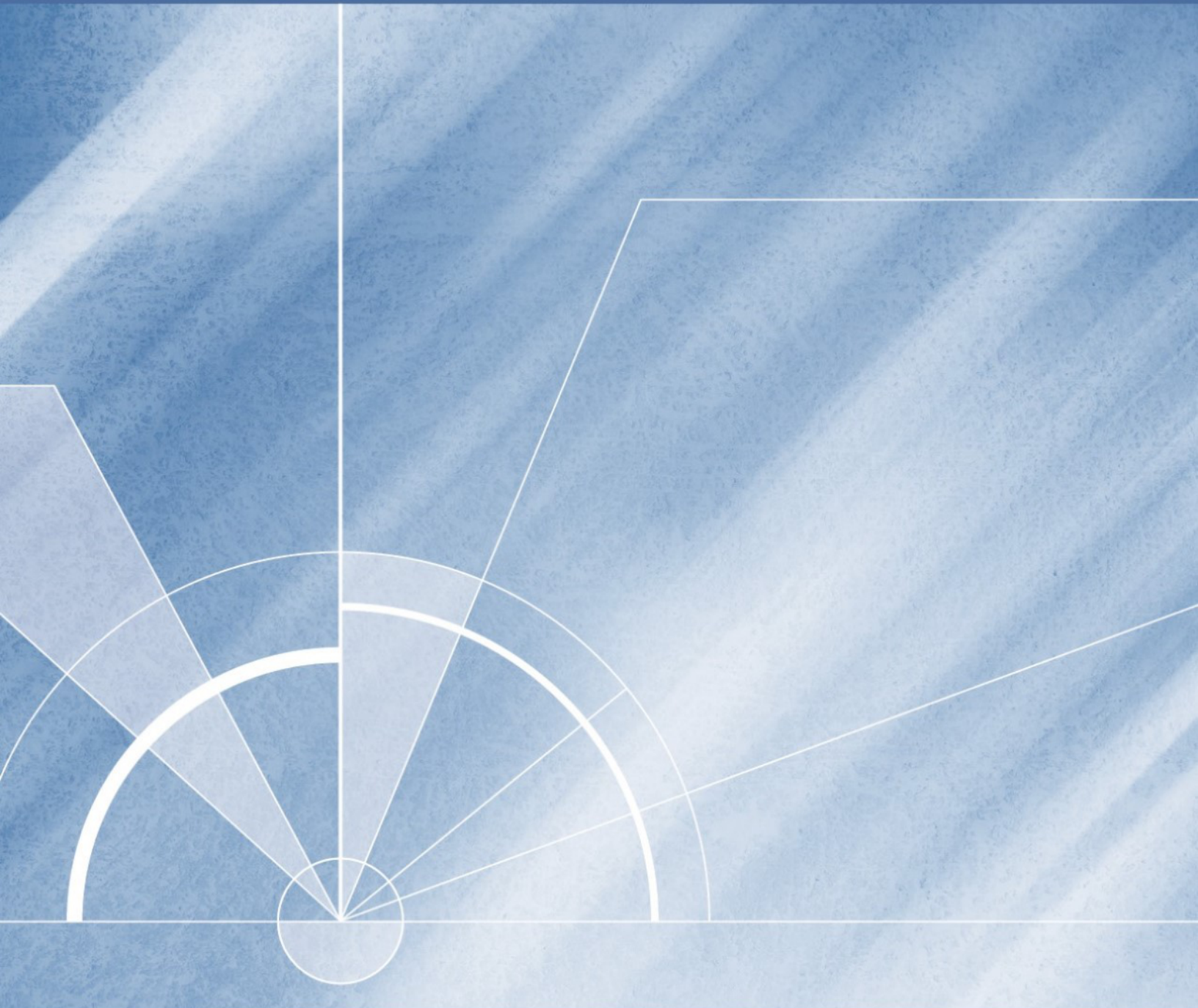


2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Department of the Interior
United States Geological Survey





Department of the Interior United States Geological Survey *1st Level Subagency Report*

This 2016 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	407,789	45.8%
Department of the Interior	23,098	50.1%
United States Geological Survey	3,018	46.7%

New for 2016

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Two new sections –**Top 10 Positive & Negative Items** and **Leading & Trailing Your Comparison Group**. These sections provide high level information on how your subagency is doing.

