

NLRB 2016 Federal Employee Viewpoint Survey

| Response Type | Item | Item Text | Percent Positive % | Strongly Agree/ Very Good/ Very Satisfied % | Agree/ Good/ Satisfied % | Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied % | Disagree/ Poor/ Dissatisfied % | Strongly Disagree/ Very Poor/ Very Dissatisfied % | Percent Negative % | Strongly Agree/ Very Good/ Very Satisfied N | Agree/ Good/ Satisfied N | Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N | Disagree/ Poor/ Dissatisfied N | Strongly Disagree/ Very Poor/ Very Dissatisfied N | Item Response Total** N | Do Not Know/ No Basis to Judge N |
|-----------------|------|--|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|---|--------------------------|--|--------------------------------|---|-------------------------|----------------------------------|
| Agree -disagree | 1 | *I am given a real opportunity to improve my skills in my organization. | 65.19% | 22.62% | 42.57% | 15.83% | 11.59% | 7.39% | 18.99% | 214 | 370 | 136 | 98 | 63 | 881 | N/A |
| Agree -disagree | 2 | I have enough information to do my job well. | 73.50% | 20.99% | 52.51% | 12.20% | 11.04% | 3.26% | 14.30% | 202 | 447 | 105 | 92 | 28 | 874 | N/A |
| Agree -disagree | 3 | I feel encouraged to come up with new and better ways of doing things. | 44.88% | 16.73% | 28.15% | 20.30% | 21.12% | 13.69% | 34.82% | 163 | 251 | 172 | 175 | 111 | 872 | N/A |
| Agree -disagree | 4 | *My work gives me a feeling of personal accomplishment. | 76.60% | 35.25% | 41.35% | 10.83% | 8.63% | 3.93% | 12.56% | 326 | 355 | 91 | 71 | 33 | 876 | N/A |
| Agree -disagree | 5 | *I like the kind of work I do. | 86.03% | 40.81% | 45.22% | 8.76% | 3.96% | 1.25% | 5.21% | 371 | 387 | 74 | 30 | 10 | 872 | N/A |
| Agree -disagree | 6 | I know what is expected of me on the job. | 77.35% | 30.16% | 47.19% | 10.68% | 8.60% | 3.38% | 11.98% | 282 | 399 | 86 | 69 | 29 | 865 | N/A |
| Agree -disagree | 7 | When needed I am willing to put in the extra effort to get a job done. | 95.94% | 64.42% | 31.52% | 3.19% | 0.69% | 0.18% | 0.87% | 585 | 263 | 25 | 6 | 1 | 880 | N/A |
| Agree -disagree | 8 | I am constantly looking for ways to do my job better. | 87.21% | 44.90% | 42.32% | 10.29% | 2.13% | 0.37% | 2.50% | 411 | 357 | 86 | 17 | 3 | 874 | N/A |
| Agree -disagree | 9 | I have sufficient resources (for example, people, materials, budget) to get my job done. | 40.53% | 8.25% | 32.28% | 14.61% | 25.23% | 19.63% | 44.86% | 83 | 287 | 127 | 216 | 166 | 879 | 0 |
| Agree -disagree | 10 | *My workload is reasonable. | 54.87% | 12.36% | 42.51% | 14.92% | 17.73% | 12.48% | 30.21% | 120 | 381 | 124 | 151 | 101 | 877 | 1 |

