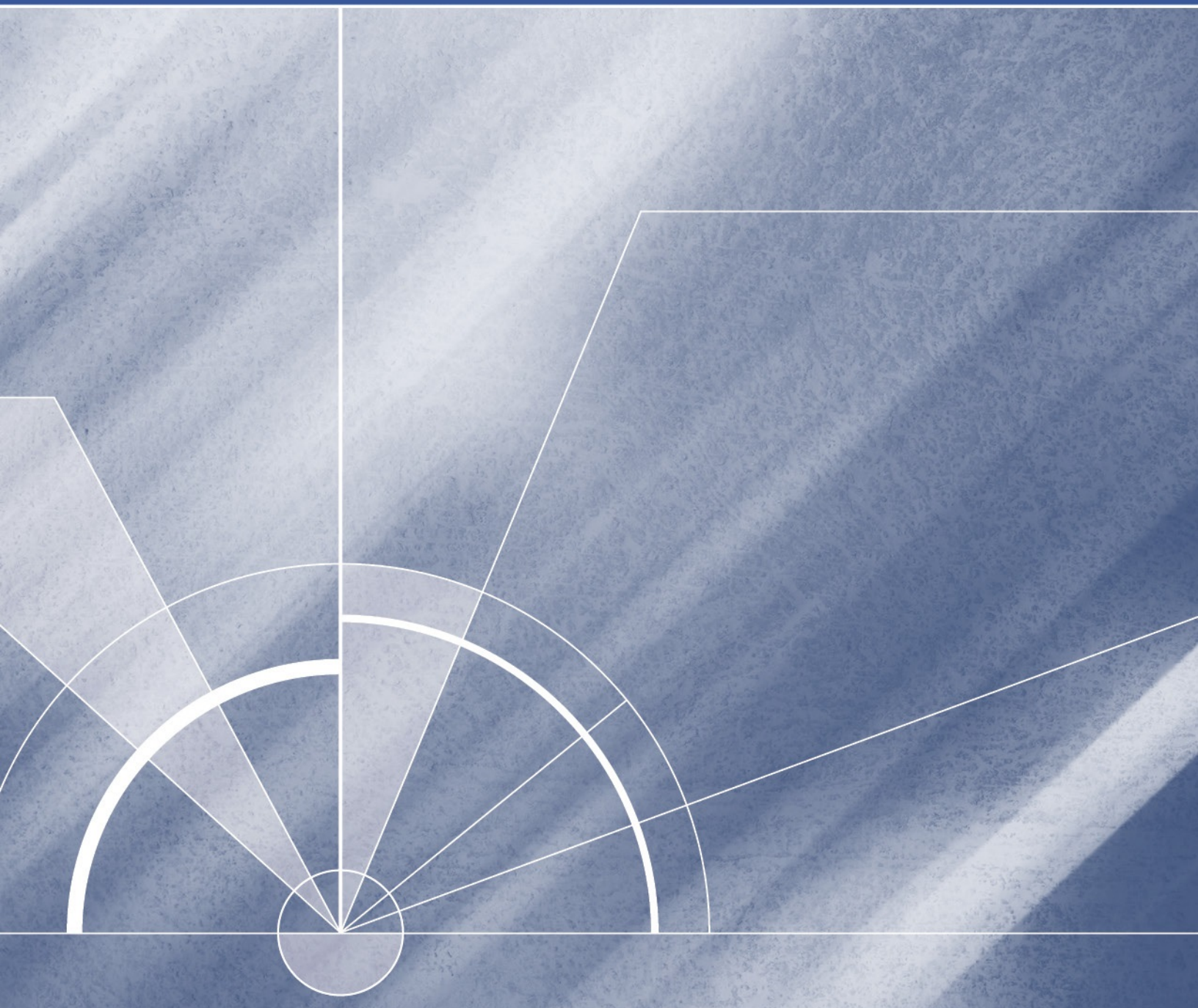


2018

  
**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 2018 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	598,003	40.6%
Department of the Interior	28,290	57.7%
<b>United States Geological Survey</b>	<b>3,661</b>	<b>56.0%</b>

## Your Data

A Microsoft® Excel® file containing your results is embedded. 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)*, *No Basis to Judge (NBJ)*, *Choose Not to Participate*, *Not Available to Me*, or *Unaware of Programs* responses, where applicable, is listed separately.