Main Report Results

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"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"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.

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

96.9%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
92.5%	I am constantly looking for ways to do my job better. (Q.8)
90.6%	The work I do is important. (Q.13)
89.2%	How would you rate the overall quality of work done by your work unit? (Q.28)
88.5%	I like the kind of work I do. (Q.5)
85.8%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
85.0%	My supervisor supports my need to balance work and other life issues. (Q.42)
84.4%	I am held accountable for achieving results. (Q.16)
83.8%	My agency is successful at accomplishing its mission. (Q.39)
83.3%	Employees are protected from health and safety hazards on the job. (Q.35)

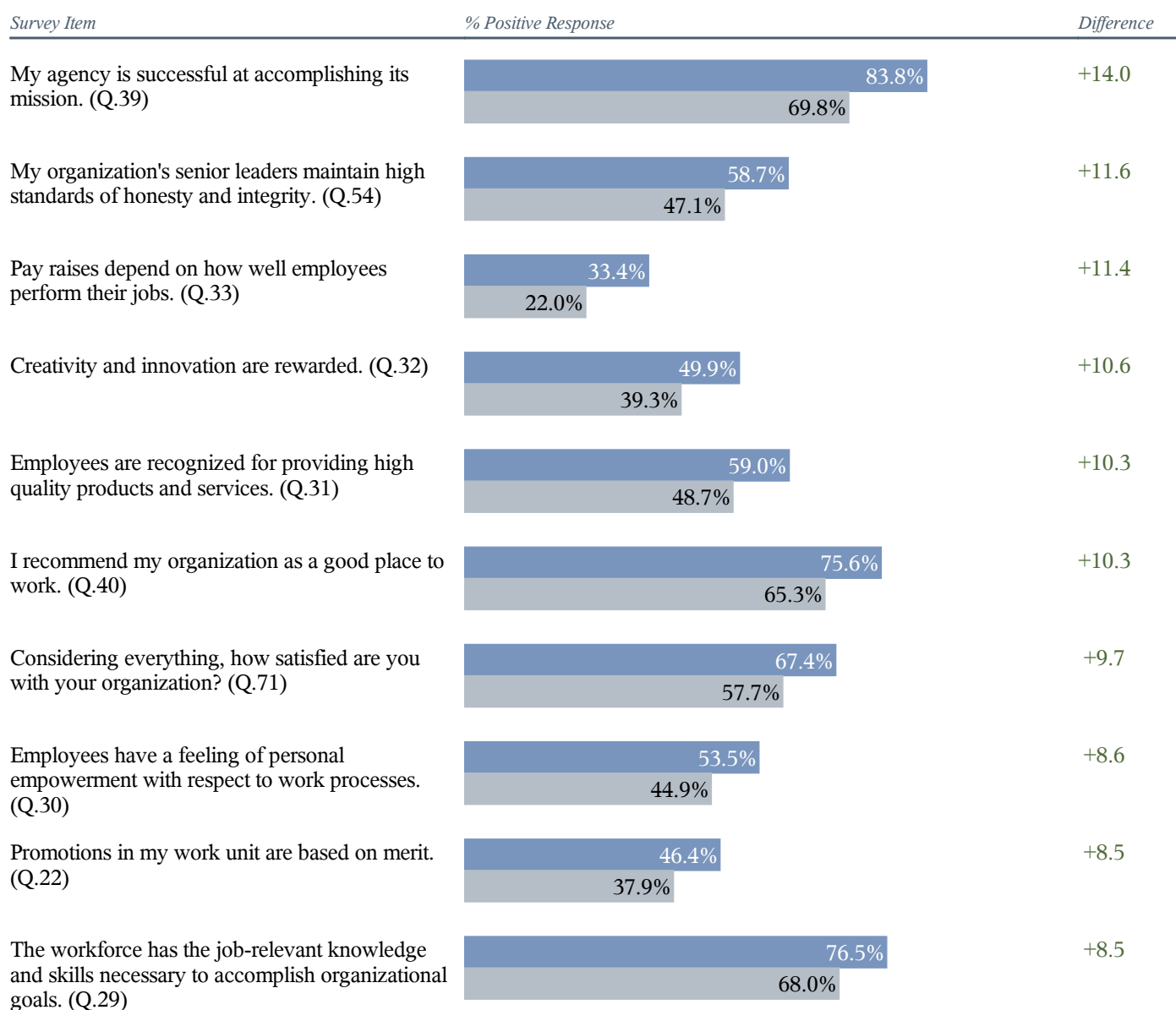
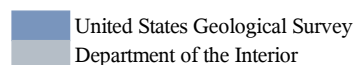
Highest Percent Negative

