Results At-A-Glance

Overall, the results show that Commerce employees are engaged and have a positive outlook on the work of the Department, with major strengths in work experiences, supervisors/team leaders, the use of alternative work schedules, and telework implementation. However, opportunities for improvement lie within the administration of other work/life programs.

- 40 items had positive ratings of 65% or more (strengths)
- 0 items had negative ratings of 35% or more (challenges)
- 9 items had neutral ratings of 30% or more (opportunities)
- 70 out of 78 items were above the Government-wide average
- 30 items were 5 percentage points or more above the Government-wide average
- 0 items were 5 percentage points or more below the Government-wide average

- Highest positive score: 97% – When needed, I am willing to put in the extra effort to get a job done.
- Lowest positive score: 18% – How satisfied are you with... Elder Care Programs?

Indices

Commerce received the following Human Capital Assessment and Accountability Framework Indices rankings (out of 37 agencies) and Employee Engagement Indices scores:

- 5th on Results-Oriented Performance Culture
  The culture promotes improvement in processes, products, services, and organizational outcomes
- 10th on Talent Management
  The organization has the talent necessary to achieve organizational goals
- 11th on Leadership and Knowledge Management
  Leadership is held in high regard, both overall and on specific facets of leadership
- 12th on Job Satisfaction
  Employees are satisfied with their jobs and various aspects thereof
- 70% on Employee Engagement
  Conditions that lead to engaged employees
- 77% on Supervisors
  The interpersonal relationship between worker and supervisor, including trust, respect, and support
- 73% on Intrinsic Work Experiences
  Employees' feelings of motivation and competency relating to their role in the workplace
- 60% on Leaders Lead
  Perceptions of leadership integrity and behaviors, such as communication and workforce motivation

Response Rates

56% (18,071 out of 32,242) of Commerce employees responded to the 2011 FEVS, which is 10 percentage points above last year’s rate and 7 percentage points above the Government-wide rate. Bureau/organizational unit response rates are:

- OIG – 85%
- ESA – 77%
- ITA – 73%
- NTIA – 71%
- OS – 66%
- USPTO – 65%
- EDA – 64%
- NTIS – 63%
- BEA – 61%
- MBDA – 58%
- CENSUS – 55%
- BIS – 53%
- NOAA – 49%
- NIST – 44%
## Positive, Neutral, Negative Ratings

