My work gives me a feeling of personal accomplishment. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 81% | 11% | 8% |
| 2016 FedView Results | 79% | 11% | 10% |
| 2015 FedView Results | 77% | 10% | 13% |
| 2014 FedView Result | 74% | 12% | 14% |
| 2013 FedView Results | 75% | 13% | 13% |

| 05. I like the kind of work I do. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 82% | 11% | 7% |
| 2016 FedView Results | 86% | 9% | 5% |
| 2015 FedView Results | 82% | 12% | 6% |
| 2014 FedView Results | 81% | 12% | 7% |
| 2013 FedView Results | 79% | 14% | 8% |

| 06. I know what is expected of me on the job. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 86% | 9% | 5% |
| 2016 FedView Results | 82% | 10% | 8% |
| 2015 FedView Results | 81% | 11% | 8% |
| 2014 FedView Results | 78% | 11% | 11% |
| 2013 FedView Results | 75% | 12% | 13% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 96% | 3% | 1% |
| 2016 FedView Results | 97% | 2% | 1% |
| 2015 FedView Results | 96% | 3% | 2% |
| 2014 FedView Results | 95% | 3% | 2% |
| 2013 FedView Results | 94% | 3% | 2% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 90% | 8% | 1% |
| 2016 FedView Results | 89% | 10% | 1% |
| 2015 FedView Results | 90% | 8% | 3% |
| 2014 FedView Results | 90% | 8% | 2% |
| 2013 FedView Results | 90% | 8% | 1% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 64% | 14% | 22% |
| 2016 FedView Results | 64% | 14% | 22% |
| 2015 FedView Results | 60% | 14% | 27% |
| 2014 FedView Results | 57% | 14% | 29% |
| 2013 FedView Results | 53% | 16% | 31% |

| 10. My workload is reasonable. | Positive | Neutral | Negative |
|---------------------------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 69% | 14% | 17% |
| 2016 FedView Results | 67% | 14% | 20% |
| 2015 FedView Results | 60% | 15% | 25% |
| 2014 FedView Results | 56% | 17% | 27% |
| 2013 FedView Results | 55% | 17% | 28% |

| 11. My talents are used well in the workplace. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 65% | 16% | 19% |
| 2016 FedView Results | 64% | 15% | 21% |
| 2015 FedView Results | 61% | 16% | 24% |
| 2014 FedView Results | 58% | 18% | 24% |
| 2013 FedView Results | 55% | 18% | 27% |

| 12. I know how my work relates to the agency's goals and priorities. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 90% | 7% | 3% |
| 2016 FedView Results | 90% | 5% | 5% |
| 2015 FedView Results | 89% | 7% | 4% |
| 2014 FedView Results | 90% | 6% | 4% |
| 2013 FedView Results | 89% | 7% | 4% |

| 13. The work I do is important. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 91% | 6% | 3% |
| 2016 FedView Results | 93% | 5% | 2% |
| 2015 FedView Results | 92% | 6% | 2% |
| 2014 FedView Results | 89% | 7% | 4% |
| 2013 FedView Results | 89% | 9% | 2% |

| 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 89% | 8% | 3% |
| 2016 FedView Results | 86% | 9% | 5% |
| 2015 FedView Results | 88% | 7% | 5% |
| 2014 FedView Results | 86% | 9% | 5% |
| 2013 FedView Results | 86% | 9% | 5% |

| 15. My performance appraisal is a fair reflection of my performance. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 77% | 12% | 11% |
| 2016 FedView Results | 69% | 13% | 18% |
| 2015 FedView Results | 67% | 14% | 19% |
| 2014 FedView Results | 59% | 15% | 26% |
| 2013 FedView Results | 60% | 17% | 23% |

| 16. I am held accountable for achieving results. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 89% | 8% | 3% |
| 2016 FedView Results | 86% | 9% | 5% |
| 2015 FedView Results | 86% | 9% | 4% |
| 2014 FedView Results | 85% | 11% | 4% |
| 2013 FedView Results | 86% | 11% | 4% |