37.3%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
36.9%	Pay raises depend on how well employees perform their jobs. (Q.33)
34.2%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
32.4%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
32.3%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
32.0%	My work unit is able to recruit people with the right skills. (Q.21)
29.4%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
29.1%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
27.8%	Promotions in my work unit are based on merit. (Q.22)
26.0%	Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q.58)

Department of the Interior United States Geological Survey *1st Level Subagency Report*

Leading Your Comparison Group



The figure below allows you to see where your subagency results are higher than your comparison group (Department of the Interior) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.



Department of the Interior
United States Geological Survey
1st Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Department of the Interior) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.

 United States Geological Survey
 Department of the Interior

<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
--------------------	----------------------------	-------------------

You have no items in this category

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	406,992	62.6%	16.3%	21.1%
Department of the Interior	23,068	66.4%	15.3%	18.4%
United States Geological Survey	3,014	70.7%	15.8%	13.6%

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

	N	Positive	Neutral	Negative
Governmentwide	404,152	70.2%	14.7%	15.1%
Department of the Interior	22,810	69.1%	15.3%	15.6%
United States Geological Survey	2,984	75.7%	14.6%	9.7%

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

	N	Positive	Neutral	Negative
Governmentwide	401,408	57.7%	18.0%	24.3%
Department of the Interior	22,670	62.1%	16.9%	21.0%
United States Geological Survey	2,971	69.3%	15.4%	15.3%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	404,402	71.6%	14.3%	14.1%
Department of the Interior	22,787	74.2%	13.6%	12.1%
United States Geological Survey	2,979	79.7%	12.4%	7.9%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	401,675	83.2%	10.8%	6.1%
Department of the Interior	22,682	86.1%	9.0%	4.9%
United States Geological Survey	2,978	88.5%	8.7%	2.9%

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

	N	Positive	Neutral	Negative
Governmentwide	402,718	79.4%	11.0%	9.6%
Department of the Interior	22,756	76.9%	12.6%	10.5%
United States Geological Survey	2,984	80.5%	11.2%	8.2%

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	404,739	95.7%	2.7%	1.6%
Department of the Interior	22,906	96.0%	2.7%	1.3%
United States Geological Survey	2,988	96.9%	2.1%	0.9%

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

	N	Positive	Neutral	Negative
Governmentwide	405,416	90.9%	7.2%	1.8%
Department of the Interior	22,951	91.1%	7.4%	1.5%
United States Geological Survey	3,010	92.5%	6.6%	0.9%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,568	46.6%	16.0%	37.5%	922
Department of the Interior	22,959	41.5%	15.7%	42.8%	48
United States Geological Survey	2,999	47.8%	18.1%	34.2%	3

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,398	57.5%	16.2%	26.3%	693
Department of the Interior	22,729	48.1%	17.8%	34.1%	35
United States Geological Survey	2,970	54.7%	19.4%	25.9%	3