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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)
- 93.0% I am constantly looking for ways to do my job better. (Q.8)
- 91.0% The work I do is important. (Q.13)
- 89.9% 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)
- 88.1% My supervisor supports my need to balance work and other life issues. (Q.42)
- 87.3% In the last six months, my supervisor has talked with me about my performance. (Q.50)
- 87.0% My supervisor treats me with respect. (Q.49)
- 85.4% Employees are protected from health and safety hazards on the job. (Q.35)
- 84.9% I am held accountable for achieving results. (Q.16)

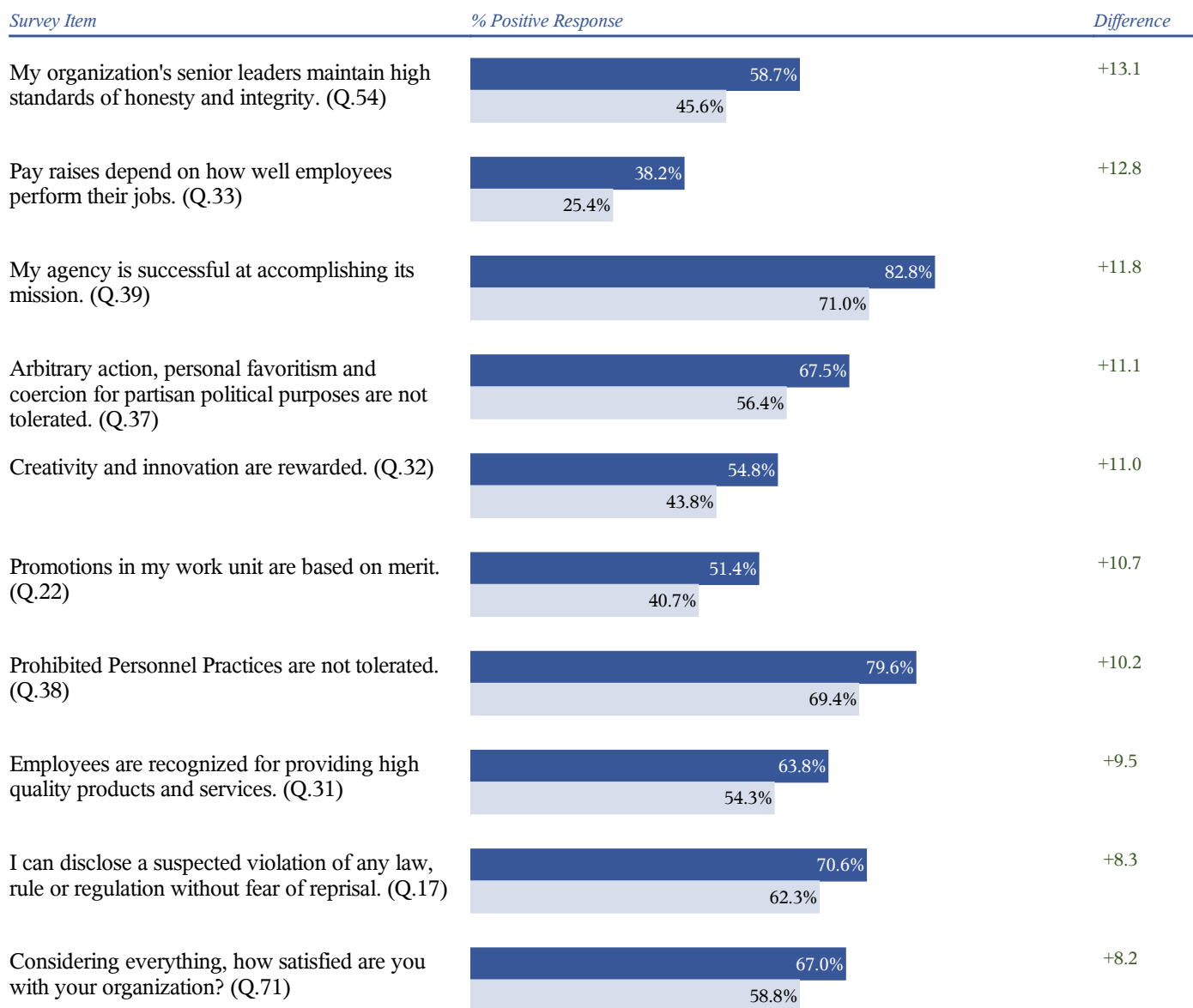
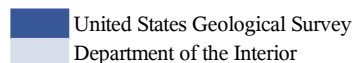
***Highest Percent Negative***

