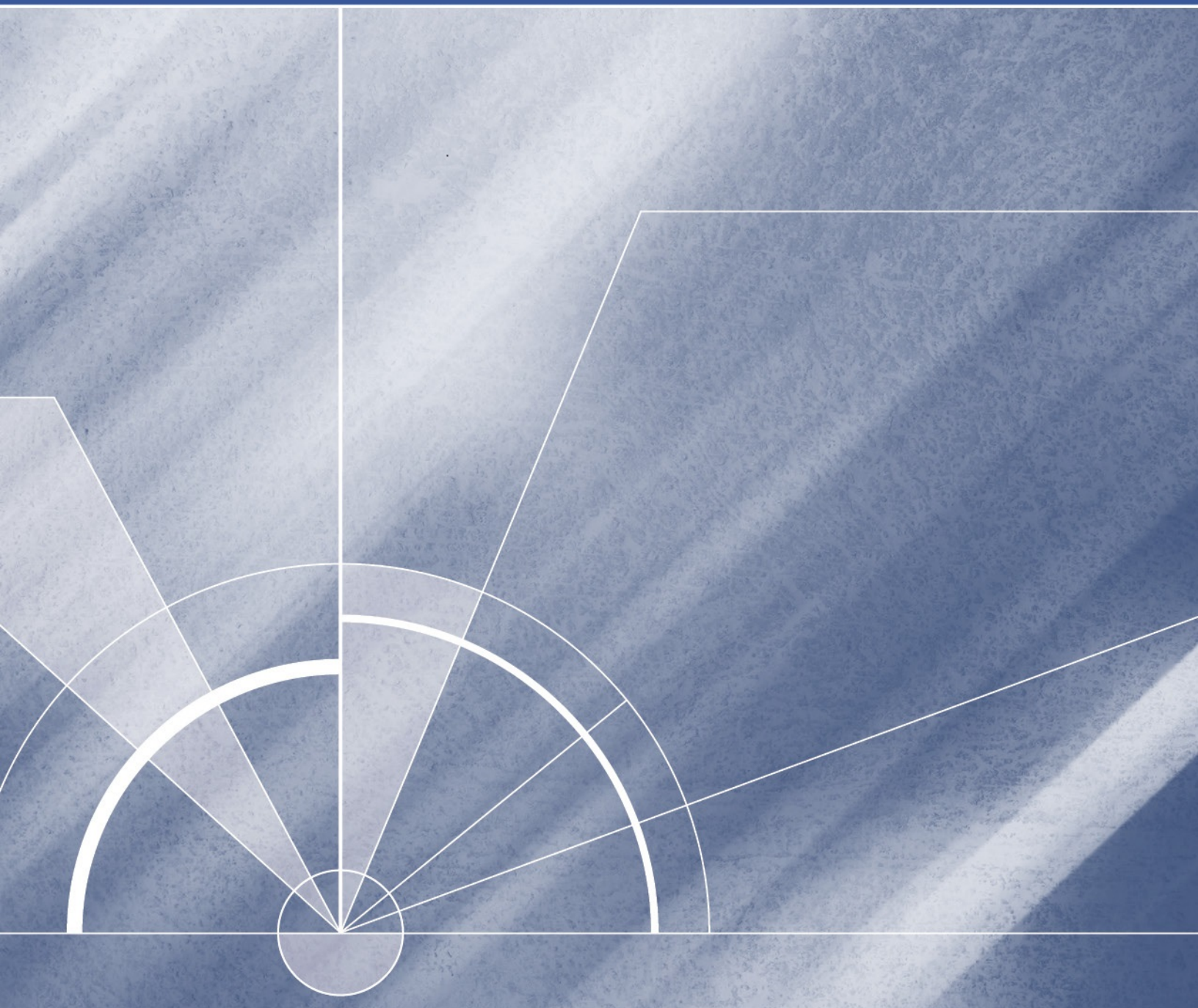


2017

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

1st Level  
Subagency  
Report

Department of the Interior  
GEOLOGICAL SURVEY



# Department of the Interior GEOLOGICAL SURVEY *1st Level Subagency Report*

This 2017 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	486,105	45.5%
Department of the Interior	25,867	54.6%
<b>GEOLOGICAL SURVEY</b>	<b>3,750</b>	<b>57.1%</b>

## Your Data

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.