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|--------------------|----|---|--------|--------|--------|--------|--------|--------|--------|-----|-----|-----|-----|-----|-----|-----|
| Agree -disagree | 11 | *My talents are used well in the workplace. | 59.61% | 17.66% | 41.95% | 15.77% | 14.07% | 10.55% | 24.62% | 167 | 350 | 129 | 111 | 86 | 843 | 3 |
| Agree -disagree | 12 | *I know how my work relates to the agency's goals and priorities. | 88.65% | 37.80% | 50.85% | 6.23% | 3.50% | 1.63% | 5.12% | 349 | 434 | 50 | 29 | 14 | 876 | 1 |
| Agree -disagree | 13 | *The work I do is important. | 90.62% | 51.92% | 38.70% | 5.79% | 3.26% | 0.32% | 3.58% | 466 | 320 | 47 | 25 | 3 | 861 | 2 |
| Agree -disagree | 14 | *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | 66.85% | 24.83% | 42.02% | 11.63% | 10.95% | 10.57% | 21.52% | 224 | 363 | 100 | 95 | 90 | 872 | 5 |
| Agree -disagree | 15 | *My performance appraisal is a fair reflection of my performance. | 67.77% | 23.78% | 43.99% | 14.73% | 9.17% | 8.33% | 17.50% | 215 | 364 | 123 | 72 | 66 | 840 | 37 |
| Agree -disagree | 16 | I am held accountable for achieving results. | 81.65% | 29.79% | 51.86% | 12.50% | 3.97% | 1.88% | 5.85% | 276 | 444 | 105 | 29 | 15 | 869 | 5 |
| Agree -disagree | 17 | I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 60.99% | 27.48% | 33.51% | 21.59% | 8.08% | 9.34% | 17.42% | 239 | 268 | 169 | 59 | 73 | 808 | 66 |
| Agree -disagree | 18 | *My training needs are assessed. | 35.31% | 9.13% | 26.19% | 26.63% | 22.95% | 15.11% | 38.06% | 87 | 231 | 225 | 191 | 126 | 860 | 16 |
| Agree -disagree | 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). | 62.57% | 23.37% | 39.20% | 12.48% | 13.65% | 11.29% | 24.95% | 209 | 320 | 101 | 106 | 89 | 825 | 56 |
| Agree -disagree | 20 | *The people I work with cooperate to get the job done. | 75.43% | 31.07% | 44.36% | 12.31% | 8.30% | 3.96% | 12.26% | 290 | 387 | 101 | 70 | 33 | 881 | N/A |
| Agree -disagree | 21 | *My work unit is able to recruit people with the right skills. | 44.24% | 10.58% | 33.66% | 23.22% | 20.54% | 12.00% | 32.54% | 102 | 290 | 184 | 166 | 96 | 838 | 43 |
| Agree -disagree | 22 | *Promotions in my work unit are based on merit. | 40.90% | 13.04% | 27.86% | 25.53% | 17.12% | 16.44% | 33.57% | 121 | 224 | 202 | 129 | 128 | 804 | 69 |

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|--------------------|----|--|--------|--------|--------|--------|--------|--------|--------|-----|-----|-----|-----|-----|-----|-----|
| Agree -disagree | 23 | *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 26.93% | 6.62% | 20.31% | 27.77% | 24.05% | 21.25% | 45.30% | 59 | 161 | 210 | 173 | 155 | 758 | 119 |
| Agree -disagree | 24 | *In my work unit, differences in performance are recognized in a meaningful way. | 32.35% | 6.53% | 25.81% | 24.09% | 23.75% | 19.81% | 43.56% | 61 | 215 | 192 | 181 | 151 | 800 | 78 |
| Agree -disagree | 25 | Awards in my work unit depend on how well employees perform their jobs. | 41.44% | 11.70% | 29.73% | 23.94% | 17.40% | 17.22% | 34.63% | 103 | 242 | 176 | 128 | 129 | 778 | 90 |
| Agree -disagree | 26 | Employees in my work unit share job knowledge with each other. | 80.18% | 32.03% | 48.15% | 10.08% | 6.03% | 3.71% | 9.74% | 289 | 412 | 86 | 53 | 32 | 872 | 5 |
| Agree -disagree | 27 | The skill level in my work unit has improved in the past year. | 53.83% | 15.96% | 37.87% | 31.16% | 8.27% | 6.73% | 15.00% | 140 | 301 | 245 | 63 | 52 | 801 | 80 |
| Good -poor | 28 | How would you rate the overall quality of work done by your work unit? | 88.87% | 49.12% | 39.75% | 8.80% | 1.53% | 0.81% | 2.33% | 451 | 336 | 72 | 13 | 7 | 879 | N/A |
| Agree -disagree | 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 78.15% | 18.88% | 59.26% | 12.66% | 6.56% | 2.63% | 9.19% | 181 | 495 | 106 | 52 | 22 | 856 | 13 |
| Agree -disagree | 30 | *Employees have a feeling of personal empowerment with respect to work processes. | 37.45% | 8.50% | 28.95% | 20.59% | 27.35% | 14.62% | 41.97% | 83 | 248 | 171 | 219 | 115 | 836 | 32 |
| Agree -disagree | 31 | Employees are recognized for providing high quality products and services. | 46.98% | 12.73% | 34.25% | 20.65% | 19.49% | 12.88% | 32.37% | 125 | 294 | 167 | 154 | 105 | 845 | 22 |
| Agree -disagree | 32 | *Creativity and innovation are rewarded. | 28.90% | 8.59% | 20.31% | 26.19% | 25.39% | 19.52% | 44.90% | 84 | 176 | 209 | 204 | 151 | 824 | 38 |
| Agree -disagree | 33 | *Pay raises depend on how well employees perform their jobs. | 20.23% | 5.21% | 15.02% | 26.18% | 27.41% | 26.18% | 53.59% | 46 | 123 | 211 | 207 | 199 | 786 | 71 |
| Agree -disagree | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | 59.89% | 16.38% | 43.51% | 20.23% | 10.89% | 8.99% | 19.88% | 148 | 348 | 161 | 84 | 71 | 812 | 58 |