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	394,751	58.4%	16.5%	25.1%	1,759
Department of the Interior	22,255	59.2%	16.8%	24.0%	72
United States Geological Survey	2,924	62.5%	16.6%	20.9%	7

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,835	83.1%	9.9%	7.0%	1,337
Department of the Interior	22,778	81.6%	10.7%	7.7%	66
United States Geological Survey	2,980	83.1%	11.0%	6.0%	7

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,340	90.3%	6.6%	3.2%	1,152
Department of the Interior	22,584	90.0%	7.1%	2.9%	59
United States Geological Survey	2,965	90.6%	7.3%	2.1%	3

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
Governmentwide	403,735	65.7%	14.0%	20.3%	1,775
Department of the Interior	22,872	67.9%	15.1%	17.0%	77
United States Geological Survey	2,986	74.6%	13.0%	12.4%	7

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,544	69.6%	14.3%	16.2%	6,003
Department of the Interior	22,613	67.9%	15.5%	16.6%	342
United States Geological Survey	2,960	70.1%	15.8%	14.1%	35

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,229	81.6%	12.1%	6.3%	1,953
Department of the Interior	22,738	80.9%	12.5%	6.6%	125
United States Geological Survey	2,974	84.4%	10.7%	4.9%	14

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	386,924	62.1%	18.1%	19.8%	17,784
Department of the Interior	21,799	59.4%	18.1%	22.5%	1,117
United States Geological Survey	2,773	67.6%	16.5%	15.9%	216

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,073	52.9%	22.9%	24.2%	4,002
Department of the Interior	22,732	52.4%	22.6%	24.9%	168
United States Geological Survey	2,973	56.3%	22.9%	20.7%	21

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Work Experience (continued)

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
Governmentwide	396,712	69.0%	13.6%	17.3%	10,380
Department of the Interior	22,650	68.0%	14.8%	17.2%	429
United States Geological Survey	2,961	69.8%	14.4%	15.8%	57

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	406,886	73.3%	13.5%	13.2%
Department of the Interior	23,041	73.7%	13.5%	12.8%
United States Geological Survey	3,011	78.7%	12.2%	9.1%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,412	42.6%	25.2%	32.2%	14,370
Department of the Interior	22,428	41.1%	24.6%	34.3%	620
United States Geological Survey	2,917	41.8%	26.2%	32.0%	93

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,444	34.5%	27.6%	38.0%	27,943
Department of the Interior	21,360	37.9%	27.2%	34.9%	1,534
United States Geological Survey	2,800	46.4%	25.8%	27.8%	181

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
Governmentwide	363,758	29.3%	27.1%	43.6%	41,216
Department of the Interior	20,850	29.9%	28.1%	42.0%	2,090
United States Geological Survey	2,631	33.0%	29.7%	37.3%	376

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,352	34.0%	27.9%	38.1%	25,041
Department of the Interior	21,568	34.1%	28.9%	37.0%	1,385
United States Geological Survey	2,769	36.7%	30.9%	32.4%	230

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,070	41.4%	24.9%	33.8%	28,546
Department of the Interior	21,242	45.2%	24.0%	30.8%	1,698
United States Geological Survey	2,706	50.2%	25.0%	24.9%	297

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,664	73.3%	13.8%	12.9%	1,739
Department of the Interior	22,882	72.6%	13.9%	13.5%	93
United States Geological Survey	2,997	78.8%	12.0%	9.2%	10

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,303	54.2%	28.2%	17.6%	16,713
Department of the Interior	22,287	55.5%	27.1%	17.4%	750
United States Geological Survey	2,887	58.2%	28.0%	13.8%	124