| 17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 71% | 15% | 14% |
| 2016 FedView Results | 63% | 22% | 15% |
| 2015 FedView Results | 63% | 21% | 17% |
| 2014 FedView Results | 60% | 21% | 19% |
| 2013 FedView Results | 57% | 25% | 19% |

| 18. My training needs are assessed. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 64% | 20% | 15% |
| 2016 FedView Results | 57% | 23% | 20% |
| 2015 FedView Results | 58% | 20% | 22% |
| 2014 FedView Results | 55% | 21% | 24% |
| 2013 FedView Results | 50% | 24% | 26% |

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 |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 74% | 14% | 12% |
| 2016 FedView Results | 66% | 13% | 20% |
| 2015 FedView Results | 65% | 13% | 22% |
| 2014 FedView Results | 62% | 13% | 25% |
| 2013 FedView Results | 57% | 15% | 28% |

My Work Unit

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 83% | 10% | 6% |
| 2016 FedView Results | 80% | 12% | 9% |
| 2015 FedView Results | 77% | 11% | 12% |
| 2014 FedView Results | 73% | 15% | 12% |
| 2013 FedView Results | 70% | 16% | 14% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 55% | 25% | 20% |
| 2016 FedView Results | 63% | 18% | 19% |
| 2015 FedView Results | 53% | 25% | 22% |
| 2014 FedView Results | 53% | 23% | 24% |
| 2013 FedView Results | 49% | 26% | 25% |

| 22. Promotions in my work unit are based on merit. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 52% | 24% | 24% |
| 2016 FedView Results | 46% | 25% | 29% |
| 2015 FedView Results | 47% | 25% | 29% |
| 2014 FedView Results | 45% | 27% | 28% |
| 2013 FedView Results | 42% | 27% | 31% |

| 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 38% | 33% | 30% |
| 2016 FedView Results | 34% | 33% | 33% |
| 2015 FedView Results | 35% | 30% | 36% |
| 2014 FedView Results | 36% | 29% | 35% |
| 2013 FedView Results | 31% | 33% | 36% |

| 24. In my work unit, differences in performance are recognized in a meaningful way. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 47% | 28% | 26% |
| 2016 FedView Results | 38% | 29% | 33% |
| 2015 FedView Results | 36% | 29% | 35% |
| 2014 FedView Results | 34% | 31% | 35% |
| 2013 FedView Results | 34% | 31% | 35% |

| 25. Awards in my work unit depend on how well employees perform their jobs. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 57% | 23% | 20% |
| 2016 FedView Results | 50% | 22% | 28% |
| 2015 FedView Results | 44% | 26% | 30% |
| 2014 FedView Results | 48% | 23% | 29% |
| 2013 FedView Results | 43% | 26% | 31% |

| 26. Employees in my work unit share job knowledge with each other. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 80% | 11% | 9% |
| 2016 FedView Results | 77% | 12% | 11% |
| 2015 FedView Results | 76% | 11% | 13% |
| 2014 FedView Results | 74% | 13% | 13% |
| 2013 FedView Results | 71% | 14% | 15% |

| 27. The skill level in my work unit has improved in the past year. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 66% | 25% | 9% |
| 2016 FedView Results | 60% | 29% | 12% |
| 2015 FedView Results | 59% | 24% | 17% |
| 2014 FedView Results | 55% | 29% | 16% |
| 2013 FedView Results | 56% | 30% | 14% |

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

| | <i>Positive</i> | <i>Neutral</i> | <i>Negative</i> |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 89% | 9% | 1% |
| 2016 FedView Results | 86% | 12% | 2% |
| 2015 FedView Results | 85% | 12% | 3% |
| 2014 FedView Results | 83% | 14% | 3% |
| 2013 FedView Results | 82% | 14% | 4% |