## 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**  
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**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***

- 97.2% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 92.9% I am constantly looking for ways to do my job better. (Q.8)
- 90.9% The work I do is important. (Q.13)
- 90.6% How would you rate the overall quality of work done by your work unit? (Q.28)
- 88.4% I like the kind of work I do. (Q.5)
- 87.3% My supervisor treats me with respect. (Q.49)
- 87.2% My supervisor supports my need to balance work and other life issues. (Q.42)
- 86.3% In the last six months, my supervisor has talked with me about my performance. (Q.50)
- 86.1% I am held accountable for achieving results. (Q.16)
- 84.9% Employees are protected from health and safety hazards on the job. (Q.35)

***Highest Percent Negative***

- 37.0% My work unit is able to recruit people with the right skills. (Q.21)
- 35.9% I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
- 33.9% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 33.8% Pay raises depend on how well employees perform their jobs. (Q.33)
- 29.9% In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
- 29.0% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 28.5% In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
- 28.0% I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
- 26.0% My workload is reasonable. (Q.10)
- 25.5% Promotions in my work unit are based on merit. (Q.22)

# Department of the Interior 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. An '\*' in % Positive Response represents a percentage less than 10.



<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	65.5%	49.8%	+15.7
My agency is successful at accomplishing its mission. (Q.39)	84.9%	72.7%	+12.2
Pay raises depend on how well employees perform their jobs. (Q.33)	35.5%	24.3%	+11.2
Creativity and innovation are rewarded. (Q.32)	53.9%	43.2%	+10.7
Employees are recognized for providing high quality products and services. (Q.31)	63.7%	53.2%	+10.5
Promotions in my work unit are based on merit. (Q.22)	49.7%	39.4%	+10.3
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37)	67.0%	56.9%	+10.1
Prohibited Personnel Practices are not tolerated. (Q.38)	79.9%	70.5%	+9.4
Employees have a feeling of personal empowerment with respect to work processes. (Q.30)	57.5%	48.8%	+8.7
I recommend my organization as a good place to work. (Q.40)	76.6%	68.1%	+8.5

**Department of the Interior**  
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**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. An '\*' in % Positive Response represents a percentage less than 10.

 GEOLOGICAL SURVEY  
Department of the Interior

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<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
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*You have no items in this category*

# Department of the Interior 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	485,193	64.1%	16.0%	19.9%
Department of the Interior	25,836	68.6%	14.8%	16.6%
<b>GEOLOGICAL SURVEY</b>	<b>3,746</b>	<b>72.9%</b>	<b>14.7%</b>	<b>12.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Department of the Interior	25,725	70.1%	15.2%	14.6%
<b>GEOLOGICAL SURVEY</b>	<b>3,731</b>	<b>77.5%</b>	<b>12.6%</b>	<b>9.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Department of the Interior	25,595	64.9%	16.5%	18.6%
<b>GEOLOGICAL SURVEY</b>	<b>3,718</b>	<b>71.7%</b>	<b>14.4%</b>	<b>13.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Department of the Interior	25,687	74.8%	13.8%	11.4%
<b>GEOLOGICAL SURVEY</b>	<b>3,725</b>	<b>80.4%</b>	<b>11.9%</b>	<b>7.7%</b>

### *5. I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of the Interior	25,570	86.0%	9.5%	4.5%
<b>GEOLOGICAL SURVEY</b>	<b>3,722</b>	<b>88.4%</b>	<b>8.3%</b>	<b>3.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Department of the Interior	25,619	77.9%	12.4%	9.7%
<b>GEOLOGICAL SURVEY</b>	<b>3,720</b>	<b>80.6%</b>	<b>11.7%</b>	<b>7.8%</b>