### My Work Experience

<table>
<thead>
<tr>
<th>Item</th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Strongly Agree, Very Good, Very Satisfied</td>
<td>Agree, Good, Satisfied</td>
<td>Neither Agree, Fair, Neither Satisfied nor Dissatisfied</td>
<td>Disagree, Poor, Dissatisfied</td>
</tr>
<tr>
<td>1 I am given a real opportunity to improve my skills in my organization.</td>
<td>69%</td>
<td>16%</td>
<td>15%</td>
<td>18,045</td>
</tr>
<tr>
<td></td>
<td>19%</td>
<td>50%</td>
<td>16%</td>
<td>2,845</td>
</tr>
<tr>
<td>2 I have enough information to do my job well.</td>
<td>77%</td>
<td>12%</td>
<td>11%</td>
<td>18,025</td>
</tr>
<tr>
<td></td>
<td>19%</td>
<td>58%</td>
<td>12%</td>
<td>2,206</td>
</tr>
<tr>
<td>3 I feel encouraged to come up with new and better ways of doing things.</td>
<td>61%</td>
<td>20%</td>
<td>19%</td>
<td>18,035</td>
</tr>
<tr>
<td></td>
<td>21%</td>
<td>40%</td>
<td>20%</td>
<td>3,718</td>
</tr>
<tr>
<td>4 My work gives me a feeling of personal accomplishment.</td>
<td>75%</td>
<td>14%</td>
<td>11%</td>
<td>18,024</td>
</tr>
<tr>
<td></td>
<td>27%</td>
<td>48%</td>
<td>14%</td>
<td>2,612</td>
</tr>
<tr>
<td>5 I like the kind of work I do.</td>
<td>83%</td>
<td>12%</td>
<td>5%</td>
<td>18,016</td>
</tr>
<tr>
<td></td>
<td>36%</td>
<td>47%</td>
<td>12%</td>
<td>2,156</td>
</tr>
<tr>
<td>6 I know what is expected of me on the job.</td>
<td>83%</td>
<td>10%</td>
<td>7%</td>
<td>17,989</td>
</tr>
<tr>
<td></td>
<td>32%</td>
<td>51%</td>
<td>10%</td>
<td>1,756</td>
</tr>
<tr>
<td>7 When needed I am willing to put in the extra effort to get a job done.</td>
<td>97%</td>
<td>2%</td>
<td>1%</td>
<td>18,019</td>
</tr>
<tr>
<td></td>
<td>62%</td>
<td>35%</td>
<td>2%</td>
<td>446</td>
</tr>
<tr>
<td>8 I am constantly looking for ways to do my job better.</td>
<td>90%</td>
<td>8%</td>
<td>1%</td>
<td>17,996</td>
</tr>
<tr>
<td></td>
<td>44%</td>
<td>46%</td>
<td>8%</td>
<td>1,515</td>
</tr>
<tr>
<td>9 I have sufficient resources (for example, people, materials, budget) to get my job done.</td>
<td>52%</td>
<td>18%</td>
<td>31%</td>
<td>17,986</td>
</tr>
<tr>
<td></td>
<td>12%</td>
<td>40%</td>
<td>18%</td>
<td>3,121</td>
</tr>
<tr>
<td>10 My workload is reasonable.</td>
<td>58%</td>
<td>19%</td>
<td>23%</td>
<td>17,982</td>
</tr>
<tr>
<td></td>
<td>10%</td>
<td>48%</td>
<td>19%</td>
<td>3,352</td>
</tr>
<tr>
<td>11 My talents are used well in the workplace.</td>
<td>61%</td>
<td>19%</td>
<td>21%</td>
<td>17,866</td>
</tr>
<tr>
<td></td>
<td>15%</td>
<td>46%</td>
<td>19%</td>
<td>3,323</td>
</tr>
<tr>
<td>12 I know how my work relates to the agency’s goals and priorities.</td>
<td>86%</td>
<td>9%</td>
<td>5%</td>
<td>17,945</td>
</tr>
<tr>
<td></td>
<td>31%</td>
<td>55%</td>
<td>9%</td>
<td>1,575</td>
</tr>
<tr>
<td>13 The work I do is important.</td>
<td>90%</td>
<td>8%</td>
<td>3%</td>
<td>17,909</td>
</tr>
<tr>
<td></td>
<td>45%</td>
<td>44%</td>
<td>8%</td>
<td>1,384</td>
</tr>
</tbody>
</table>
### Positive, Neutral, Negative Ratings