My Agency

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

| | <i>Positive</i> | <i>Neutral</i> | <i>Negative</i> |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 78% | 13% | 9% |
| 2016 FedView Results | 76% | 14% | 10% |
| 2015 FedView Results | 72% | 17% | 11% |
| 2014 FedView Results | 72% | 17% | 11% |
| 2013 FedView Results | 67% | 21% | 13% |

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

| | <i>Positive</i> | <i>Neutral</i> | <i>Negative</i> |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 57% | 24% | 19% |
| 2016 FedView Results | 50% | 25% | 25% |
| 2015 FedView Results | 43% | 27% | 30% |
| 2014 FedView Results | 43% | 26% | 31% |
| 2013 FedView Results | 39% | 25% | 36% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 64% | 22% | 14% |
| 2016 FedView Results | 57% | 19% | 25% |
| 2015 FedView Results | 50% | 23% | 27% |
| 2014 FedView Results | 53% | 20% | 27% |
| 2013 FedView Results | 47% | 23% | 30% |

32. Creativity and innovation are rewarded.

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 52% | 27% | 20% |
| 2016 FedView Results | 47% | 26% | 27% |
| 2015 FedView Results | 40% | 19% | 30% |
| 2014 FedView Results | 44% | 26% | 30% |
| 2013 FedView Results | 38% | 26% | 36% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 31% | 31% | 37% |
| 2016 FedView Results | 30% | 30% | 40% |
| 2015 FedView Results | 20% | 33% | 47% |
| 2014 FedView Results | 25% | 31% | 44% |
| 2013 FedView Results | 21% | 29% | 50% |

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

| | <i>Positive</i> | <i>Neutral</i> | <i>Negative</i> |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 70% | 19% | 11% |
| 2016 FedView Results | 63% | 23% | 14% |
| 2015 FedView Results | 68% | 18% | 14% |
| 2014 FedView Results | 66% | 20% | 14% |
| 2013 FedView Results | 66% | 22% | 12% |

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

| | <i>Positive</i> | <i>Neutral</i> | <i>Negative</i> |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 90% | 9% | 1% |
| 2016 FedView Results | 89% | 9% | 2% |
| 2015 FedView Results | 87% | 9% | 4% |
| 2014 FedView Results | 87% | 10% | 3% |
| 2013 FedView Results | 87% | 11% | 3% |

36. My organization has prepared employees for potential security threats.

| | <i>Positive</i> | <i>Neutral</i> | <i>Negative</i> |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 86% | 10% | 4% |
| 2016 FedView Results | 82% | 12% | 6% |
| 2015 FedView Results | 78% | 13% | 9% |
| 2014 FedView Results | 84% | 11% | 5% |
| 2013 FedView Results | 81% | 16% | 4% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 65% | 20% | 15% |
| 2016 FedView Results | 56% | 24% | 20% |
| 2015 FedView Results | 51% | 23% | 26% |
| 2014 FedView Results | 51% | 22% | 27% |
| 2013 FedView Results | 49% | 25% | 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.

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 75% | 16% | 10% |
| 2016 FedView Results | 67% | 20% | 14% |
| 2015 FedView Results | 70% | 17% | 13% |
| 2014 FedView Results | 64% | 20% | 16% |
| 2013 FedView Results | 65% | 21% | 14% |

39. My agency is successful at accomplishing its mission.

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 88% | 10% | 2% |
| 2016 FedView Results | 83% | 12% | 5% |
| 2015 FedView Results | 79% | 14% | 7% |
| 2014 FedView Results | 80% | 14% | 6% |
| 2013 FedView Results | 83% | 11% | 6% |

| 40. I recommend my organization as a good place to work. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 78% | 14% | 7% |
| 2016 FedView Results | 72% | 18% | 10% |
| 2015 FedView Results | 66% | 20% | 14% |
| 2014 FedView Results | 64% | 23% | 13% |
| 2013 FedView Results | 66% | 20% | 14% |

| 41. I believe the results of this survey will be used to make my agency a better place to work. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 57% | 25% | 18% |
| 2016 FedView Results | 54% | 24% | 22% |
| 2015 FedView Results | 48% | 28% | 24% |
| 2014 FedView Results | 46% | 25% | 29% |
| 2013 FedView Results | 42% | 28% | 30% |