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**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	483,257	95.8%	2.7%	1.5%
Department of the Interior	25,731	95.9%	2.7%	1.4%
<b>GEOLOGICAL SURVEY</b>	<b>3,732</b>	<b>97.2%</b>	<b>1.9%</b>	<b>0.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Department of the Interior	25,742	91.5%	7.2%	1.3%
<b>GEOLOGICAL SURVEY</b>	<b>3,731</b>	<b>92.9%</b>	<b>6.3%</b>	<b>0.8%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Department of the Interior	25,758	41.9%	15.8%	42.3%	35
<b>GEOLOGICAL SURVEY</b>	<b>3,738</b>	<b>47.1%</b>	<b>17.0%</b>	<b>35.9%</b>	<b>5</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of the Interior	25,686	50.6%	17.6%	31.9%	21
<b>GEOLOGICAL SURVEY</b>	<b>3,730</b>	<b>55.7%</b>	<b>18.2%</b>	<b>26.0%</b>	<b>5</b>

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Department of the Interior	25,194	61.5%	16.3%	22.2%	85
<b>GEOLOGICAL SURVEY</b>	<b>3,679</b>	<b>66.1%</b>	<b>15.0%</b>	<b>18.9%</b>	<b>3</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Department of the Interior	25,591	83.2%	10.3%	6.5%	91
<b>GEOLOGICAL SURVEY</b>	<b>3,715</b>	<b>83.4%</b>	<b>10.3%</b>	<b>6.3%</b>	<b>12</b>

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**My Work Experience (continued)**

***13. The work I do is important.***

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Department of the Interior	25,488	90.7%	6.8%	2.5%	61
<b>GEOLOGICAL SURVEY</b>	<b>3,707</b>	<b>90.9%</b>	<b>6.8%</b>	<b>2.3%</b>	<b>8</b>

***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	481,674	66.3%	14.0%	19.7%	2,014
Department of the Interior	25,663	69.7%	14.1%	16.3%	82
<b>GEOLOGICAL SURVEY</b>	<b>3,732</b>	<b>76.1%</b>	<b>12.2%</b>	<b>11.7%</b>	<b>6</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Department of the Interior	25,346	70.5%	15.1%	14.3%	417
<b>GEOLOGICAL SURVEY</b>	<b>3,695</b>	<b>73.0%</b>	<b>14.4%</b>	<b>12.5%</b>	<b>43</b>

***16. I am held accountable for achieving results.***

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Department of the Interior	25,538	82.5%	12.1%	5.4%	128
<b>GEOLOGICAL SURVEY</b>	<b>3,713</b>	<b>86.1%</b>	<b>9.8%</b>	<b>4.1%</b>	<b>16</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Department of the Interior	24,598	63.4%	17.5%	19.1%	1,119
<b>GEOLOGICAL SURVEY</b>	<b>3,524</b>	<b>71.4%</b>	<b>15.7%</b>	<b>12.9%</b>	<b>206</b>

***18. My training needs are assessed.***

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of the Interior	25,543	55.1%	22.1%	22.8%	173
<b>GEOLOGICAL SURVEY</b>	<b>3,709</b>	<b>58.9%</b>	<b>21.3%</b>	<b>19.8%</b>	<b>25</b>



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**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	473,585	71.0%	13.4%	15.6%	11,653
Department of the Interior	25,331	71.0%	13.8%	15.2%	516
<b>GEOLOGICAL SURVEY</b>	<b>3,692</b>	<b>72.7%</b>	<b>13.4%</b>	<b>13.8%</b>	<b>56</b>

**My Work Unit**

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

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Department of the Interior	25,788	76.0%	12.8%	11.2%
<b>GEOLOGICAL SURVEY</b>	<b>3,735</b>	<b>83.0%</b>	<b>9.2%</b>	<b>7.7%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Department of the Interior	25,182	40.3%	24.2%	35.5%	640
<b>GEOLOGICAL SURVEY</b>	<b>3,656</b>	<b>40.8%</b>	<b>22.2%</b>	<b>37.0%</b>	<b>90</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Department of the Interior	24,019	39.4%	28.9%	31.7%	1,708
<b>GEOLOGICAL SURVEY</b>	<b>3,511</b>	<b>49.7%</b>	<b>24.8%</b>	<b>25.5%</b>	<b>228</b>