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|--------------------|----|--|--------|--------|--------|--------|--------|--------|--------|-----|-----|-----|-----|-----|-----|-----|
| Agree -disagree | 35 | *Employees are protected from health and safety hazards on the job. | 71.24% | 21.83% | 49.40% | 16.88% | 8.31% | 3.57% | 11.88% | 198 | 410 | 136 | 66 | 29 | 839 | 25 |
| Agree -disagree | 36 | *My organization has prepared employees for potential security threats. | 69.87% | 18.56% | 51.30% | 17.12% | 8.25% | 4.77% | 13.02% | 169 | 428 | 141 | 66 | 38 | 842 | 24 |
| Agree -disagree | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | 54.61% | 20.44% | 34.18% | 18.54% | 12.76% | 14.08% | 26.85% | 181 | 273 | 147 | 96 | 110 | 807 | 63 |
| Agree -disagree | 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. | 70.10% | 27.48% | 42.62% | 17.09% | 5.68% | 7.12% | 12.81% | 220 | 317 | 123 | 41 | 54 | 755 | 103 |
| Agree -disagree | 39 | My agency is successful at accomplishing its mission. | 78.01% | 25.20% | 52.82% | 15.58% | 4.64% | 1.77% | 6.41% | 227 | 442 | 124 | 36 | 15 | 844 | 18 |
| Agree -disagree | 40 | I recommend my organization as a good place to work. | 62.48% | 22.51% | 39.97% | 19.66% | 11.61% | 6.26% | 17.86% | 212 | 344 | 162 | 94 | 54 | 866 | N/A |
| Agree -disagree | 41 | I believe the results of this survey will be used to make my agency a better place to work. | 38.80% | 12.36% | 26.44% | 22.93% | 19.30% | 18.98% | 38.28% | 109 | 218 | 184 | 151 | 144 | 806 | 62 |
| Agree -disagree | 42 | *My supervisor supports my need to balance work and other life issues. | 79.33% | 40.74% | 38.59% | 10.28% | 5.40% | 4.99% | 10.39% | 367 | 321 | 86 | 44 | 39 | 857 | 6 |
| Agree -disagree | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills. | 63.06% | 27.97% | 35.09% | 17.91% | 12.83% | 6.20% | 19.03% | 256 | 292 | 147 | 104 | 49 | 848 | 15 |
| Agree -disagree | 44 | *Discussions with my supervisor about my performance are worthwhile. | 63.58% | 27.67% | 35.90% | 19.01% | 10.41% | 7.00% | 17.41% | 248 | 300 | 155 | 81 | 56 | 840 | 15 |