My Supervisor/Team Leader

| 42. My supervisor supports my need to balance work and other life issues. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 89% | 6% | 5% |
| 2016 FedView Results | 85% | 8% | 7% |
| 2015 FedView Results | 85% | 9% | 7% |
| 2014 FedView Results | 82% | 8% | 10% |
| 2013 FedView Results | 77% | 10% | 12% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 79% | 11% | 11% |
| 2016 FedView Results | 74% | 13% | 13% |
| 2015 FedView Results | 73% | 13% | 14% |
| 2014 FedView Results | 66% | 17% | 17% |
| 2013 FedView Results | 67% | 15% | 17% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 75% | 14% | 11% |
| 2016 FedView Results | 71% | 14% | 15% |
| 2015 FedView Results | 66% | 17% | 16% |
| 2014 FedView Results | 61% | 18% | 21% |
| 2013 FedView Results | 62% | 15% | 23% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 80% | 15% | 5% |
| 2016 FedView Results | 76% | 15% | 9% |
| 2015 FedView Results | 74% | 18% | 9% |
| 2014 FedView Results | 69% | 17% | 14% |
| 2013 FedView Results | 67% | 20% | 13% |

| 46. My supervisor/team leader provides me with constructive suggestions to improve my performance. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 74% | 16% | 10% |
| 2016 FedView Results | 71% | 15% | 14% |
| 2015 FedView Results | 68% | 17% | 15% |
| 2014 FedView Results | 61% | 19% | 20% |
| 2013 FedView Results | 62% | 17% | 21% |

| 47. Supervisors/team leaders in my work unit support employee development. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 79% | 12% | 9% |
| 2016 FedView Results | 75% | 13% | 12% |
| 2015 FedView Results | 73% | 14% | 13% |
| 2014 FedView Results | 69% | 15% | 16% |
| 2013 FedView Results | 70% | 13% | 17% |

| 48. My supervisor/team leader listens to what I have to say. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 86% | 7% | 7% |
| 2016 FedView Results | 82% | 9% | 8% |
| 2015 FedView Results | 80% | 12% | 8% |
| 2014 FedView Results | 78% | 10% | 12% |
| 2013 FedView Results | 75% | 10% | 14% |

| 49. My supervisor/team leader treats me with respect. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 88% | 7% | 6% |
| 2016 FedView Results | 85% | 10% | 5% |
| 2015 FedView Results | 84% | 9% | 8% |
| 2014 FedView Results | 81% | 8% | 11% |
| 2013 FedView Results | 77% | 11% | 12% |

| 50. In the last six months, my supervisor/team leader has talked with me about my performance. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 90% | 5% | 5% |
| 2016 FedView Results | 87% | 8% | 5% |
| 2015 FedView Results | 85% | 8% | 7% |
| 2014 FedView Results | 86% | 6% | 8% |
| 2013 FedView Results | 85% | 6% | 9% |

| 51. I have trust and confidence in my supervisor. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 77% | 12% | 11% |
| 2016 FedView Results | 75% | 13% | 12% |
| 2015 FedView Results | 71% | 15% | 14% |
| 2014 FedView Results | 64% | 18% | 18% |
| 2013 FedView Results | 62% | 17% | 21% |

| 52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader? | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 82% | 13% | 5% |
| 2016 FedView Results | 77% | 16% | 7% |
| 2015 FedView Results | 74% | 16% | 9% |
| 2014 FedView Results | 68% | 20% | 12% |
| 2013 FedView Results | 66% | 19% | 15% |