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

	N	Positive	Neutral	Negative
Governmentwide	406,077	82.3%	14.1%	3.6%
Department of the Interior	23,018	82.5%	13.8%	3.6%
United States Geological Survey	3,005	89.2%	9.0%	1.9%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,750	69.4%	17.3%	13.3%	6,753
Department of the Interior	22,321	68.0%	18.2%	13.7%	385
United States Geological Survey	2,922	76.5%	14.9%	8.6%	52

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,805	44.8%	24.6%	30.6%	9,449
Department of the Interior	22,138	44.9%	25.4%	29.7%	551
United States Geological Survey	2,885	53.5%	24.3%	22.2%	85

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,973	48.0%	23.1%	28.9%	8,551
Department of the Interior	22,154	48.7%	24.2%	27.1%	461
United States Geological Survey	2,900	59.0%	22.3%	18.7%	60

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,387	38.4%	28.3%	33.3%	13,365
Department of the Interior	21,881	39.3%	28.8%	32.0%	681
United States Geological Survey	2,846	49.9%	28.0%	22.1%	110

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,966	22.3%	26.9%	50.7%	29,028
Department of the Interior	20,812	22.0%	28.8%	49.2%	1,724
United States Geological Survey	2,690	33.4%	29.6%	36.9%	252

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
Governmentwide	370,140	57.8%	27.4%	14.8%	29,591
Department of the Interior	21,271	55.4%	27.7%	16.9%	1,391
United States Geological Survey	2,717	54.8%	29.9%	15.3%	244

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,340	76.0%	13.3%	10.7%	6,278
Department of the Interior	22,382	78.2%	13.0%	8.8%	251
United States Geological Survey	2,928	83.3%	11.1%	5.6%	38

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,948	77.2%	13.3%	9.5%	4,677
Department of the Interior	22,264	68.1%	18.0%	13.9%	320
United States Geological Survey	2,905	71.8%	17.9%	10.3%	51

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,254	53.1%	21.8%	25.1%	23,720
Department of the Interior	21,394	54.6%	20.9%	24.5%	1,240
United States Geological Survey	2,752	62.8%	18.8%	18.4%	203

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
Governmentwide	361,746	66.7%	18.9%	14.4%	35,073
Department of the Interior	20,603	67.7%	18.1%	14.2%	1,910
United States Geological Survey	2,655	75.5%	16.2%	8.3%	292

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,488	74.0%	17.2%	8.8%	7,188
Department of the Interior	22,264	69.8%	19.7%	10.5%	420
United States Geological Survey	2,907	83.8%	12.8%	3.3%	58

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

	N	Positive	Neutral	Negative
Governmentwide	400,013	64.0%	20.1%	15.8%
Department of the Interior	22,676	65.3%	19.5%	15.2%
United States Geological Survey	2,966	75.6%	14.9%	9.5%

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
Governmentwide	370,195	40.9%	26.8%	32.3%	30,395
Department of the Interior	20,804	36.1%	28.3%	35.5%	1,906
United States Geological Survey	2,702	39.3%	31.4%	29.4%	271

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	397,533	78.3%	10.8%	10.9%	2,147
Department of the Interior	22,546	81.6%	9.4%	9.0%	120
United States Geological Survey	2,953	85.0%	8.7%	6.2%	12

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	396,644	66.2%	16.9%	17.0%	2,033
Department of the Interior	22,493	68.3%	15.8%	15.8%	121
United States Geological Survey	2,955	70.7%	15.3%	14.0%	8

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,835	63.4%	18.2%	18.4%	4,496
Department of the Interior	22,155	63.5%	18.1%	18.4%	260
United States Geological Survey	2,899	66.4%	16.7%	16.9%	38

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	365,376	67.8%	21.7%	10.5%	32,531
Department of the Interior	20,636	67.1%	22.6%	10.2%	1,949
United States Geological Survey	2,610	69.5%	22.8%	7.7%	347

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,581	62.5%	19.1%	18.5%	2,285
Department of the Interior	22,421	60.2%	20.9%	18.9%	153
United States Geological Survey	2,929	63.0%	21.2%	15.8%	22