- 39.2% I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
- 35.9% My work unit is able to recruit people with the right skills. (Q.21)
- 32.7% Pay raises depend on how well employees perform their jobs. (Q.33)
- 32.3% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 31.6% In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
- 28.6% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 27.6% In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
- 26.6% My workload is reasonable. (Q.10)
- 26.4% I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
- 24.9% Promotions in my work unit are based on merit. (Q.22)

# 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. An '\*' in % Positive Response represents a percentage less than 8.



**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 8.

 United States Geological Survey  
 Department of the Interior

<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  
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## My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	593,452	65.8%	15.5%	18.7%
Department of the Interior	28,122	68.8%	14.4%	16.8%
<b>United States Geological Survey</b>	<b>3,644</b>	<b>73.9%</b>	<b>13.5%</b>	<b>12.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	594,618	71.3%	14.4%	14.3%
Department of the Interior	28,106	69.2%	15.4%	15.4%
<b>United States Geological Survey</b>	<b>3,644</b>	<b>75.4%</b>	<b>12.9%</b>	<b>11.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	592,301	60.8%	17.5%	21.7%
Department of the Interior	28,009	64.2%	16.5%	19.2%
<b>United States Geological Survey</b>	<b>3,623</b>	<b>70.5%</b>	<b>15.1%</b>	<b>14.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	595,361	71.7%	14.6%	13.7%
Department of the Interior	28,173	75.0%	13.5%	11.5%
<b>United States Geological Survey</b>	<b>3,650</b>	<b>79.9%</b>	<b>11.5%</b>	<b>8.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	594,820	82.8%	11.2%	6.0%
Department of the Interior	28,143	86.1%	9.2%	4.7%
<b>United States Geological Survey</b>	<b>3,643</b>	<b>88.4%</b>	<b>8.1%</b>	<b>3.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	594,967	80.3%	10.7%	9.0%
Department of the Interior	28,160	77.8%	12.1%	10.0%
<b>United States Geological Survey</b>	<b>3,648</b>	<b>79.7%</b>	<b>11.3%</b>	<b>9.0%</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	595,789	95.7%	2.8%	1.5%
Department of the Interior	28,197	96.2%	2.6%	1.2%
<b>United States Geological Survey</b>	<b>3,648</b>	<b>97.2%</b>	<b>1.7%</b>	<b>1.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	596,179	91.0%	7.3%	1.7%
Department of the Interior	28,221	92.1%	6.6%	1.3%
<b>United States Geological Survey</b>	<b>3,650</b>	<b>93.0%</b>	<b>6.1%</b>	<b>0.9%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,167	47.4%	16.0%	36.6%	1,282
Department of the Interior	28,047	40.5%	15.4%	44.1%	46
<b>United States Geological Survey</b>	<b>3,635</b>	<b>44.1%</b>	<b>16.7%</b>	<b>39.2%</b>	<b>4</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,960	58.9%	16.0%	25.1%	962
Department of the Interior	28,064	49.8%	17.4%	32.7%	27
<b>United States Geological Survey</b>	<b>3,634</b>	<b>54.1%</b>	<b>19.2%</b>	<b>26.6%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,043	60.3%	16.6%	23.1%	2,392
Department of the Interior	27,871	61.8%	16.2%	22.0%	76
<b>United States Geological Survey</b>	<b>3,617</b>	<b>64.8%</b>	<b>15.7%</b>	<b>19.6%</b>	<b>7</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,215	84.9%	9.1%	6.1%	1,706
Department of the Interior	28,111	83.8%	9.7%	6.5%	71
<b>United States Geological Survey</b>	<b>3,640</b>	<b>82.8%</b>	<b>10.2%</b>	<b>6.9%</b>	<b>7</b>