<table>
<thead>
<tr>
<th>Statement</th>
<th>73%</th>
<th>14%</th>
<th>13%</th>
</tr>
</thead>
<tbody>
<tr>
<td>14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.</td>
<td>26%</td>
<td>47%</td>
<td>14%</td>
</tr>
<tr>
<td></td>
<td>4,716</td>
<td>8,524</td>
<td>2,432</td>
</tr>
<tr>
<td></td>
<td>1,546</td>
<td>692</td>
<td>17,910</td>
</tr>
<tr>
<td></td>
<td>104</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15 My performance appraisal is a fair reflection of my performance.</td>
<td>72%</td>
<td>15%</td>
<td>13%</td>
</tr>
<tr>
<td></td>
<td>23%</td>
<td>49%</td>
<td>15%</td>
</tr>
<tr>
<td></td>
<td>4,217</td>
<td>8,729</td>
<td>2,574</td>
</tr>
<tr>
<td></td>
<td>1,383</td>
<td>909</td>
<td>17,812</td>
</tr>
<tr>
<td></td>
<td>202</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16 I am held accountable for achieving results.</td>
<td>86%</td>
<td>10%</td>
<td>4%</td>
</tr>
<tr>
<td></td>
<td>30%</td>
<td>56%</td>
<td>10%</td>
</tr>
<tr>
<td></td>
<td>5,541</td>
<td>9,883</td>
<td>1,755</td>
</tr>
<tr>
<td></td>
<td>503</td>
<td>219</td>
<td>17,901</td>
</tr>
<tr>
<td></td>
<td>65</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</td>
<td>62%</td>
<td>22%</td>
<td>15%</td>
</tr>
<tr>
<td></td>
<td>21%</td>
<td>41%</td>
<td>22%</td>
</tr>
<tr>
<td></td>
<td>3,600</td>
<td>6,946</td>
<td>3,798</td>
</tr>
<tr>
<td></td>
<td>1,265</td>
<td>1,234</td>
<td>16,843</td>
</tr>
<tr>
<td></td>
<td>1,144</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18 My training needs are assessed.</td>
<td>51%</td>
<td>26%</td>
<td>23%</td>
</tr>
<tr>
<td></td>
<td>11%</td>
<td>40%</td>
<td>26%</td>
</tr>
<tr>
<td></td>
<td>1,965</td>
<td>7,042</td>
<td>4,562</td>
</tr>
<tr>
<td></td>
<td>2,644</td>
<td>1,400</td>
<td>17,613</td>
</tr>
<tr>
<td></td>
<td>272</td>
<td></td>
<td></td>
</tr>
<tr>
<td>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).</td>
<td>69%</td>
<td>15%</td>
<td>16%</td>
</tr>
<tr>
<td></td>
<td>23%</td>
<td>46%</td>
<td>15%</td>
</tr>
<tr>
<td></td>
<td>4,346</td>
<td>8,084</td>
<td>2,612</td>
</tr>
<tr>
<td></td>
<td>1,685</td>
<td>998</td>
<td>17,725</td>
</tr>
<tr>
<td></td>
<td>283</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### My Work Unit