**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	435,831	30.9%	27.5%	41.5%	47,551
Department of the Interior	23,339	32.8%	28.8%	38.5%	2,382
<b>GEOLOGICAL SURVEY</b>	<b>3,280</b>	<b>35.2%</b>	<b>30.9%</b>	<b>33.9%</b>	<b>446</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Department of the Interior	24,141	37.5%	29.6%	32.9%	1,622
<b>GEOLOGICAL SURVEY</b>	<b>3,459</b>	<b>40.0%</b>	<b>31.6%</b>	<b>28.5%</b>	<b>278</b>

**Department of the Interior**  
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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Department of the Interior	23,801	48.9%	24.1%	27.1%	1,880
<b>GEOLOGICAL SURVEY</b>	<b>3,424</b>	<b>53.1%</b>	<b>24.9%</b>	<b>22.0%</b>	<b>299</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Department of the Interior	25,653	74.7%	13.1%	12.2%	95
<b>GEOLOGICAL SURVEY</b>	<b>3,723</b>	<b>82.3%</b>	<b>10.0%</b>	<b>7.7%</b>	<b>11</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Department of the Interior	24,971	57.8%	26.9%	15.2%	816
<b>GEOLOGICAL SURVEY</b>	<b>3,605</b>	<b>61.0%</b>	<b>26.3%</b>	<b>12.6%</b>	<b>132</b>

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

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Department of the Interior	25,791	84.5%	12.5%	3.0%
<b>GEOLOGICAL SURVEY</b>	<b>3,738</b>	<b>90.6%</b>	<b>7.8%</b>	<b>1.6%</b>

**My Agency**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Department of the Interior	25,053	70.0%	17.3%	12.6%	397
<b>GEOLOGICAL SURVEY</b>	<b>3,626</b>	<b>76.3%</b>	<b>15.1%</b>	<b>8.7%</b>	<b>66</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Department of the Interior	24,799	48.8%	25.0%	26.1%	636
<b>GEOLOGICAL SURVEY</b>	<b>3,570</b>	<b>57.5%</b>	<b>22.2%</b>	<b>20.3%</b>	<b>119</b>

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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Department of the Interior	24,800	53.2%	22.9%	23.9%	553
<b>GEOLOGICAL SURVEY</b>	<b>3,611</b>	<b>63.7%</b>	<b>19.5%</b>	<b>16.7%</b>	<b>71</b>

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of the Interior	24,521	43.2%	28.9%	27.9%	817
<b>GEOLOGICAL SURVEY</b>	<b>3,570</b>	<b>53.9%</b>	<b>26.2%</b>	<b>19.9%</b>	<b>113</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Department of the Interior	23,319	24.3%	30.5%	45.2%	1,972
<b>GEOLOGICAL SURVEY</b>	<b>3,393</b>	<b>35.5%</b>	<b>30.8%</b>	<b>33.8%</b>	<b>285</b>

**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	442,361	58.7%	27.1%	14.2%	33,267
Department of the Interior	23,948	58.3%	26.3%	15.4%	1,436
<b>GEOLOGICAL SURVEY</b>	<b>3,387</b>	<b>56.1%</b>	<b>29.5%</b>	<b>14.5%</b>	<b>295</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Department of the Interior	25,081	80.2%	12.0%	7.8%	289
<b>GEOLOGICAL SURVEY</b>	<b>3,651</b>	<b>84.9%</b>	<b>9.9%</b>	<b>5.2%</b>	<b>33</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Department of the Interior	24,993	71.3%	16.7%	12.0%	335
<b>GEOLOGICAL SURVEY</b>	<b>3,623</b>	<b>78.2%</b>	<b>14.9%</b>	<b>6.9%</b>	<b>51</b>