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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,152	90.0%	6.8%	3.1%	1,432
Department of the Interior	28,065	90.6%	6.7%	2.7%	71
<b>United States Geological Survey</b>	<b>3,631</b>	<b>91.0%</b>	<b>6.8%</b>	<b>2.2%</b>	<b>7</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	593,484	66.4%	14.2%	19.4%	2,668
Department of the Interior	28,154	70.0%	14.3%	15.7%	71
<b>United States Geological Survey</b>	<b>3,646</b>	<b>75.8%</b>	<b>12.7%</b>	<b>11.5%</b>	<b>9</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,120	71.2%	14.3%	14.5%	7,286
Department of the Interior	27,919	71.8%	14.2%	14.0%	276
<b>United States Geological Survey</b>	<b>3,620</b>	<b>72.9%</b>	<b>14.6%</b>	<b>12.5%</b>	<b>27</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,755	83.0%	11.4%	5.6%	2,295
Department of the Interior	28,071	82.9%	11.7%	5.4%	107
<b>United States Geological Survey</b>	<b>3,640</b>	<b>84.9%</b>	<b>10.8%</b>	<b>4.3%</b>	<b>8</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	572,729	66.1%	16.9%	17.0%	22,712
Department of the Interior	27,165	62.3%	17.0%	20.7%	1,022
<b>United States Geological Survey</b>	<b>3,469</b>	<b>70.6%</b>	<b>15.6%</b>	<b>13.7%</b>	<b>181</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,634	55.3%	22.5%	22.3%	5,274
Department of the Interior	28,055	54.5%	22.2%	23.2%	165
<b>United States Geological Survey</b>	<b>3,634</b>	<b>58.5%</b>	<b>22.7%</b>	<b>18.8%</b>	<b>18</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	584,495	71.2%	13.3%	15.5%	12,078
Department of the Interior	27,883	72.6%	12.7%	14.7%	350
<b>United States Geological Survey</b>	<b>3,628</b>	<b>73.6%</b>	<b>13.2%</b>	<b>13.2%</b>	<b>28</b>

**My Work Unit**

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

	N	Positive	Neutral	Negative
Governmentwide	596,010	76.3%	12.5%	11.2%
Department of the Interior	28,236	76.6%	12.2%	11.2%
<b>United States Geological Survey</b>	<b>3,656</b>	<b>81.5%</b>	<b>10.1%</b>	<b>8.4%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	575,379	42.1%	25.9%	32.1%	20,045
Department of the Interior	27,433	41.1%	24.4%	34.5%	760
<b>United States Geological Survey</b>	<b>3,558</b>	<b>39.7%</b>	<b>24.4%</b>	<b>35.9%</b>	<b>95</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,796	37.5%	28.3%	34.3%	37,646
Department of the Interior	26,238	40.7%	28.5%	30.8%	1,882
<b>United States Geological Survey</b>	<b>3,415</b>	<b>51.4%</b>	<b>23.7%</b>	<b>24.9%</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	538,448	32.4%	28.2%	39.4%	56,413
Department of the Interior	25,589	34.1%	28.6%	37.3%	2,565
<b>United States Geological Survey</b>	<b>3,235</b>	<b>37.4%</b>	<b>30.3%</b>	<b>32.3%</b>	<b>420</b>

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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	561,187	37.6%	28.5%	33.9%	34,106
Department of the Interior	26,424	38.6%	29.3%	32.1%	1,750
<b>United States Geological Survey</b>	<b>3,369</b>	<b>41.9%</b>	<b>30.6%</b>	<b>27.6%</b>	<b>274</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,999	46.1%	24.7%	29.2%	37,127
Department of the Interior	26,238	51.2%	23.7%	25.1%	1,950
<b>United States Geological Survey</b>	<b>3,370</b>	<b>56.2%</b>	<b>23.7%</b>	<b>20.1%</b>	<b>278</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,011	75.7%	12.9%	11.4%	2,454
Department of the Interior	28,051	75.6%	12.7%	11.7%	118
<b>United States Geological Survey</b>	<b>3,633</b>	<b>81.0%</b>	<b>10.1%</b>	<b>8.9%</b>	<b>14</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	573,295	56.5%	27.6%	16.0%	21,143
Department of the Interior	27,384	57.6%	26.4%	16.0%	759
<b>United States Geological Survey</b>	<b>3,520</b>	<b>59.5%</b>	<b>26.1%</b>	<b>14.4%</b>	<b>131</b>

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

	N	Positive	Neutral	Negative
Governmentwide	594,870	83.7%	13.2%	3.1%
Department of the Interior	28,172	84.2%	12.5%	3.3%
<b>United States Geological Survey</b>	<b>3,648</b>	<b>89.9%</b>	<b>8.9%</b>	<b>1.2%</b>

