

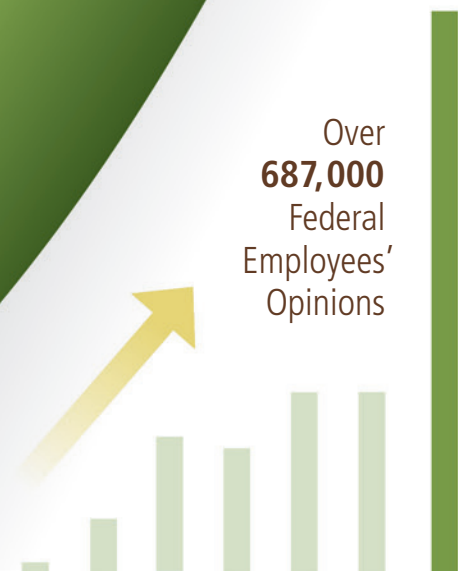
2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

NATIONAL LABOR RELATIONS BOARD
AGENCY RESULTS

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



**NATIONAL LABOR RELATIONS BOARD
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		161	351	120	105	49	786	NA
	%	64.2	19.9	44.3	15.5	14.0	6.3	100.0	
2. I have enough information to do my job well.	N		155	434	107	69	20	785	NA
	%	74.7	19.7	55.0	13.6	9.0	2.7	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		105	237	159	190	88	779	NA
	%	44.0	13.0	31.0	20.0	24.3	11.7	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		217	384	106	53	25	785	NA
	%	76.5	27.4	49.1	13.5	6.9	3.1	100.0	
*5. I like the kind of work I do.	N		300	378	72	24	9	783	NA
	%	86.0	38.0	47.9	9.6	3.2	1.3	100.0	
6. I know what is expected of me on the job.	N		226	396	79	66	15	782	NA
	%	79.2	29.0	50.2	10.0	8.9	1.9	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		554	213	10	3	4	784	NA
	%	97.8	70.2	27.6	1.3	0.4	0.5	100.0	
8. I am constantly looking for ways to do my job better.	N		348	343	77	13	6	787	NA
	%	87.6	43.9	43.8	9.8	1.8	0.7	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		79	336	128	172	70	785	2
	%	51.6	9.8	41.8	16.5	22.4	9.5	100.0	
*10. My workload is reasonable.	N		74	411	138	109	49	781	1
	%	61.1	9.3	51.9	18.3	14.3	6.3	100.0	
*11. My talents are used well in the workplace.	N		123	360	118	116	63	780	2
	%	61.4	15.7	45.7	15.5	14.7	8.4	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		286	396	47	31	18	778	3
	%	87.4	36.5	50.9	6.2	4.1	2.3	100.0	
*13. The work I do is important.	N		388	331	41	12	8	780	1
	%	91.8	49.2	42.6	5.5	1.7	1.0	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		194	353	97	103	33	780	3
	%	70.1	24.6	45.5	12.7	13.2	4.0	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		158	354	114	77	60	763	21
	%	67.0	20.0	47.0	14.9	10.2	7.9	100.0	
16. I am held accountable for achieving results.	N		234	442	80	15	5	776	6
	%	87.1	29.7	57.4	10.3	2.1	0.6	100.0	