**Department of the Interior**  
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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Department of the Interior	24,059	56.9%	21.3%	21.9%	1,295
<b>GEOLOGICAL SURVEY</b>	<b>3,472</b>	<b>67.0%</b>	<b>18.6%</b>	<b>14.4%</b>	<b>215</b>

**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	435,144	68.7%	18.2%	13.1%	38,233
Department of the Interior	23,358	70.5%	17.3%	12.2%	1,976
<b>GEOLOGICAL SURVEY</b>	<b>3,367</b>	<b>79.9%</b>	<b>13.5%</b>	<b>6.6%</b>	<b>319</b>

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Department of the Interior	25,008	72.7%	18.0%	9.3%	402
<b>GEOLOGICAL SURVEY</b>	<b>3,630</b>	<b>84.9%</b>	<b>11.3%</b>	<b>3.8%</b>	<b>64</b>

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Department of the Interior	25,410	68.1%	18.8%	13.1%
<b>GEOLOGICAL SURVEY</b>	<b>3,692</b>	<b>76.6%</b>	<b>14.9%</b>	<b>8.5%</b>

**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	440,039	41.8%	27.0%	31.2%	36,315
Department of the Interior	23,393	38.1%	28.3%	33.6%	2,071
<b>GEOLOGICAL SURVEY</b>	<b>3,388</b>	<b>41.8%</b>	<b>30.2%</b>	<b>28.0%</b>	<b>311</b>

**My Supervisor**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Department of the Interior	25,270	83.8%	8.7%	7.6%	119
<b>GEOLOGICAL SURVEY</b>	<b>3,673</b>	<b>87.2%</b>	<b>7.3%</b>	<b>5.4%</b>	<b>17</b>

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**My Supervisor** (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Department of the Interior	25,227	70.5%	15.6%	13.9%	142
<b>GEOLOGICAL SURVEY</b>	<b>3,671</b>	<b>73.2%</b>	<b>15.4%</b>	<b>11.4%</b>	<b>16</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Department of the Interior	24,924	66.8%	17.3%	15.9%	315
<b>GEOLOGICAL SURVEY</b>	<b>3,629</b>	<b>70.0%</b>	<b>16.6%</b>	<b>13.4%</b>	<b>32</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Department of the Interior	23,223	70.5%	20.4%	9.0%	2,096
<b>GEOLOGICAL SURVEY</b>	<b>3,298</b>	<b>72.9%</b>	<b>20.7%</b>	<b>6.4%</b>	<b>383</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Department of the Interior	25,149	63.3%	19.9%	16.8%	146
<b>GEOLOGICAL SURVEY</b>	<b>3,666</b>	<b>66.0%</b>	<b>19.4%</b>	<b>14.6%</b>	<b>11</b>

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Department of the Interior	24,962	71.1%	15.5%	13.5%	370
<b>GEOLOGICAL SURVEY</b>	<b>3,622</b>	<b>73.5%</b>	<b>15.6%</b>	<b>10.9%</b>	<b>58</b>

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Department of the Interior	25,347	78.7%	11.1%	10.3%
<b>GEOLOGICAL SURVEY</b>	<b>3,675</b>	<b>83.2%</b>	<b>9.8%</b>	<b>7.0%</b>

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**My Supervisor** (continued)

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Department of the Interior	25,292	82.7%	9.4%	7.8%
<b>GEOLOGICAL SURVEY</b>	<b>3,672</b>	<b>87.3%</b>	<b>7.2%</b>	<b>5.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Department of the Interior	25,296	81.6%	8.7%	9.7%
<b>GEOLOGICAL SURVEY</b>	<b>3,667</b>	<b>86.3%</b>	<b>6.6%</b>	<b>7.1%</b>

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of the Interior	25,318	69.9%	15.4%	14.7%
<b>GEOLOGICAL SURVEY</b>	<b>3,673</b>	<b>74.8%</b>	<b>14.0%</b>	<b>11.3%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Department of the Interior	25,330	71.9%	16.9%	11.2%
<b>GEOLOGICAL SURVEY</b>	<b>3,673</b>	<b>76.7%</b>	<b>15.4%</b>	<b>7.9%</b>