**29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,167	80.1%	12.2%	7.7%	4,925
Department of the Interior	27,964	80.6%	11.8%	7.6%	212
<b>United States Geological Survey</b>	<b>3,610</b>	<b>83.9%</b>	<b>10.3%</b>	<b>5.8%</b>	<b>38</b>

**Department of the Interior**  
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**My Agency**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	574,941	48.6%	24.1%	27.3%	12,568
Department of the Interior	27,267	47.8%	24.4%	27.7%	665
<b>United States Geological Survey</b>	<b>3,509</b>	<b>54.4%</b>	<b>23.6%</b>	<b>22.0%</b>	<b>104</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,931	52.9%	21.6%	25.4%	10,616
Department of the Interior	27,341	54.3%	21.7%	24.0%	561
<b>United States Geological Survey</b>	<b>3,556</b>	<b>63.8%</b>	<b>19.0%</b>	<b>17.2%</b>	<b>61</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,767	42.6%	28.0%	29.4%	17,382
Department of the Interior	26,974	43.8%	28.2%	28.0%	818
<b>United States Geological Survey</b>	<b>3,491</b>	<b>54.8%</b>	<b>24.6%</b>	<b>20.6%</b>	<b>105</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	546,809	26.5%	29.0%	44.6%	40,162
Department of the Interior	25,794	25.4%	30.6%	44.0%	2,108
<b>United States Geological Survey</b>	<b>3,366</b>	<b>38.2%</b>	<b>29.1%</b>	<b>32.7%</b>	<b>253</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	544,654	58.2%	27.5%	14.3%	42,678
Department of the Interior	26,257	56.6%	26.9%	16.5%	1,670
<b>United States Geological Survey</b>	<b>3,297</b>	<b>56.8%</b>	<b>27.8%</b>	<b>15.4%</b>	<b>308</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,210	77.1%	13.0%	9.9%	8,065
Department of the Interior	27,638	80.0%	11.8%	8.2%	314
<b>United States Geological Survey</b>	<b>3,582</b>	<b>85.4%</b>	<b>9.3%</b>	<b>5.3%</b>	<b>33</b>

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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,765	79.7%	12.4%	7.9%	5,675
Department of the Interior	27,488	70.6%	17.1%	12.3%	385
<b>United States Geological Survey</b>	<b>3,532</b>	<b>75.2%</b>	<b>16.6%</b>	<b>8.2%</b>	<b>74</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	555,270	55.8%	21.6%	22.7%	32,366
Department of the Interior	26,523	56.4%	20.4%	23.2%	1,416
<b>United States Geological Survey</b>	<b>3,376</b>	<b>67.5%</b>	<b>17.3%</b>	<b>15.2%</b>	<b>240</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	537,812	69.8%	17.8%	12.3%	48,230
Department of the Interior	25,635	69.4%	17.5%	13.1%	2,217
<b>United States Geological Survey</b>	<b>3,272</b>	<b>79.6%</b>	<b>13.3%</b>	<b>7.0%</b>	<b>338</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	578,380	77.1%	15.5%	7.3%	9,212
Department of the Interior	27,440	71.0%	18.5%	10.4%	484
<b>United States Geological Survey</b>	<b>3,551</b>	<b>82.8%</b>	<b>12.7%</b>	<b>4.5%</b>	<b>64</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,300	66.3%	19.2%	14.5%	
Department of the Interior	27,935	66.6%	19.2%	14.1%	
<b>United States Geological Survey</b>	<b>3,617</b>	<b>74.4%</b>	<b>16.2%</b>	<b>9.4%</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	544,742	41.0%	27.6%	31.4%	42,737
Department of the Interior	25,837	39.6%	28.3%	32.1%	2,099
<b>United States Geological Survey</b>	<b>3,375</b>	<b>44.5%</b>	<b>29.2%</b>	<b>26.4%</b>	<b>242</b>