<table>
<thead>
<tr>
<th>Statement</th>
<th>77%</th>
<th>14%</th>
<th>9%</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 The people I work with cooperate to get the job done.</td>
<td>23%</td>
<td>54%</td>
<td>14%</td>
</tr>
<tr>
<td></td>
<td>3,880</td>
<td>8,961</td>
<td>2,347</td>
</tr>
<tr>
<td></td>
<td>1,208</td>
<td>322</td>
<td>16,718</td>
</tr>
<tr>
<td></td>
<td>n/a</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21 My work unit is able to recruit people with the right skills.</td>
<td>53%</td>
<td>26%</td>
<td>21%</td>
</tr>
<tr>
<td></td>
<td>11%</td>
<td>43%</td>
<td>26%</td>
</tr>
<tr>
<td></td>
<td>1,852</td>
<td>7,434</td>
<td>4,480</td>
</tr>
<tr>
<td></td>
<td>2,362</td>
<td>1,162</td>
<td>17,290</td>
</tr>
<tr>
<td></td>
<td>730</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22 Promotions in my work unit are based on merit.</td>
<td>52%</td>
<td>24%</td>
<td>23%</td>
</tr>
<tr>
<td></td>
<td>15%</td>
<td>38%</td>
<td>24%</td>
</tr>
<tr>
<td></td>
<td>2,675</td>
<td>6,498</td>
<td>4,042</td>
</tr>
<tr>
<td></td>
<td>2,149</td>
<td>1,694</td>
<td>17,058</td>
</tr>
<tr>
<td></td>
<td>947</td>
<td></td>
<td></td>
</tr>
<tr>
<td>23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</td>
<td>38%</td>
<td>30%</td>
<td>33%</td>
</tr>
<tr>
<td></td>
<td>7%</td>
<td>30%</td>
<td>30%</td>
</tr>
<tr>
<td></td>
<td>1,265</td>
<td>5,045</td>
<td>4,753</td>
</tr>
<tr>
<td></td>
<td>2,957</td>
<td>2,240</td>
<td>16,620</td>
</tr>
<tr>
<td></td>
<td>1,755</td>
<td></td>
<td></td>
</tr>
<tr>
<td>24 In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>44%</td>
<td>29%</td>
<td>27%</td>
</tr>
<tr>
<td></td>
<td>8%</td>
<td>36%</td>
<td>29%</td>
</tr>
<tr>
<td></td>
<td>1,427</td>
<td>6,083</td>
<td>4,895</td>
</tr>
<tr>
<td></td>
<td>2,926</td>
<td>1,594</td>
<td>16,925</td>
</tr>
<tr>
<td></td>
<td>1,068</td>
<td></td>
<td></td>
</tr>
<tr>
<td>25 Awards in my work unit depend on how well employees perform their jobs.</td>
<td>57%</td>
<td>22%</td>
<td>22%</td>
</tr>
<tr>
<td></td>
<td>15%</td>
<td>42%</td>
<td>22%</td>
</tr>
<tr>
<td></td>
<td>2,652</td>
<td>7,244</td>
<td>3,637</td>
</tr>
<tr>
<td></td>
<td>2,084</td>
<td>1,492</td>
<td>17,109</td>
</tr>
<tr>
<td></td>
<td>889</td>
<td></td>
<td></td>
</tr>
<tr>
<td>26 Employees in my work unit share job knowledge with each other.</td>
<td>74%</td>
<td>14%</td>
<td>11%</td>
</tr>
<tr>
<td></td>
<td>20%</td>
<td>54%</td>
<td>14%</td>
</tr>
<tr>
<td></td>
<td>3,676</td>
<td>9,639</td>
<td>2,556</td>
</tr>
<tr>
<td></td>
<td>1,325</td>
<td>687</td>
<td>17,883</td>
</tr>
<tr>
<td></td>
<td>111</td>
<td></td>
<td></td>
</tr>
<tr>
<td>27 The skill level in my work unit has improved in the past year.</td>
<td>58%</td>
<td>30%</td>
<td>12%</td>
</tr>
<tr>
<td></td>
<td>15%</td>
<td>43%</td>
<td>30%</td>
</tr>
<tr>
<td></td>
<td>2,626</td>
<td>7,292</td>
<td>5,141</td>
</tr>
<tr>
<td></td>
<td>1,342</td>
<td>683</td>
<td>17,084</td>
</tr>
<tr>
<td></td>
<td>844</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>28</strong> How would you rate the overall quality of work done by your work unit?</td>
<td>86%</td>
<td>11%</td>
<td>2%</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>My Agency</td>
<td>29 The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</td>
<td>77%</td>
<td>15%</td>
</tr>
<tr>
<td></td>
<td>30 Employees have a feeling of personal empowerment with respect to work processes.</td>
<td>52%</td>
<td>26%</td>
</tr>
<tr>
<td></td>
<td>31 Employees are recognized for providing high quality products and services.</td>
<td>61%</td>
<td>21%</td>
</tr>
<tr>
<td></td>
<td>32 Creativity and innovation are rewarded.</td>
<td>47%</td>
<td>29%</td>
</tr>
<tr>
<td></td>
<td>33 Pay raises depend on how well employees perform their jobs.</td>
<td>40%</td>
<td>27%</td>
</tr>
<tr>
<td></td>
<td>34 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).</td>
<td>64%</td>
<td>26%</td>
</tr>
<tr>
<td></td>
<td>35 Employees are protected from health and safety hazards on the job.</td>
<td>83%</td>
<td>12%</td>
</tr>
<tr>
<td></td>
<td>36 My organization has prepared employees for potential security threats.</td>
<td>79%</td>
<td>15%</td>
</tr>
<tr>
<td></td>
<td>37 Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.</td>
<td>60%</td>
<td>23%</td>
</tr>
<tr>
<td></td>
<td>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.</td>
<td>73%</td>
<td>18%</td>
</tr>
<tr>
<td></td>
<td>39 My agency is successful at accomplishing its mission.</td>
<td>82%</td>
<td>14%</td>
</tr>
<tr>
<td></td>
<td>40 I recommend my organization as a good place to work.</td>
<td>75%</td>
<td>16%</td>
</tr>
</tbody>
</table>
### Positive, Neutral, Negative Ratings