**Leadership**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Department of the Interior	24,518	37.8%	26.9%	35.3%	722
<b>GEOLOGICAL SURVEY</b>	<b>3,544</b>	<b>43.4%</b>	<b>26.7%</b>	<b>29.9%</b>	<b>116</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Department of the Interior	23,342	49.8%	26.0%	24.2%	1,862
<b>GEOLOGICAL SURVEY</b>	<b>3,320</b>	<b>65.5%</b>	<b>19.9%</b>	<b>14.6%</b>	<b>331</b>



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**Leadership (continued)**

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Department of the Interior	23,451	66.7%	21.3%	12.0%	1,572
<b>GEOLOGICAL SURVEY</b>	<b>3,297</b>	<b>72.0%</b>	<b>19.2%</b>	<b>8.8%</b>	<b>336</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Department of the Interior	24,714	57.4%	21.2%	21.4%	387
<b>GEOLOGICAL SURVEY</b>	<b>3,587</b>	<b>62.5%</b>	<b>20.2%</b>	<b>17.3%</b>	<b>51</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Department of the Interior	23,040	56.0%	25.4%	18.6%	2,046
<b>GEOLOGICAL SURVEY</b>	<b>3,298</b>	<b>63.2%</b>	<b>23.2%</b>	<b>13.6%</b>	<b>334</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Department of the Interior	24,391	52.4%	21.9%	25.7%	765
<b>GEOLOGICAL SURVEY</b>	<b>3,511</b>	<b>55.3%</b>	<b>22.4%</b>	<b>22.3%</b>	<b>132</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Department of the Interior	24,323	57.7%	21.1%	21.1%	826
<b>GEOLOGICAL SURVEY</b>	<b>3,512</b>	<b>61.6%</b>	<b>20.7%</b>	<b>17.7%</b>	<b>138</b>

**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	442,275	60.2%	22.5%	17.4%	27,324
Department of the Interior	23,682	58.2%	24.0%	17.8%	1,499
<b>GEOLOGICAL SURVEY</b>	<b>3,450</b>	<b>61.5%</b>	<b>22.6%</b>	<b>15.9%</b>	<b>203</b>

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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Department of the Interior	24,639	49.3%	27.1%	23.6%	532
<b>GEOLOGICAL SURVEY</b>	<b>3,580</b>	<b>56.2%</b>	<b>25.9%</b>	<b>18.0%</b>	<b>68</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Department of the Interior	22,469	58.7%	25.6%	15.7%	2,727
<b>GEOLOGICAL SURVEY</b>	<b>3,102</b>	<b>65.5%</b>	<b>24.0%</b>	<b>10.5%</b>	<b>553</b>

**My Satisfaction**

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

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Department of the Interior	25,091	55.3%	21.6%	23.0%
<b>GEOLOGICAL SURVEY</b>	<b>3,638</b>	<b>57.9%</b>	<b>21.3%</b>	<b>20.8%</b>

**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	467,501	50.3%	23.0%	26.8%
Department of the Interior	25,061	49.8%	23.0%	27.1%
<b>GEOLOGICAL SURVEY</b>	<b>3,637</b>	<b>55.3%</b>	<b>22.5%</b>	<b>22.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Department of the Interior	24,973	53.0%	23.6%	23.4%
<b>GEOLOGICAL SURVEY</b>	<b>3,623</b>	<b>56.7%</b>	<b>23.1%</b>	<b>20.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Department of the Interior	25,016	40.6%	32.1%	27.3%
<b>GEOLOGICAL SURVEY</b>	<b>3,625</b>	<b>47.2%</b>	<b>31.0%</b>	<b>21.8%</b>