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**My Supervisor**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,867	81.4%	9.5%	9.1%	2,968
Department of the Interior	27,737	84.2%	8.0%	7.7%	130
<b>United States Geological Survey</b>	<b>3,604</b>	<b>88.1%</b>	<b>6.7%</b>	<b>5.2%</b>	<b>9</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,607	69.7%	15.7%	14.6%	2,971
Department of the Interior	27,695	71.0%	14.9%	14.1%	164
<b>United States Geological Survey</b>	<b>3,591</b>	<b>72.9%</b>	<b>15.6%</b>	<b>11.5%</b>	<b>21</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,577	66.9%	16.9%	16.2%	5,597
Department of the Interior	27,553	67.6%	16.4%	15.9%	267
<b>United States Geological Survey</b>	<b>3,577</b>	<b>70.1%</b>	<b>15.6%</b>	<b>14.3%</b>	<b>27</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,790	70.9%	20.2%	8.9%	43,452
Department of the Interior	25,666	70.9%	20.5%	8.6%	2,180
<b>United States Geological Survey</b>	<b>3,217</b>	<b>74.2%</b>	<b>19.3%</b>	<b>6.5%</b>	<b>392</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,583	65.8%	18.0%	16.1%	3,047
Department of the Interior	27,691	64.4%	19.0%	16.6%	168
<b>United States Geological Survey</b>	<b>3,589</b>	<b>66.7%</b>	<b>19.0%</b>	<b>14.3%</b>	<b>18</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,503	69.6%	16.3%	14.1%	8,068
Department of the Interior	27,481	71.9%	14.8%	13.2%	374
<b>United States Geological Survey</b>	<b>3,545</b>	<b>74.6%</b>	<b>15.1%</b>	<b>10.2%</b>	<b>64</b>

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**My Supervisor** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	584,389	78.8%	10.9%	10.3%
Department of the Interior	27,840	79.0%	10.6%	10.4%
<b>United States Geological Survey</b>	<b>3,607</b>	<b>83.2%</b>	<b>9.0%</b>	<b>7.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	584,328	83.7%	8.8%	7.5%
Department of the Interior	27,811	82.6%	9.1%	8.2%
<b>United States Geological Survey</b>	<b>3,602</b>	<b>87.0%</b>	<b>7.3%</b>	<b>5.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	584,446	81.3%	8.8%	9.9%
Department of the Interior	27,837	82.5%	8.1%	9.4%
<b>United States Geological Survey</b>	<b>3,609</b>	<b>87.3%</b>	<b>5.7%</b>	<b>7.1%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	584,288	70.9%	14.8%	14.3%
Department of the Interior	27,825	70.5%	14.5%	15.0%
<b>United States Geological Survey</b>	<b>3,610</b>	<b>74.6%</b>	<b>13.9%</b>	<b>11.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	583,956	73.2%	16.3%	10.5%
Department of the Interior	27,778	72.1%	16.7%	11.2%
<b>United States Geological Survey</b>	<b>3,603</b>	<b>76.1%</b>	<b>15.5%</b>	<b>8.4%</b>

**Leadership**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,230	43.8%	24.4%	31.8%	13,636
Department of the Interior	26,951	35.8%	25.6%	38.6%	733
<b>United States Geological Survey</b>	<b>3,484</b>	<b>40.5%</b>	<b>27.9%</b>	<b>31.6%</b>	<b>113</b>



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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	544,502	55.2%	23.5%	21.3%	36,194
Department of the Interior	25,875	45.6%	25.8%	28.6%	1,781
<b>United States Geological Survey</b>	<b>3,295</b>	<b>58.7%</b>	<b>23.8%</b>	<b>17.5%</b>	<b>299</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	550,669	69.5%	19.0%	11.5%	27,951
Department of the Interior	25,809	66.2%	21.6%	12.2%	1,746
<b>United States Geological Survey</b>	<b>3,246</b>	<b>71.0%</b>	<b>21.0%</b>	<b>8.1%</b>	<b>341</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,368	63.5%	19.2%	17.2%	8,104
Department of the Interior	27,229	58.0%	21.1%	20.9%	372
<b>United States Geological Survey</b>	<b>3,528</b>	<b>63.0%</b>	<b>19.9%</b>	<b>17.1%</b>	<b>59</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	543,193	62.7%	22.5%	14.8%	37,034
Department of the Interior	25,520	56.5%	25.2%	18.4%	2,128
<b>United States Geological Survey</b>	<b>3,274</b>	<b>62.8%</b>	<b>24.2%</b>	<b>13.0%</b>	<b>315</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	560,913	56.2%	21.3%	22.5%	19,879
Department of the Interior	26,853	52.8%	21.6%	25.6%	821
<b>United States Geological Survey</b>	<b>3,459</b>	<b>54.8%</b>	<b>23.0%</b>	<b>22.2%</b>	<b>134</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,064	59.9%	21.1%	19.0%	19,964
Department of the Interior	26,698	58.0%	20.9%	21.1%	869
<b>United States Geological Survey</b>	<b>3,450</b>	<b>61.4%</b>	<b>20.0%</b>	<b>18.6%</b>	<b>134</b>