<table>
<thead>
<tr>
<th>Question</th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>My Supervisor/Team Leader</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>41 I believe the results of this survey will be used to make my agency a better place to work.</td>
<td>47%</td>
<td>30%</td>
<td>23%</td>
</tr>
<tr>
<td></td>
<td>13%</td>
<td>34%</td>
<td>14%</td>
</tr>
<tr>
<td></td>
<td>2,262</td>
<td>5,574</td>
<td>4,641</td>
</tr>
<tr>
<td></td>
<td>2,224</td>
<td>1,364</td>
<td>1,347</td>
</tr>
<tr>
<td></td>
<td>16,065</td>
<td>1,487</td>
<td></td>
</tr>
<tr>
<td>42 My supervisor supports my need to balance work and other life issues.</td>
<td>82%</td>
<td>11%</td>
<td>7%</td>
</tr>
<tr>
<td></td>
<td>36%</td>
<td>46%</td>
<td>11%</td>
</tr>
<tr>
<td></td>
<td>6,373</td>
<td>7,796</td>
<td>1,852</td>
</tr>
<tr>
<td></td>
<td>4%</td>
<td>3%</td>
<td>703</td>
</tr>
<tr>
<td></td>
<td>463</td>
<td>550</td>
<td>17,274</td>
</tr>
<tr>
<td></td>
<td>3%</td>
<td>5%</td>
<td>131</td>
</tr>
<tr>
<td>43 My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.</td>
<td>68%</td>
<td>18%</td>
<td>14%</td>
</tr>
<tr>
<td></td>
<td>26%</td>
<td>42%</td>
<td>18%</td>
</tr>
<tr>
<td></td>
<td>4,470</td>
<td>7,245</td>
<td>3,177</td>
</tr>
<tr>
<td></td>
<td>9%</td>
<td>5%</td>
<td>1,466</td>
</tr>
<tr>
<td></td>
<td>488</td>
<td>886</td>
<td>17,244</td>
</tr>
<tr>
<td></td>
<td>5%</td>
<td>3%</td>
<td>128</td>
</tr>
<tr>
<td>44 Discussions with my supervisor/team leader about my performance are worthwhile.</td>
<td>68%</td>
<td>17%</td>
<td>15%</td>
</tr>
<tr>
<td></td>
<td>25%</td>
<td>43%</td>
<td>17%</td>
</tr>
<tr>
<td></td>
<td>4,398</td>
<td>7,418</td>
<td>2,900</td>
</tr>
<tr>
<td></td>
<td>9%</td>
<td>6%</td>
<td>1,531</td>
</tr>
<tr>
<td></td>
<td>447</td>
<td>970</td>
<td>17,217</td>
</tr>
<tr>
<td></td>
<td>6%</td>
<td>4%</td>
<td>153</td>
</tr>
<tr>
<td>45 My supervisor/team leader is committed to a workforce representative of all segments of society.</td>
<td>69%</td>
<td>24%</td>
<td>7%</td>
</tr>
<tr>
<td></td>
<td>26%</td>
<td>43%</td>
<td>24%</td>
</tr>
<tr>
<td></td>
<td>4,161</td>
<td>6,747</td>
<td>3,683</td>
</tr>
<tr>
<td></td>
<td>4%</td>
<td>3%</td>
<td>602</td>
</tr>
<tr>
<td></td>
<td>379</td>
<td>546</td>
<td>15,739</td>
</tr>
<tr>
<td></td>
<td>3%</td>
<td>5%</td>
<td>1,599</td>
</tr>
<tr>
<td>46 My supervisor/team leader provides me with constructive suggestions to improve my job performance.</td>
<td>66%</td>
<td>19%</td>
<td>15%</td>
</tr>
<tr>
<td></td>
<td>23%</td>
<td>43%</td>
<td>19%</td>
</tr>
<tr>
<td></td>
<td>4,016</td>
<td>7,400</td>
<td>3,273</td>
</tr>
<tr>
<td></td>
<td>9%</td>
<td>6%</td>
<td>1,531</td>
</tr>
<tr>
<td></td>
<td>447</td>
<td>955</td>
<td>17,246</td>
</tr>
<tr>
<td></td>
<td>6%</td>
<td>4%</td>
<td>103</td>
</tr>
<tr>
<td>47 Supervisors/team leaders in my work unit support employee development.</td>
<td>73%</td>
<td>17%</td>
<td>11%</td>
</tr>
<tr>
<td></td>
<td>27%</td>
<td>46%</td>
<td>17%</td>
</tr>
<tr>
<td></td>
<td>4,640</td>
<td>7,814</td>
<td>2,811</td>
</tr>
<tr>
<td></td>
<td>6%</td>
<td>5%</td>
<td>1,078</td>
</tr>
<tr>
<td></td>
<td>315</td>
<td>757</td>
<td>17,100</td>
</tr>
<tr>
<td></td>
<td>5%</td>
<td>3%</td>
<td>211</td>
</tr>
<tr>
<td>48 My supervisor/team leader listens to what I have to say.</td>
<td>80%</td>
<td>11%</td>
<td>9%</td>
</tr>
<tr>
<td></td>
<td>35%</td>
<td>45%</td>
<td>11%</td>
</tr>
<tr>
<td></td>
<td>6,136</td>
<td>7,747</td>
<td>1,946</td>
</tr>
<tr>
<td></td>
<td>6%</td>
<td>3%</td>
<td>482</td>
</tr>
<tr>
<td></td>
<td>339</td>
<td>17,354</td>
<td>n/a</td>
</tr>
<tr>
<td>49 My supervisor/team leader treats me with respect.</td>
<td>84%</td>
<td>9%</td>
<td>7%</td>
</tr>
<tr>
<td></td>
<td>41%</td>
<td>43%</td>
<td>9%</td>
</tr>
<tr>
<td></td>
<td>7,173</td>
<td>7,362</td>
<td>1,607</td>
</tr>
<tr>
<td></td>
<td>4%</td>
<td>3%</td>
<td>472</td>
</tr>
<tr>
<td></td>
<td>321</td>
<td>17,344</td>
<td>n/a</td>
</tr>
<tr>
<td>50 In the last six months, my supervisor/team leader has talked with me about my performance.</td>
<td>85%</td>
<td>8%</td>
<td>7%</td>
</tr>
<tr>
<td></td>
<td>36%</td>
<td>49%</td>
<td>8%</td>
</tr>
<tr>
<td></td>
<td>6,237</td>
<td>8,544</td>
<td>1,321</td>
</tr>
<tr>
<td></td>
<td>5%</td>
<td>2%</td>
<td>915</td>
</tr>
<tr>
<td></td>
<td>322</td>
<td>17,350</td>
<td>n/a</td>
</tr>
<tr>
<td>51 I have trust and confidence in my supervisor.</td>
<td>72%</td>
<td>15%</td>
<td>13%</td>
</tr>
<tr>
<td></td>
<td>35%</td>
<td>37%</td>
<td>15%</td>
</tr>
<tr>
<td></td>
<td>6,124</td>
<td>6,444</td>
<td>2,541</td>
</tr>
<tr>
<td></td>
<td>8%</td>
<td>5%</td>
<td>1,267</td>
</tr>
<tr>
<td></td>
<td>326</td>
<td>17,262</td>
<td>n/a</td>
</tr>
<tr>
<td>52 Overall, how good a job do you feel is being done by your immediate supervisor/team leader?</td>
<td>75%</td>
<td>16%</td>
<td>9%</td>
</tr>
<tr>
<td></td>
<td>40%</td>
<td>35%</td>
<td>16%</td>
</tr>
<tr>
<td></td>
<td>7,008</td>
<td>6,001</td>
<td>2,716</td>
</tr>
<tr>
<td></td>
<td>6%</td>
<td>4%</td>
<td>973</td>
</tr>
<tr>
<td></td>
<td>229</td>
<td>17,311</td>
<td>n/a</td>
</tr>
<tr>
<td><strong>Leadership</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>53 In my organization, leaders generate high levels of motivation and commitment in the workforce.</td>
<td>48%</td>
<td>27%</td>
<td>25%</td>
</tr>
<tr>
<td></td>
<td>11%</td>
<td>37%</td>
<td>27%</td>
</tr>
<tr>
<td></td>
<td>1,818</td>
<td>6,389</td>
<td>4,568</td>
</tr>
<tr>
<td></td>
<td>17%</td>
<td>8%</td>
<td>2,765</td>
</tr>
<tr>
<td></td>
<td>2,147</td>
<td>1,347</td>
<td>16,887</td>
</tr>
<tr>
<td></td>
<td>8%</td>
<td>6%</td>
<td>211</td>
</tr>
<tr>
<td>54 My organization's leaders maintain high standards of honesty and integrity.</td>
<td>62%</td>
<td>24%</td>
<td>15%</td>
</tr>
<tr>
<td></td>
<td>17%</td>
<td>44%</td>
<td>24%</td>
</tr>
<tr>
<td></td>
<td>2,877</td>
<td>7,286</td>
<td>3,820</td>
</tr>
<tr>
<td></td>
<td>8%</td>
<td>6%</td>
<td>1,352</td>
</tr>
<tr>
<td></td>
<td>2,347</td>
<td>996</td>
<td>16,331</td>
</tr>
<tr>
<td></td>
<td>6%</td>
<td>3%</td>
<td>764</td>
</tr>
</tbody>
</table>
### Managers/Supervisors/Team Leaders work well with employees of different backgrounds.