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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Department of the Interior	25,005	36.7%	28.7%	34.6%
<b>GEOLOGICAL SURVEY</b>	<b>3,627</b>	<b>38.5%</b>	<b>32.6%</b>	<b>29.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Department of the Interior	24,978	55.9%	23.1%	21.0%
<b>GEOLOGICAL SURVEY</b>	<b>3,615</b>	<b>56.7%</b>	<b>25.1%</b>	<b>18.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Department of the Interior	25,036	69.5%	16.5%	14.0%
<b>GEOLOGICAL SURVEY</b>	<b>3,638</b>	<b>74.2%</b>	<b>15.0%</b>	<b>10.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Department of the Interior	25,052	62.6%	16.5%	20.8%
<b>GEOLOGICAL SURVEY</b>	<b>3,634</b>	<b>63.6%</b>	<b>16.4%</b>	<b>20.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Department of the Interior	25,052	60.8%	20.9%	18.3%
<b>GEOLOGICAL SURVEY</b>	<b>3,635</b>	<b>68.6%</b>	<b>18.2%</b>	<b>13.2%</b>

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**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	465,495	42.6%	21.9%	26.7%	8.7%
Department of the Interior	24,893	64.3%	15.0%	13.5%	7.3%
<b>GEOLOGICAL SURVEY</b>	<b>3,625</b>	<b>79.9%</b>	<b>8.0%</b>	<b>6.2%</b>	<b>5.9%</b>

**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	463,482	6.5%	13.2%	4.7%	11.7%
Department of the Interior	24,938	4.2%	15.6%	9.0%	21.0%
<b>GEOLOGICAL SURVEY</b>	<b>3,630</b>	<b>6.2%</b>	<b>19.6%</b>	<b>14.1%</b>	<b>26.6%</b>

*(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	463,482	30.1%	3.8%	17.9%	12.2%
Department of the Interior	24,938	20.0%	3.7%	10.9%	15.5%
<b>GEOLOGICAL SURVEY</b>	<b>3,630</b>	<b>6.9%</b>	<b>3.1%</b>	<b>8.3%</b>	<b>15.2%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Department of the Interior	24,936	48.0%	42.5%	9.5%
<b>GEOLOGICAL SURVEY</b>	<b>3,618</b>	<b>42.5%</b>	<b>52.9%</b>	<b>4.7%</b>

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**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	464,589	26.4%	61.9%	11.7%
Department of the Interior	24,945	28.3%	58.7%	13.0%
<b>GEOLOGICAL SURVEY</b>	<b>3,622</b>	<b>19.5%</b>	<b>67.5%</b>	<b>13.0%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Department of the Interior	24,818	19.3%	78.1%	2.6%
<b>GEOLOGICAL SURVEY</b>	<b>3,602</b>	<b>13.3%</b>	<b>83.9%</b>	<b>2.8%</b>

**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	464,201	3.4%	79.8%	16.8%
Department of the Interior	24,952	1.7%	74.1%	24.2%
<b>GEOLOGICAL SURVEY</b>	<b>3,621</b>	<b>1.2%</b>	<b>74.3%</b>	<b>24.5%</b>

**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	464,386	2.2%	81.1%	16.7%
Department of the Interior	24,934	1.4%	75.2%	23.4%
<b>GEOLOGICAL SURVEY</b>	<b>3,605</b>	<b>1.0%</b>	<b>76.3%</b>	<b>22.7%</b>

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Department of the Interior	12,788	80.5%	12.3%	7.2%	271
<b>GEOLOGICAL SURVEY</b>	<b>2,415</b>	<b>85.2%</b>	<b>10.1%</b>	<b>4.7%</b>	<b>41</b>

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

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**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	172,594	90.3%	6.7%	3.0%	3,366
Department of the Interior	11,856	91.2%	6.2%	2.6%	163
<b>GEOLOGICAL SURVEY</b>	<b>1,521</b>	<b>95.0%</b>	<b>3.7%</b>	<b>1.3%</b>	<b>19</b>

\*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	119,164	81.3%	15.1%	3.7%	7,694
Department of the Interior	6,840	77.5%	17.2%	5.3%	324
<b>GEOLOGICAL SURVEY</b>	<b>676</b>	<b>82.8%</b>	<b>14.6%</b>	<b>2.6%</b>	<b>40</b>