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**Leadership** (continued)

**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	548,557	61.5%	22.1%	16.4%	31,186
Department of the Interior	26,043	58.3%	23.2%	18.5%	1,606
<b>United States Geological Survey</b>	<b>3,364</b>	<b>61.8%</b>	<b>22.4%</b>	<b>15.8%</b>	<b>230</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,532	56.4%	23.1%	20.5%	8,837
Department of the Interior	27,140	46.0%	26.4%	27.6%	501
<b>United States Geological Survey</b>	<b>3,518</b>	<b>53.2%</b>	<b>26.0%</b>	<b>20.8%</b>	<b>78</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	530,819	57.8%	24.9%	17.3%	48,407
Department of the Interior	24,611	55.9%	27.3%	16.7%	3,029
<b>United States Geological Survey</b>	<b>3,060</b>	<b>63.5%</b>	<b>26.2%</b>	<b>10.3%</b>	<b>530</b>

**My Satisfaction**

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

	N	Positive	Neutral	Negative
Governmentwide	577,168	54.1%	22.2%	23.7%
Department of the Interior	27,559	54.5%	21.5%	24.1%
<b>United States Geological Survey</b>	<b>3,581</b>	<b>58.1%</b>	<b>20.4%</b>	<b>21.6%</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	577,134	51.0%	22.9%	26.1%
Department of the Interior	27,535	48.1%	23.5%	28.4%
<b>United States Geological Survey</b>	<b>3,579</b>	<b>53.6%</b>	<b>23.3%</b>	<b>23.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	576,832	52.1%	23.0%	24.9%
Department of the Interior	27,527	54.5%	22.9%	22.6%
<b>United States Geological Survey</b>	<b>3,580</b>	<b>58.5%</b>	<b>22.1%</b>	<b>19.4%</b>

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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	576,502	45.7%	29.0%	25.3%
Department of the Interior	27,515	37.8%	31.1%	31.1%
<b>United States Geological Survey</b>	<b>3,570</b>	<b>45.4%</b>	<b>30.8%</b>	<b>23.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	576,188	38.4%	27.6%	34.1%
Department of the Interior	27,488	36.9%	28.8%	34.2%
<b>United States Geological Survey</b>	<b>3,567</b>	<b>39.4%</b>	<b>32.0%</b>	<b>28.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	576,705	55.7%	22.7%	21.6%
Department of the Interior	27,525	56.5%	22.9%	20.6%
<b>United States Geological Survey</b>	<b>3,573</b>	<b>57.7%</b>	<b>25.1%</b>	<b>17.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	576,774	68.3%	16.8%	14.9%
Department of the Interior	27,547	68.8%	16.7%	14.5%
<b>United States Geological Survey</b>	<b>3,579</b>	<b>73.3%</b>	<b>14.7%</b>	<b>12.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	576,483	62.6%	16.5%	20.9%
Department of the Interior	27,521	62.5%	16.8%	20.8%
<b>United States Geological Survey</b>	<b>3,579</b>	<b>63.4%</b>	<b>16.9%</b>	<b>19.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	574,352	60.4%	20.6%	19.1%
Department of the Interior	27,483	58.8%	21.1%	20.1%
<b>United States Geological Survey</b>	<b>3,568</b>	<b>67.0%</b>	<b>18.1%</b>	<b>14.9%</b>

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**Work/Life**

**72. Please select the response below that BEST describes your current teleworking schedule.**

	N	Very Infrequently	Telework			
			Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	574,372	14.9%	5.9%	15.2%	4.6%	2.0%
Department of the Interior	27,498	23.5%	9.4%	15.9%	3.1%	2.0%
United States Geological Survey	3,577	28.7%	12.9%	21.3%	4.6%	2.3%

(continued)

**72. Please select the response below that BEST describes your current teleworking schedule. (continued)**

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	574,372	28.6%	3.9%	13.2%	11.6%
Department of the Interior	27,498	20.1%	3.1%	8.8%	14.2%
United States Geological Survey	3,577	6.5%	2.5%	7.6%	13.5%