Leadership

| 53. In my organization, leaders generate high levels of motivation and commitment in the workforce. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 53% | 25% | 22% |
| 2016 FedView Results | 49% | 24% | 27% |
| 2015 FedView Results | 46% | 23% | 31% |
| 2014 FedView Results | 37% | 23% | 40% |
| 2013 FedView Results | 37% | 24% | 38% |

| 54. My organization's leaders maintain high standards of honesty and integrity. | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 63% | 23% | 14% |
| 2016 FedView Results | 57% | 21% | 21% |
| 2015 FedView Results | 57% | 20% | 23% |
| 2014 FedView Results | 45% | 28% | 27% |
| 2013 FedView Results | 50% | 26% | 24% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 76% | 15% | 9% |
| 2016 FedView Results | 62% | 23% | 14% |
| 2015 FedView Results | 63% | 20% | 16% |
| 2014 FedView Results | 63% | 22% | 15% |
| 2013 FedView Results | 62% | 19% | 18% |

56. Managers communicate the goals and priorities of the organization.

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 74% | 14% | 12% |
| 2016 FedView Results | 67% | 15% | 18% |
| 2015 FedView Results | 62% | 21% | 16% |
| 2014 FedView Results | 65% | 19% | 16% |
| 2013 FedView Results | 62% | 20% | 18% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 75% | 17% | 8% |
| 2016 FedView Results | 69% | 16% | 15% |
| 2015 FedView Results | 64% | 24% | 12% |
| 2014 FedView Results | 65% | 23% | 12% |
| 2013 FedView Results | 66% | 19% | 15% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 66% | 17% | 17% |
| 2016 FedView Results | 58% | 21% | 21% |
| 2015 FedView Results | 58% | 20% | 22% |
| 2014 FedView Results | 59% | 19% | 22% |
| 2013 FedView Results | 56% | 22% | 22% |

59. Managers support collaboration across work units to accomplish work objectives.

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 69% | 18% | 13% |
| 2016 FedView Results | 63% | 20% | 17% |
| 2015 FedView Results | 60% | 20% | 20% |
| 2014 FedView Results | 62% | 20% | 18% |
| 2013 FedView Results | 63% | 19% | 18% |

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 |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 72% | 19% | 9% |
| 2016 FedView Results | 65% | 21% | 14% |
| 2015 FedView Results | 64% | 21% | 14% |
| 2014 FedView Results | 59% | 22% | 19% |
| 2013 FedView Results | 57% | 24% | 20% |

| 61. I have a high level of respect for my organization's senior leaders. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 64% | 23% | 13% |
| 2016 FedView Results | 61% | 21% | 18% |
| 2015 FedView Results | 54% | 26% | 20% |
| 2014 FedView Results | 47% | 24% | 29% |
| 2013 FedView Results | 48% | 25% | 27% |

| 62. Senior leaders demonstrate support for Work/Life programs. | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 76% | 18% | 6% |
| 2016 FedView Results | 71% | 18% | 11% |
| 2015 FedView Results | 68% | 20% | 12% |
| 2014 FedView Results | 56% | 24% | 20% |
| 2013 FedView Results | 53% | 27% | 20% |