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,465	65.6%	17.8%	16.6%	6,120
Department of the Interior	22,292	67.8%	16.7%	15.5%	312
United States Geological Survey	2,909	70.7%	16.9%	12.4%	52

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	398,731	76.1%	12.1%	11.8%
Department of the Interior	22,607	76.3%	12.0%	11.7%
United States Geological Survey	2,954	79.5%	10.3%	10.2%

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	397,483	81.3%	10.0%	8.7%
Department of the Interior	22,564	80.3%	10.0%	9.7%
United States Geological Survey	2,954	83.3%	8.6%	8.1%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	397,581	77.6%	10.0%	12.4%
Department of the Interior	22,542	80.2%	8.6%	11.2%
United States Geological Survey	2,945	85.8%	6.2%	8.0%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	398,003	67.4%	16.0%	16.6%
Department of the Interior	22,574	66.4%	16.1%	17.5%
United States Geological Survey	2,951	70.8%	14.9%	14.3%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	398,213	70.5%	17.4%	12.1%
Department of the Interior	22,601	68.8%	18.2%	13.0%
United States Geological Survey	2,956	73.7%	16.2%	10.1%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,819	40.9%	24.1%	35.0%	7,594
Department of the Interior	21,986	35.1%	26.4%	38.5%	505
United States Geological Survey	2,847	38.1%	29.6%	32.3%	98

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,029	51.8%	24.0%	24.3%	23,730
Department of the Interior	20,871	47.1%	26.0%	26.9%	1,577
United States Geological Survey	2,602	58.7%	25.0%	16.3%	335

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,225	64.0%	22.0%	13.9%	25,081
Department of the Interior	20,517	60.5%	24.7%	14.7%	1,737
United States Geological Survey	2,599	66.2%	23.6%	10.3%	309

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,027	60.3%	20.1%	19.6%	5,145
Department of the Interior	22,043	52.9%	23.0%	24.2%	317
United States Geological Survey	2,889	58.5%	22.8%	18.7%	42

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	367,493	60.1%	23.5%	16.4%	26,319
Department of the Interior	20,342	51.8%	27.7%	20.5%	2,022
United States Geological Survey	2,638	59.1%	25.2%	15.7%	286

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	381,145	52.0%	22.5%	25.5%	13,697
Department of the Interior	21,703	47.5%	23.2%	29.3%	730
United States Geological Survey	2,824	50.5%	23.5%	26.0%	115

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,902	55.7%	22.4%	21.8%	14,062
Department of the Interior	21,650	53.0%	23.2%	23.8%	770
United States Geological Survey	2,831	56.0%	23.5%	20.5%	107

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,425	57.9%	23.3%	18.9%	21,965
Department of the Interior	21,152	54.5%	25.0%	20.5%	1,285
United States Geological Survey	2,751	57.8%	23.7%	18.5%	190

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,254	53.1%	23.5%	23.4%	5,078
Department of the Interior	22,115	46.6%	26.4%	27.0%	332
United States Geological Survey	2,882	51.4%	27.9%	20.7%	60

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,124	55.1%	25.8%	19.1%	32,433
Department of the Interior	20,329	56.7%	26.0%	17.3%	2,136
United States Geological Survey	2,515	62.3%	26.3%	11.4%	428

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	394,068	50.7%	22.7%	26.6%
Department of the Interior	22,360	52.4%	21.7%	25.9%
United States Geological Survey	2,938	56.1%	21.8%	22.1%

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

	N	Positive	Neutral	Negative
Governmentwide	393,156	48.0%	23.5%	28.5%
Department of the Interior	22,318	45.6%	24.0%	30.4%
United States Geological Survey	2,934	49.6%	25.4%	25.0%

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

	N	Positive	Neutral	Negative
Governmentwide	392,389	47.5%	23.8%	28.7%
Department of the Interior	22,262	49.4%	23.9%	26.7%
United States Geological Survey	2,930	53.4%	23.1%	23.5%