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of the Interior	19,644	66.4%	21.9%	11.7%	2,430	4,763	296
United States Geological Survey	2,936	77.1%	14.4%	8.6%	339	239	21

**74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of the Interior	22,579	82.2%	12.2%	5.6%	2,063	2,150	367
United States Geological Survey	2,930	86.4%	10.5%	3.1%	462	97	47

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**Work/Life (continued)**

**75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	456,532	65.3%	24.4%	10.3%	43,322	42,843	31,923
Department of the Interior	22,253	61.2%	26.3%	12.4%	1,741	2,146	1,321
United States Geological Survey	2,735	<b>64.9%</b>	<b>25.6%</b>	<b>9.4%</b>	322	301	210

**76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	383,295	52.7%	41.2%	6.1%	130,354	12,016	49,569
Department of the Interior	19,445	51.0%	42.1%	7.0%	6,014	371	1,645
United States Geological Survey	2,121	<b>52.4%</b>	<b>41.7%</b>	<b>5.8%</b>	1,052	49	347

**77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)**

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	238,481	34.3%	57.5%	8.2%	184,554	75,622	76,697
Department of the Interior	10,203	26.9%	61.8%	11.3%	8,237	4,936	4,128
United States Geological Survey	1,126	<b>33.4%</b>	<b>57.3%</b>	<b>9.3%</b>	1,206	675	566

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	199,899	25.3%	68.2%	6.5%	175,184	69,762	130,111
Department of the Interior	8,669	20.0%	71.2%	8.8%	7,768	4,461	6,590
United States Geological Survey	898	<b>23.8%</b>	<b>69.4%</b>	<b>6.8%</b>	1,137	571	964

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**Demographic Questions**

***Where do you work?***

	%
Headquarters	25.5%
Field	74.5%

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

	%
Non-Supervisor	57.6%
Team Leader	16.5%
Supervisor	18.9%
Manager	6.4%
Senior Leader	0.6%

***Are you:***

	%
Male	59.4%
Female	40.6%

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

	%
Yes	4.5%
No	95.5%

***Please select the racial category or categories with which you most closely identify.***

	%
American Indian or Alaska Native	0.6%
Asian	2.3%
Black or African American	2.7%
Native Hawaiian or Other Pacific Islander	0.4%
White	91.5%
Two or more races	2.6%

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?***

	%
Less than High School	--
High School Diploma/GED or equivalent	--
Trade or Technical Certificate	--
Some College (no degree)	--
Associate's Degree (e.g., AA, AS)	--
Bachelor's Degree (e.g., BA, BS)	--
Master's Degree (e.g., MA, MS, MBA)	--
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

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

	%
Federal Wage System	0.4%
GS 1-6	4.7%
GS 7-12	55.1%
GS 13-15	38.6%
Senior Executive Service	0.3%
Senior Level (SL) or Scientific or Professional (ST)	0.8%
Other	0.3%

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

	%
Less than 1 year	0.7%
1 to 3 years	9.2%
4 to 5 years	5.8%
6 to 10 years	16.9%
11 to 14 years	11.8%
15 to 20 years	15.1%
More than 20 years	40.5%

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)?***

	%
Less than 1 year	1.1%
1 to 3 years	14.1%
4 to 5 years	6.4%
6 to 10 years	17.7%
11 to 20 years	26.0%
More than 20 years	34.9%

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

	%
No	73.1%
Yes, to retire	6.7%
Yes, to take another job within the Federal Government	10.2%
Yes, to take another job outside the Federal Government	5.3%
Yes, other	4.6%

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

	%
Within one year	3.9%
Between one and three years	11.1%
Between three and five years	10.4%
Five or more years	74.7%

***Are you transgender?***

	%
Yes	0.3%
No	99.7%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

***Which one of the following do you consider yourself to be?***

	%
Straight, that is not gay or lesbian	95.1%
Gay or Lesbian	1.7%
Bisexual	1.3%
Something else	1.9%

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

	%
No Prior Military Service	87.1%
Currently in National Guard or Reserves	0.9%
Retired	3.0%
Separated or Discharged	9.0%

***Are you an individual with a disability?***

	%
Yes	7.6%
No	92.4%

***What is your age group?***

	%
25 and under	1.9%
26-29	4.0%
30-39	20.3%
40-49	26.3%
50-59	31.6%
60 or older	16.0%

Note: Percentages for demographic questions are unweighted.