<table>
<thead>
<tr>
<th>Rating</th>
<th>69%</th>
<th>21%</th>
<th>10%</th>
</tr>
</thead>
<tbody>
<tr>
<td>19%</td>
<td>50%</td>
<td>21%</td>
<td>6%</td>
</tr>
<tr>
<td>3,108</td>
<td>8,222</td>
<td>3,310</td>
<td>985</td>
</tr>
<tr>
<td>4%</td>
<td>637</td>
<td>16,262</td>
<td>820</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>68%</th>
<th>19%</th>
<th>13%</th>
</tr>
</thead>
<tbody>
<tr>
<td>17%</td>
<td>51%</td>
<td>19%</td>
<td>9%</td>
</tr>
<tr>
<td>2,925</td>
<td>8,719</td>
<td>3,063</td>
<td>1,447</td>
</tr>
<tr>
<td>5%</td>
<td>756</td>
<td>16,910</td>
<td>155</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>69%</th>
<th>21%</th>
<th>11%</th>
</tr>
</thead>
<tbody>
<tr>
<td>17%</td>
<td>52%</td>
<td>21%</td>
<td>7%</td>
</tr>
<tr>
<td>2,863</td>
<td>8,446</td>
<td>3,213</td>
<td>1,081</td>
</tr>
<tr>
<td>4%</td>
<td>571</td>
<td>16,174</td>
<td>858</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>57%</th>
<th>23%</th>
<th>20%</th>
</tr>
</thead>
<tbody>
<tr>
<td>14%</td>
<td>44%</td>
<td>23%</td>
<td>13%</td>
</tr>
<tr>
<td>2,311</td>
<td>7,241</td>
<td>3,686</td>
<td>2,145</td>
</tr>
<tr>
<td>7%</td>
<td>517</td>
<td>16,511</td>
<td>529</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>62%</th>
<th>22%</th>
<th>16%</th>
</tr>
</thead>
<tbody>
<tr>
<td>15%</td>
<td>47%</td>
<td>22%</td>
<td>10%</td>
</tr>
<tr>
<td>2,557</td>
<td>7,662</td>
<td>3,572</td>
<td>1,669</td>
</tr>
<tr>
<td>6%</td>
<td>968</td>
<td>16,428</td>
<td>543</td>
</tr>
</tbody>
</table>

### Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

<table>
<thead>
<tr>
<th>Rating</th>
<th>62%</th>
<th>24%</th>
<th>14%</th>
</tr>
</thead>
<tbody>
<tr>
<td>22%</td>
<td>40%</td>
<td>24%</td>
<td>8%</td>
</tr>
<tr>
<td>3,613</td>
<td>6,581</td>
<td>3,820</td>
<td>1,245</td>
</tr>
<tr>
<td>6%</td>
<td>921</td>
<td>16,180</td>
<td>825</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>60%</th>
<th>23%</th>
<th>18%</th>
</tr>
</thead>
<tbody>
<tr>
<td>20%</td>
<td>40%</td>
<td>23%</td>
<td>11%</td>
</tr>
<tr>
<td>3,441</td>
<td>6,784</td>
<td>3,753</td>
<td>1,739</td>
</tr>
<tr>
<td>7%</td>
<td>1,129</td>
<td>16,846</td>
<td>200</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>61%</th>
<th>27%</th>
<th>13%</th>
</tr>
</thead>
<tbody>
<tr>
<td>19%</td>
<td>42%</td>
<td>27%</td>
<td>7%</td>
</tr>
<tr>
<td>2,954</td>
<td>6,577</td>
<td>4,036</td>
<td>1,083</td>
</tr>
<tr>
<td>5%</td>
<td>796</td>
<td>15,446</td>
<td>1,563</td>
</tr>
</tbody>
</table>