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		153	250	188	70	65	726	58
	%	55.4	20.4	35.0	25.9	9.7	9.0	100.0	
*18. My training needs are assessed.	N		80	264	195	155	81	775	11
	%	43.8	9.7	34.0	25.7	19.9	10.7	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		132	276	134	122	88	752	33
	%	54.0	17.3	36.7	18.0	16.4	11.7	100.0	
*20. The people I work with cooperate to get the job done.	N		211	396	97	64	18	786	NA
	%	76.5	26.8	49.6	12.6	8.7	2.2	100.0	
*21. My work unit is able to recruit people with the right skills.	N		76	312	188	109	55	740	47
	%	51.5	9.9	41.6	25.7	15.1	7.6	100.0	
*22. Promotions in my work unit are based on merit.	N		85	196	200	131	112	724	62
	%	38.5	11.3	27.2	28.0	17.9	15.6	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		28	150	175	176	157	686	97
	%	25.7	4.0	21.7	25.3	25.8	23.2	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		35	161	212	200	124	732	53
	%	26.9	4.7	22.2	28.8	27.2	17.1	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		66	209	180	140	116	711	73
	%	38.9	9.2	29.7	24.9	19.7	16.5	100.0	
26. Employees in my work unit share job knowledge with each other.	N		216	407	83	51	25	782	3
	%	79.8	28.1	51.7	10.6	6.4	3.2	100.0	
27. The skill level in my work unit has improved in the past year.	N		124	246	250	76	36	732	53
	%	50.7	16.9	33.7	34.1	10.3	4.9	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		370	329	71	8	3	781	NA
	%	88.9	46.0	42.9	9.7	1.0	0.4	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		160	450	91	32	17	750	16
	%	81.3	20.9	60.3	12.2	4.3	2.3	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		44	222	184	189	106	745	22
	%	35.8	6.1	29.7	24.5	25.3	14.3	100.0	
31. Employees are recognized for providing high quality products and services.	N		68	254	187	151	85	745	21
	%	43.0	9.0	34.0	25.1	20.3	11.6	100.0	
*32. Creativity and innovation are rewarded.	N		43	147	206	204	128	728	37
	%	26.0	5.7	20.3	28.2	27.8	18.0	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		28	112	213	209	148	710	54
	%	19.5	3.9	15.6	29.7	29.4	21.4	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		95	289	182	78	58	702	63
	%	54.9	13.8	41.1	25.7	11.2	8.3	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		141	401	121	58	27	748	18
	%	72.1	19.3	52.8	16.6	7.9	3.4	100.0	
*36. My organization has prepared employees for potential security threats.	N		130	389	136	74	24	753	10
	%	69.1	17.4	51.8	18.0	9.9	2.9	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		125	231	140	118	103	717	48
	%	50.0	17.5	32.4	19.4	16.5	14.1	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		167	272	135	51	50	675	86
	%	65.2	24.8	40.4	19.7	7.6	7.6	100.0	
39. My agency is successful at accomplishing its mission.	N		171	409	115	42	13	750	15
	%	76.9	22.7	54.2	15.7	5.6	1.7	100.0	
40. I recommend my organization as a good place to work.	N		145	313	167	92	46	763	NA
	%	59.8	18.8	41.0	21.8	12.2	6.2	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		84	161	197	112	108	662	102
	%	36.9	12.7	24.2	29.9	16.2	16.9	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		264	323	76	51	41	755	5
	%	77.7	34.6	43.1	10.0	6.8	5.4	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		177	266	151	94	59	747	12
	%	59.5	24.1	35.4	20.2	12.5	7.8	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		173	269	153	95	56	746	13
	%	58.6	22.9	35.7	21.1	12.8	7.5	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		172	248	173	37	31	661	99
	%	63.8	26.2	37.6	26.0	5.6	4.6	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		160	296	141	103	56	756	3
	%	60.0	21.2	38.7	18.7	14.0	7.3	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		154	319	152	63	59	747	15
	%	62.6	20.5	42.1	20.7	8.8	7.9	100.0	
48. My supervisor/team leader listens to what I have to say.	N		262	315	96	52	34	759	NA
	%	75.8	34.3	41.5	13.0	6.7	4.6	100.0	
49. My supervisor/team leader treats me with respect.	N		307	302	78	41	29	757	NA
	%	80.5	40.6	39.9	10.0	5.5	4.0	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		183	306	108	114	46	757	NA
	%	64.0	23.8	40.2	14.6	15.3	6.1	100.0	
*51. I have trust and confidence in my supervisor.	N		239	269	114	76	60	758	NA
	%	66.8	31.0	35.8	15.1	9.9	8.1	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		307	226	142	45	36	756	NA
	%	70.2	39.9	30.3	19.0	6.1	4.7	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		64	203	187	178	108	740	9
	%	35.6	8.9	26.7	25.3	24.1	14.9	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		124	261	170	96	73	724	24
	%	53.9	17.6	36.4	22.9	13.3	9.9	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		124	302	156	84	45	711	37
	%	60.0	17.7	42.2	21.5	12.1	6.5	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		124	351	142	83	44	744	3
	%	64.1	16.5	47.6	19.0	11.2	5.7	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		112	320	158	63	34	687	60
	%	62.3	16.2	46.1	23.6	9.2	4.9	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		87	250	168	135	69	709	38
	%	47.7	12.4	35.2	23.1	19.4	9.8	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		89	253	179	125	67	713	36
	%	47.4	12.5	34.9	25.0	17.8	9.8	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		193	279	149	57	40	718	28
	%	65.4	26.2	39.2	20.9	8.1	5.6	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		171	243	149	105	68	736	9
	%	56.5	23.4	33.1	19.9	14.5	9.2	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		117	216	166	106	92	697	49
	%	47.2	16.8	30.5	23.6	15.8	13.4	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		88	246	169	181	60	744	NA
	%	44.7	11.8	32.9	22.3	24.8	8.1	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		81	261	198	139	65	744	NA
	%	45.8	10.6	35.2	26.6	18.9	8.6	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		107	257	157	139	83	743	NA
	%	48.5	14.1	34.4	21.6	18.6	11.3	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		70	220	215	156	81	742	NA
	%	39.1	9.5	29.7	28.9	20.8	11.1	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		70	155	219	169	130	743	NA
	%	30.4	9.3	21.0	29.4	22.5	17.8	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		93	318	175	102	55	743	NA
	%	54.6	12.0	42.6	24.0	13.9	7.5	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		153	335	133	97	27	745	NA
	%	64.8	20.1	44.7	18.1	13.4	3.7	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		108	311	110	157	60	746	NA
	%	56.4	13.9	42.5	14.4	21.1	8.1	100.0	
71. Considering everything, how satisfied are you with your organization?	N		97	327	162	115	43	744	NA
	%	56.3	12.9	43.4	22.1	15.7	5.9	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	362	47.3
No	326	45.6
Not sure	53	7.2
Total	741	100.0