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|--------------------|----|---|--------|--------|--------|--------|--------|--------|--------|-----|-----|-----|-----|-----|-----|-----|
| Agree -disagree | 45 | My supervisor is committed to a workforce representative of all segments of society. | 71.70% | 32.79% | 38.91% | 19.90% | 3.72% | 4.68% | 8.40% | 265 | 287 | 149 | 27 | 35 | 763 | 93 |
| Agree -disagree | 46 | My supervisor provides me with constructive suggestions to improve my job performance. | 67.92% | 26.27% | 41.65% | 14.67% | 8.92% | 8.49% | 17.41% | 240 | 348 | 126 | 72 | 69 | 855 | 5 |
| Agree -disagree | 47 | *Supervisors in my work unit support employee development. | 64.34% | 25.50% | 38.84% | 17.90% | 8.91% | 8.86% | 17.77% | 230 | 324 | 147 | 70 | 72 | 843 | 17 |
| Agree -disagree | 48 | My supervisor listens to what I have to say. | 80.87% | 40.85% | 40.02% | 9.13% | 6.63% | 3.37% | 10.00% | 368 | 335 | 75 | 55 | 28 | 861 | N/A |
| Agree -disagree | 49 | My supervisor treats me with respect. | 84.72% | 46.86% | 37.86% | 7.62% | 4.29% | 3.36% | 7.65% | 418 | 311 | 66 | 34 | 28 | 857 | N/A |
| Agree -disagree | 50 | In the last six months, my supervisor has talked with me about my performance. | 77.49% | 34.38% | 43.11% | 11.61% | 7.30% | 3.61% | 10.91% | 304 | 358 | 102 | 62 | 33 | 859 | N/A |
| Agree -disagree | 51 | *I have trust and confidence in my supervisor. | 72.99% | 38.62% | 34.37% | 13.65% | 7.94% | 5.42% | 13.36% | 346 | 287 | 117 | 65 | 45 | 860 | N/A |
| Good -poor | 52 | *Overall, how good a job do you feel is being done by your immediate supervisor? | 77.12% | 45.74% | 31.38% | 13.72% | 5.68% | 3.48% | 9.16% | 411 | 258 | 111 | 45 | 29 | 854 | N/A |
| Agree -disagree | 53 | *In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 40.29% | 11.70% | 28.59% | 21.28% | 19.62% | 18.81% | 38.43% | 115 | 245 | 173 | 159 | 151 | 843 | 13 |
| Agree -disagree | 54 | My organization's senior leaders maintain high standards of honesty and integrity. | 61.96% | 22.35% | 39.61% | 19.78% | 6.71% | 11.55% | 18.26% | 199 | 317 | 158 | 50 | 92 | 816 | 37 |
| Agree -disagree | 55 | *Supervisors work well with employees of different backgrounds. | 65.54% | 21.44% | 44.10% | 20.36% | 6.91% | 7.18% | 14.10% | 185 | 346 | 153 | 54 | 56 | 794 | 54 |
| Agree -disagree | 56 | *Managers communicate the goals and priorities of the organization. | 64.73% | 18.01% | 46.71% | 17.78% | 9.30% | 8.20% | 17.49% | 165 | 386 | 141 | 76 | 67 | 835 | 10 |

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|----------------------------|----|---|--------|--------|--------|--------|--------|--------|--------|-----|-----|-----|-----|-----|-----|-----|
| Agree -disagree | 57 | *Managers review and evaluate the organization's progress toward meeting its goals and objectives. | 65.83% | 18.34% | 47.49% | 18.38% | 7.98% | 7.82% | 15.79% | 159 | 363 | 139 | 57 | 60 | 778 | 73 |
| Agree -disagree | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 48.84% | 14.53% | 34.31% | 21.42% | 17.38% | 12.37% | 29.74% | 137 | 279 | 171 | 137 | 96 | 820 | 32 |
| Agree -disagree | 59 | Managers support collaboration across work units to accomplish work objectives. | 53.02% | 16.10% | 36.92% | 19.65% | 16.44% | 10.90% | 27.34% | 149 | 298 | 156 | 127 | 83 | 813 | 38 |
| Good -poor | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 63.26% | 30.96% | 32.30% | 20.61% | 8.11% | 8.01% | 16.12% | 277 | 260 | 161 | 61 | 61 | 820 | 31 |
| Agree -disagree | 61 | *I have a high level of respect for my organization's senior leaders. | 60.09% | 24.99% | 35.10% | 18.81% | 10.94% | 10.17% | 21.11% | 228 | 294 | 156 | 85 | 83 | 846 | 8 |
| Agree -disagree | 62 | Senior leaders demonstrate support for Work/Life programs. | 62.90% | 26.37% | 36.54% | 18.26% | 9.93% | 8.90% | 18.83% | 228 | 294 | 141 | 74 | 67 | 804 | 51 |
| Satisfied -dissatisfied | 63 | *How satisfied are you with your involvement in decisions that affect your work? | 52.12% | 17.34% | 34.78% | 18.61% | 21.48% | 7.79% | 29.26% | 166 | 300 | 152 | 171 | 64 | 853 | N/A |
| Satisfied -dissatisfied | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 46.54% | 12.65% | 33.89% | 23.22% | 21.34% | 8.90% | 30.24% | 119 | 293 | 191 | 175 | 73 | 851 | N/A |
| Satisfied -dissatisfied | 65 | *How satisfied are you with the recognition you receive for doing a good job? | 51.23% | 16.45% | 34.78% | 16.78% | 19.07% | 12.92% | 31.99% | 156 | 302 | 135 | 152 | 105 | 850 | N/A |
| Satisfied -dissatisfied | 66 | *How satisfied are you with the policies and practices of your senior leaders? | 46.46% | 14.13% | 32.32% | 26.14% | 18.23% | 9.17% | 27.40% | 136 | 280 | 212 | 144 | 76 | 848 | N/A |