\*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	60,783	77.6%	18.3%	4.2%	7,854
Department of the Interior	4,547	76.7%	18.8%	4.5%	452
<b>GEOLOGICAL SURVEY</b>	<b>465</b>	<b>77.0%</b>	<b>18.9%</b>	<b>4.1%</b>	<b>51</b>

\*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	12,057	73.0%	22.2%	4.7%	4,915
Department of the Interior	351	67.5%	26.8%	5.7%	191
<b>GEOLOGICAL SURVEY</b>	<b>35</b>	<b>68.4%</b>	<b>31.6%</b>	<b>0.0%</b>	<b>20</b>

\*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	8,738	67.9%	29.3%	2.7%	4,560
Department of the Interior	277	67.6%	30.4%	2.0%	195
<b>GEOLOGICAL SURVEY</b>	<b>30</b>	<b>60.4%</b>	<b>39.6%</b>	<b>0.0%</b>	<b>34</b>

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



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**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	963	26.8%
Field	2,637	73.3%

***What is your supervisory status?***

	N	%
Non-Supervisor	2,008	55.7%
Team Leader	662	18.4%
Supervisor	682	18.9%
Manager	222	6.2%
Senior Leader	30	0.8%

***Are you:***

	N	%
Male	2,101	59.3%
Female	1,444	40.7%

***Are you Hispanic or Latino?***

	N	%
Yes	164	4.7%
No	3,357	95.3%

***Race***

	N	%
American Indian or Alaska Native	27	0.8%
Asian	88	2.5%
Black or African American	88	2.5%
Native Hawaiian or Other Pacific Islander	7	0.2%
White	3,160	91.2%
Two or more races	94	2.7%

Note: Percentages for demographic questions are unweighted.

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**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	66	1.8%
Trade or Technical Certificate	20	0.6%
Some College (no degree)	250	7.0%
Associate's Degree (e.g., AA, AS)	198	5.5%
Bachelor's Degree (e.g., BA, BS)	1,156	32.4%
Master's Degree (e.g., MA, MS, MBA)	1,087	30.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	796	22.3%

***What is your pay category/grade?***

	N	%
Federal Wage System	11	0.3%
GS 1-6	181	5.1%
GS 7-12	1,909	53.4%
GS 13-15	1,418	39.7%
Senior Executive Service	16	0.4%
Senior Level (SL) or Scientific or Professional (ST)	29	0.8%
Other	8	0.2%

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

	N	%
Less than 1 year	66	1.8%
1 to 3 years	274	7.7%
4 to 5 years	171	4.8%
6 to 10 years	634	17.8%
11 to 14 years	380	10.6%
15 to 20 years	543	15.2%
More than 20 years	1,501	42.1%

Note: Percentages for demographic questions are unweighted.

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**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	99	2.8%
1 to 3 years	393	11.0%
4 to 5 years	191	5.3%
6 to 10 years	694	19.4%
11 to 20 years	907	25.4%
More than 20 years	1,291	36.1%

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

	N	%
No	2,665	74.4%
Yes, to retire	241	6.7%
Yes, to take another job within the Federal Government	295	8.2%
Yes, to take another job outside the Federal Government	192	5.4%
Yes, other	190	5.3%

***I am planning to retire:***

	N	%
Within one year	133	3.7%
Between one and three years	420	11.8%
Between three and five years	399	11.2%
Five or more years	2,613	73.3%

***Self-Identify as:***

	N	%
Heterosexual or Straight	2,820	82.5%
Gay, Lesbian, Bisexual, or Transgender	96	2.8%
I prefer not to say	503	14.7%

***What is your US military service status?***

	N	%
No Prior Military Service	3,067	86.8%
Currently in National Guard or Reserves	22	0.6%
Retired	102	2.9%
Separated or Discharged	343	9.7%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

*Are you an individual with a disability?*

	N	%
Yes	253	7.1%
No	3,292	92.9%

*What is your age group?*

	N	%
25 and under	67	1.8%
26-29	147	3.9%
30-39	686	18.3%
40-49	941	25.1%
50-59	1,236	33.0%
60 or older	673	17.9%

Note: Percentages for demographic questions are unweighted.