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	21	2.7
I telework 1 or 2 days per week.	77	9.7
I telework, but no more than 1 or 2 days per month.	74	9.8
I telework very infrequently, on an unscheduled or short-term basis.	134	19.1
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	73	10.2
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	28	3.8
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	177	25.3
I do not telework because I choose not to telework.	143	19.4
Total	727	100.0

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

	N	%
Yes	340	45.5
No	330	44.6
Not available to me	71	10.0
Total	741	100.0

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
Yes	201	26.8
No	459	61.9
Not available to me	83	11.3
Total	743	100.0

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

	N	%
Yes	90	12.4
No	628	84.5
Not available to me	22	3.1
Total	740	100.0

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
Yes	17	2.4
No	562	75.4
Not available to me	164	22.2
Total	743	100.0

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
Yes	7	1.1
No	558	75.0
Not available to me	178	24.0
Total	743	100.0

**NATIONAL LABOR RELATIONS BOARD
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	38.4	53 16.2	73 22.2	40 13.2	58 19.4	88 29.0	312 100.0	13
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	70.5	73 21.4	164 49.1	30 9.2	46 13.6	23 6.7	336 100.0	5
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 %	76.8	33 17.7	113 59.0	37 19.1	7 3.6	1 0.5	191 100.0	11
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	81.5	17 21.5	50 60.0	12 14.1	3 3.5	1 0.9	83 100.0	12
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 %	86.9	4 28.7	7 58.2	1 6.9	1 6.2	0 0.0	13 100.0	7
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	83.3	1 16.7	3 66.6	1 16.7	0 0.0	0 0.0	5 100.0	5

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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85. Where do you work?	N	%
Headquarters	227	30.5
Field	517	69.5
Total	744	100.0

*86. What is your supervisory status?	N	%
Non-Supervisor	536	72.1
Team Leader	31	4.2
Supervisor	95	12.8
Manager	54	7.3
Executive	27	3.6
Total	743	100.0

*87. Are you:	N	%
Male	257	34.6
Female	485	65.4
Total	742	100.0

*88. Are you Hispanic or Latino?	N	%
Yes	76	10.4
No	657	89.6
Total	733	100.0

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	7	1.0
Asian	23	3.3
Black or African American	144	20.5
Native Hawaiian or Other Pacific Islander	3	0.4
White	503	71.6
Two or more races	23	3.3
Total	703	100.0

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90. What is your age group?

	N	%
25 and under	15	2.0
26-29	38	5.2
30-39	135	18.4
40-49	175	23.9
50-59	237	32.4
60 or older	132	18.0
Total	732	100.0

91. What is your pay category/grade?

	N	%
Federal Wage System	2	0.3
GS 1-6	77	10.4
GS 7-12	199	26.9
GS 13-15	429	57.9
Senior Executive Service	25	3.4
Senior Level (SL) or Scientific or Professional (ST)	0	0.0
Other	9	1.2
Total	741	100.0

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

	N	%
Less than 1 year	9	1.2
1 to 3 years	102	13.7
4 to 5 years	25	3.4
6 to 10 years	91	12.3
11 to 14 years	97	13.1
15 to 20 years	74	10.0
More than 20 years	344	46.4
Total	742	100.0

**NATIONAL LABOR RELATIONS BOARD
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
Less than 1 year	13	1.8
1 to 3 years	124	16.7
4 to 5 years	23	3.1
6 to 10 years	99	13.4
11 to 20 years	186	25.1
More than 20 years	296	39.9
Total	741	100.0

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

	N	%
No	515	69.7
Yes, to retire	67	9.1
Yes, to take another job within the Federal Government	97	13.1
Yes, to take another job outside the Federal Government	32	4.3
Yes, other	28	3.8
Total	739	100.0

95. I am planning to retire:

	N	%
Within one year	36	5.0
Between one and three years	82	11.3
Between three and five years	88	12.1
Five or more years	520	71.6
Total	726	100.0

**NATIONAL LABOR RELATIONS BOARD
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

96. Self-Identify as:	N	%
Heterosexual or Straight	601	85.1
Gay, Lesbian, Bisexual, or Transgender	29	4.1
I prefer not to say	76	10.8
Total	706	100.0

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	62	8.4
No	672	91.6
Total	734	100.0

98. Are you an individual with a disability?	N	%
Yes	78	10.5
No	662	89.5
Total	740	100.0



United States
Office of Personnel Management
Planning and Policy Analysis

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