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

	N	Positive	Neutral	Negative
Governmentwide	392,440	42.5%	29.3%	28.3%
Department of the Interior	22,270	37.6%	31.4%	31.0%
United States Geological Survey	2,930	42.0%	32.4%	25.5%

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	392,739	35.9%	27.3%	36.8%
Department of the Interior	22,272	36.8%	28.5%	34.7%
United States Geological Survey	2,927	37.8%	33.1%	29.1%

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

	N	Positive	Neutral	Negative
Governmentwide	392,659	52.5%	23.5%	23.9%
Department of the Interior	22,273	53.9%	23.7%	22.4%
United States Geological Survey	2,929	55.6%	26.5%	17.9%

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

	N	Positive	Neutral	Negative
Governmentwide	392,826	66.2%	17.4%	16.4%
Department of the Interior	22,281	67.2%	16.9%	15.9%
United States Geological Survey	2,928	73.3%	15.1%	11.6%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	393,242	58.2%	16.9%	24.9%
Department of the Interior	22,295	60.7%	16.4%	22.9%
United States Geological Survey	2,930	61.6%	17.2%	21.2%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	393,451	56.9%	21.4%	21.7%
Department of the Interior	22,348	57.7%	21.0%	21.3%
United States Geological Survey	2,938	67.4%	18.5%	14.1%

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
Department of the Interior	22,263	62.4%	14.9%	14.8%	7.8%
United States Geological Survey	2,929	78.7%	8.4%	6.1%	6.9%

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
Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
Department of the Interior	22,225	3.7%	13.8%	8.2%	20.8%
United States Geological Survey	2,926	5.5%	18.0%	12.8%	26.2%

(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
Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
Department of the Interior	22,225	20.8%	4.8%	11.9%	16.0%
United States Geological Survey	2,926	7.6%	4.3%	10.1%	15.5%

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

	N	Yes	No	Not Available To Me
Governmentwide	391,178	33.4%	45.8%	20.8%
Department of the Interior	22,206	48.3%	41.3%	10.5%
United States Geological Survey	2,924	46.2%	49.6%	4.2%

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Work/Life (continued)

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
Governmentwide	390,233	26.8%	61.0%	12.1%
Department of the Interior	22,183	28.2%	58.1%	13.7%
United States Geological Survey	2,919	21.5%	65.6%	12.9%

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

	N	Yes	No	Not Available To Me
Governmentwide	387,376	13.6%	81.0%	5.3%
Department of the Interior	22,054	20.0%	77.4%	2.6%
United States Geological Survey	2,899	14.9%	83.1%	2.0%

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
Governmentwide	390,848	3.7%	79.1%	17.2%
Department of the Interior	22,223	1.6%	73.7%	24.6%
United States Geological Survey	2,919	1.2%	73.7%	25.0%

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
Governmentwide	391,248	2.3%	80.4%	17.2%
Department of the Interior	22,223	1.4%	75.0%	23.7%
United States Geological Survey	2,921	1.0%	76.0%	23.0%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	204,775	78.9%	12.0%	9.1%	6,007
Department of the Interior	10,543	78.9%	12.3%	8.7%	284
United States Geological Survey	1,833	84.5%	9.5%	6.0%	33

**The results for this item only include employees who indicated that they participated in this program.*

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	148,859	89.7%	7.0%	3.3%	3,222
Department of the Interior	10,580	90.8%	6.7%	2.5%	148
United States Geological Survey	1,327	92.9%	5.5%	1.6%	14

**The results for this item only include employees who indicated that they participated in this program.*

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
Governmentwide	102,282	80.5%	15.7%	3.8%	7,335
Department of the Interior	6,070	77.9%	17.2%	4.9%	339
United States Geological Survey	605	82.5%	14.1%	3.4%	41

**The results for this item only include employees who indicated that they participated in this program.*

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	51,991	75.5%	20.1%	4.4%	8,067
Department of the Interior	4,194	76.1%	18.9%	5.0%	444
United States Geological Survey	423	75.9%	18.4%	5.6%	47