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|----------------------------|----|---|--------|--------|--------|--------|--------|--------|--------|-----|-----|-----|-----|-----|-----|-----|
| Satisfied -dissatisfied | 67 | *How satisfied are you with your opportunity to get a better job in your organization? | 35.38% | 12.24% | 23.14% | 27.84% | 19.42% | 17.36% | 36.77% | 118 | 195 | 235 | 156 | 145 | 849 | N/A |
| Satisfied -dissatisfied | 68 | *How satisfied are you with the training you receive for your present job? | 43.31% | 10.56% | 32.75% | 24.04% | 21.61% | 11.03% | 32.65% | 100 | 272 | 205 | 180 | 91 | 848 | N/A |
| Satisfied -dissatisfied | 69 | *Considering everything, how satisfied are you with your job? | 66.00% | 24.12% | 41.89% | 15.75% | 11.99% | 6.26% | 18.25% | 225 | 352 | 127 | 95 | 52 | 851 | N/A |
| Satisfied -dissatisfied | 70 | *Considering everything, how satisfied are you with your pay? | 57.34% | 16.54% | 40.80% | 13.68% | 17.72% | 11.25% | 28.97% | 149 | 347 | 113 | 151 | 94 | 854 | N/A |
| Satisfied -dissatisfied | 71 | Considering everything, how satisfied are you with your organization? | 59.71% | 17.53% | 42.18% | 21.32% | 12.24% | 6.72% | 18.97% | 169 | 355 | 172 | 100 | 56 | 852 | N/A |
| Satisfied -dissatisfied | 79 | How satisfied are you with the following Work/Life programs in your agency? Telework | 81.38% | 40.56% | 40.82% | 8.53% | 7.99% | 2.10% | 10.09% | 250 | 238 | 51 | 46 | 13 | 598 | 15 |
| Satisfied -dissatisfied | 80 | How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) | 89.89% | 45.94% | 43.94% | 5.66% | 3.75% | 0.70% | 4.45% | 192 | 179 | 24 | 15 | 3 | 413 | 11 |
| Satisfied -dissatisfied | 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) | 76.31% | 26.80% | 49.51% | 17.15% | 3.95% | 2.60% | 6.54% | 56 | 98 | 34 | 7 | 4 | 199 | 14 |
| Satisfied -dissatisfied | 82 | How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) | 79.57% | 34.90% | 44.67% | 20.43% | 0.00% | 0.00% | 0.00% | 24 | 31 | 13 | 0 | 0 | 68 | 22 |

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|----------------------------|----|---|--------|--------|--------|--------|-------|-------|-------|---|---|---|---|---|----|---|
| Satisfied -dissatisfied | 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) | 58.11% | 38.65% | 19.46% | 41.89% | 0.00% | 0.00% | 0.00% | 6 | 3 | 7 | 0 | 0 | 16 | 9 |
| Satisfied -dissatisfied | 84 | How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) | 36.39% | 19.70% | 16.69% | 63.61% | 0.00% | 0.00% | 0.00% | 2 | 2 | 6 | 0 | 0 | 10 | 5 |

* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.