My Satisfaction

| 63. How satisfied are you with your involvement in decisions that affect your work? | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 68% | 17% | 15% |
| 2016 FedView Results | 60% | 20% | 20% |
| 2015 FedView Results | 58% | 21% | 21% |
| 2014 FedView Results | 54% | 22% | 24% |
| 2013 FedView Results | 53% | 21% | 25% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 65% | 19% | 16% |
| 2016 FedView Results | 56% | 20% | 24% |
| 2015 FedView Results | 53% | 21% | 25% |
| 2014 FedView Results | 52% | 22% | 26% |
| 2013 FedView Results | 47% | 28% | 25% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 64% | 18% | 17% |
| 2016 FedView Results | 56% | 21% | 23% |
| 2015 FedView Results | 50% | 23% | 27% |
| 2014 FedView Results | 49% | 23% | 28% |
| 2013 FedView Results | 49% | 20% | 31% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 57% | 27% | 16% |
| 2016 FedView Results | 51% | 26% | 23% |
| 2015 FedView Results | 46% | 29% | 25% |
| 2014 FedView Results | 39% | 31% | 30% |
| 2013 FedView Results | 37% | 33% | 29% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 42% | 30% | 29% |
| 2016 FedView Results | 37% | 30% | 32% |
| 2015 FedView Results | 35% | 30% | 35% |
| 2014 FedView Results | 35% | 30% | 35% |
| 2013 FedView Results | 32% | 30% | 38% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 72% | 16% | 12% |
| 2016 FedView Results | 65% | 23% | 12% |
| 2015 FedView Results | 61% | 23% | 15% |
| 2014 FedView Results | 61% | 22% | 17% |
| 2013 FedView Results | 59% | 20% | 21% |

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

| | Positive | Neutral | Negative |
|----------------------|-----------------|----------------|-----------------|
| 2017 FedView Results | 76% | 14% | 10% |
| 2016 FedView Results | 71% | 16% | 13% |
| 2015 FedView Results | 67% | 20% | 13% |
| 2014 FedView Results | 64% | 19% | 17% |
| 2013 FedView Results | 62% | 22% | 16% |

| 70. Considering everything, how satisfied are you with your pay? | Positive | Neutral | Negative |
|---|-----------------|----------------|-----------------|
| 2017 FedView Results | 64% | 16% | 20% |
| 2016 FedView Results | 57% | 19% | 24% |
| 2015 FedView Results | 56% | 17% | 26% |
| 2014 FedView Results | 52% | 21% | 27% |
| 2013 FedView Results | 47% | 23% | 31% |

| 71. Considering everything, how satisfied are you with your organization? | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2017 FedView Results | 74% | 16% | 10% |
| 2016 FedView Results | 67% | 17% | 16% |
| 2015 FedView Results | 62% | 22% | 15% |
| 2014 FedView Results | 59% | 22% | 19% |
| 2013 FedView Results | 59% | 20% | 21% |

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). | 2017 Results | 2016 Results | 2015 Results | 2014 Results | 2013 Results |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|
| Notified eligible | 94% | 93% | 93% | 89% | -- |
| Notified no eligible | 2% | 3% | 4% | 6% | -- |
| Not notified | 2% | 3% | 3% | 3% | -- |
| Not sure notified | 2% | 1% | <1% | 3% | -- |

| 73. Please select the response that BEST describes your current teleworking situation. | 2017 Results | 2016 Results | 2015 Results | 2014 Results | 2013 Results |
|--|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| I telework 3 or more days per week. | 4% | 2% | 2% | 2% | 1% |
| I telework 1 or 2 days per week. | 56% | 50% | 49% | 44% | 44% |
| I telework, but no more than 1 or 2 days per month. | 9% | 11% | 10% | 10% | 12% |
| I telework very infrequently, on an unscheduled or short-term basis. | 19% | 24% | 23% | 25% | 18% |
| I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel). | <1% | <1% | 1% | 1% | 2% |
| I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking. | 1% | 1% | 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% | 3% | 5% | 7% |
| I do not telework because I choose not to telework. | 8% | 9% | 11% | 12% | 16% |

| 74. Do you participate in the following Work/Life programs? Alternate Work Schedules (AWS) | 2017 Results | 2016 Results | 2015 Results | 2014 Results | 2013 Results |
|---|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| Yes | 34% | 34% | 32% | 32% | 33% |
| No | 63% | 63% | 65% | 63% | 61% |
| Not Sure | 3% | 3% | 3% | 5% | 6% |