**The results for this item only include employees who indicated that they participated in this program.*

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
Governmentwide	10,701	72.2%	23.5%	4.3%	4,380
Department of the Interior	336	62.8%	32.8%	4.3%	149
United States Geological Survey	32	77.7%	13.2%	9.0%	17

**The results for this item only include employees who indicated that they participated in this program.*

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
Governmentwide	7,399	67.6%	30.2%	2.2%	3,730
Department of the Interior	278	59.2%	38.5%	2.3%	149
United States Geological Survey	27	65.4%	34.6%	0.0%	16

**The results for this item only include employees who indicated that they participated in this program.*

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Demographic Questions

Where do you work?

	N	%
Headquarters	782	26.9%
Field	2,126	73.1%

What is your supervisory status?

	N	%
Non-Supervisor	1,648	56.6%
Team Leader	517	17.7%
Supervisor	533	18.3%
Manager	190	6.5%
Senior Leader	26	0.9%

Are you:

	N	%
Male	1,658	57.7%
Female	1,213	42.3%

Are you Hispanic or Latino?

	N	%
Yes	109	3.8%
No	2,734	96.2%

Race

	N	%
American Indian or Alaska Native	20	0.7%
Asian	76	2.7%
Black or African American	76	2.7%
Native Hawaiian or Other Pacific Islander	7	0.2%
White	2,556	91.2%
Two or more races	68	2.4%

Note: Percentages for demographic questions are unweighted.

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	59	2.0%
Trade or Technical Certificate	30	1.0%
Some College (no degree)	220	7.6%
Associate's Degree (e.g., AA, AS)	154	5.3%
Bachelor's Degree (e.g., BA, BS)	931	32.3%
Master's Degree (e.g., MA, MS, MBA)	907	31.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	585	20.3%

What is your pay category/grade?

	N	%
Federal Wage System	15	0.5%
GS 1-6	128	4.4%
GS 7-12	1,592	55.1%
GS 13-15	1,118	38.7%
Senior Executive Service	11	0.4%
Senior Level (SL) or Scientific or Professional (ST)	19	0.7%
Other	5	0.2%

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

	N	%
Less than 1 year	49	1.7%
1 to 3 years	142	4.9%
4 to 5 years	154	5.3%
6 to 10 years	488	16.9%
11 to 14 years	328	11.4%
15 to 20 years	420	14.5%
More than 20 years	1,306	45.2%

Note: Percentages for demographic questions are unweighted.

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	87	3.0%
1 to 3 years	190	6.6%
4 to 5 years	199	6.9%
6 to 10 years	540	18.7%
11 to 20 years	746	25.9%
More than 20 years	1,120	38.9%

Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	2,174	75.1%
Yes, to retire	168	5.8%
Yes, to take another job within the Federal Government	314	10.9%
Yes, to take another job outside the Federal Government	112	3.9%
Yes, other	126	4.4%

I am planning to retire:

	N	%
Within one year	94	3.3%
Between one and three years	328	11.4%
Between three and five years	343	11.9%
Five or more years	2,112	73.4%

Self-Identify as:

	N	%
Heterosexual or Straight	2,272	82.7%
Gay, Lesbian, Bisexual, or Transgender	80	2.9%
I prefer not to say	396	14.4%

What is your US military service status?

	N	%
No Prior Military Service	2,491	87.2%
Currently in National Guard or Reserves	21	0.7%
Retired	81	2.8%
Separated or Discharged	263	9.2%

Note: Percentages for demographic questions are unweighted.

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	187	6.5%
No	2,672	93.5%

What is your age group?

	N	%
25 and under	50	1.7%
26-29	111	3.7%
30-39	528	17.5%
40-49	760	25.2%
50-59	1,042	34.5%
60 or older	527	17.5%

Note: Percentages for demographic questions are unweighted.