| 75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) | 2017 Results | 2016 Results | 2015 Results | 2014 Results | 2013 Results |
|---|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| Yes | 36% | 40% | 39% | 41% | 39% |
| No | 62% | 59% | 59% | 57% | 58% |
| Not Sure | 2% | 1% | 2% | 2% | 3% |

| 76. Do you participate in the following Work/Life programs? Employee Assistance program (EAP) | 2017 Results | 2016 Results | 2015 Results | 2014 Results | 2013 Results |
|--|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| Yes | 9% | 9% | 9% | 10% | 12% |
| No | 89% | 89% | 88% | 85% | 86% |
| Not Sure | 2% | 2% | 2% | 5% | 3% |

| 77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups) | 2017 Results | 2016 Results | 2015 Results | 2014 Results | 2013 Results |
|--|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| Yes | 2% | 2% | 2% | 1% | 3% |
| No | 85% | 85% | 84% | 85% | 82% |
| Not Sure | 13% | 13% | 14% | 14% | 15% |

| 78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)? | 2017 Results | 2016 Results | 2015 Results | 2014 Results | 2013 Results |
|---|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| Yes | 1% | 3% | 2% | 2% | 2% |
| No | 87% | 88% | 88% | 85% | 86% |
| Not Sure/Not Available | 12% | 9% | 10% | 13% | 11% |

| 79. How satisfied are you with the following Work/Life programs in your agency... Telework? | Satisfied | Neutral | Dissatisfied |
|--|------------------|----------------|---------------------|
| 2017 FedView Results | 91% | 5% | 4% |
| 2016 FedView Results | 85% | 9% | 6% |
| 2015 FedView Results | 85% | 8% | 6% |
| 2014 FedView Results | 80% | 11% | 9% |
| 2013 FedView Results | 77% | 13% | 10% |

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

| | Satisfied | Neutral | Dissatisfied |
|----------------------|------------------|----------------|---------------------|
| 2017 FedView Results | 98% | 2% | 0% |
| 2016 FedView Results | 91% | 8% | <1% |
| 2015 FedView Results | 90% | 7% | 2% |
| 2014 FedView Results | 94% | 5% | 1% |
| 2013 FedView Results | 90% | 9% | 2% |

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)?

| | Satisfied | Neutral | Dissatisfied |
|----------------------|------------------|----------------|---------------------|
| 2017 FedView Results | 91% | 8% | 1% |
| 2016 FedView Results | 86% | 12% | 1% |
| 2015 FedView Results | 92% | 7% | 0% |
| 2014 FedView Results | 93% | 6% | 1% |
| 2013 FedView Results | 91% | 7% | 2% |

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

| | Satisfied | Neutral | Dissatisfied |
|----------------------|------------------|----------------|---------------------|
| 2017 FedView Results | 90% | 10% | 0% |
| 2016 FedView Results | 80% | 16% | 4% |
| 2015 FedView Results | 68% | 28% | 4% |
| 2014 FedView Results | 84% | 12% | 4% |
| 2013 FedView Results | 81% | 14% | 5% |

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)?

| | Satisfied | Neutral | Dissatisfied |
|----------------------|------------------|----------------|---------------------|
| 2017 FedView Results | 60% | 27% | 14% |
| 2016 FedView Results | 90% | 10% | 0% |
| 2015 FedView Results | 59% | 31% | 9% |
| 2014 FedView Results | 67% | 33% | 0% |
| 2013 FedView Results | 68% | 32% | 0% |

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

| | Satisfied | Neutral | Dissatisfied |
|----------------------|------------------|----------------|---------------------|
| 2017 FedView Results | 90% | 10% | 0% |
| 2016 FedView Results | 62% | 38% | 0% |
| 2015 FedView Results | 72% | 28% | 0% |
| 2014 FedView Results | 74% | 26% | 0% |
| 2013 FedView Results | 68% | 32% | 0% |