### My Satisfaction

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>56%</th>
<th>23%</th>
<th>21%</th>
</tr>
</thead>
<tbody>
<tr>
<td>13%</td>
<td>43%</td>
<td>23%</td>
<td>16%</td>
</tr>
<tr>
<td>2,131</td>
<td>7,324</td>
<td>3,993</td>
<td>2,751</td>
</tr>
<tr>
<td>4%</td>
<td>712</td>
<td>16,911</td>
<td>n/a</td>
</tr>
</tbody>
</table>

#### How satisfied are you with the information you receive from management on what’s going on in your organization?

<table>
<thead>
<tr>
<th>Rating</th>
<th>53%</th>
<th>24%</th>
<th>23%</th>
</tr>
</thead>
<tbody>
<tr>
<td>11%</td>
<td>42%</td>
<td>24%</td>
<td>18%</td>
</tr>
<tr>
<td>1,919</td>
<td>7,251</td>
<td>3,949</td>
<td>2,898</td>
</tr>
<tr>
<td>5%</td>
<td>888</td>
<td>16,905</td>
<td>n/a</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>58%</th>
<th>23%</th>
<th>20%</th>
</tr>
</thead>
<tbody>
<tr>
<td>16%</td>
<td>42%</td>
<td>23%</td>
<td>14%</td>
</tr>
<tr>
<td>2,671</td>
<td>7,154</td>
<td>3,808</td>
<td>2,320</td>
</tr>
<tr>
<td>6%</td>
<td>954</td>
<td>16,907</td>
<td>n/a</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>48%</th>
<th>30%</th>
<th>22%</th>
</tr>
</thead>
<tbody>
<tr>
<td>10%</td>
<td>38%</td>
<td>30%</td>
<td>16%</td>
</tr>
<tr>
<td>1,721</td>
<td>6,572</td>
<td>5,006</td>
<td>5,108</td>
</tr>
<tr>
<td>6%</td>
<td>987</td>
<td>16,866</td>
<td>n/a</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>42%</th>
<th>31%</th>
<th>27%</th>
</tr>
</thead>
<tbody>
<tr>
<td>10%</td>
<td>32%</td>
<td>31%</td>
<td>17%</td>
</tr>
<tr>
<td>1,731</td>
<td>5,481</td>
<td>5,108</td>
<td>2,876</td>
</tr>
<tr>
<td>10%</td>
<td>1,693</td>
<td>16,889</td>
<td>n/a</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>56%</th>
<th>24%</th>
<th>20%</th>
</tr>
</thead>
<tbody>
<tr>
<td>13%</td>
<td>44%</td>
<td>24%</td>
<td>14%</td>
</tr>
<tr>
<td>2,198</td>
<td>7,404</td>
<td>4,004</td>
<td>2,304</td>
</tr>
<tr>
<td>6%</td>
<td>976</td>
<td>16,886</td>
<td>n/a</td>
</tr>
</tbody>
</table>
## Positive, Neutral, Negative Ratings

<table>
<thead>
<tr>
<th>Question</th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
<th>Total</th>
<th>n/a</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>69 Considering everything, how satisfied are you with your job?</strong></td>
<td>73%</td>
<td>16%</td>
<td>12%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>23%</td>
<td>16%</td>
<td>8%</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>3,839</td>
<td>2,639</td>
<td>1,376</td>
<td>561</td>
<td>16,879</td>
</tr>
<tr>
<td><strong>70 Considering everything, how satisfied are you with your pay?</strong></td>
<td>68%</td>
<td>16%</td>
<td>16%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>21%</td>
<td>16%</td>
<td>11%</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>3,485</td>
<td>2,692</td>
<td>1,879</td>
<td>780</td>
<td>16,896</td>
</tr>
<tr>
<td><strong>71 Considering everything, how satisfied are you with your organization?</strong></td>
<td>68%</td>
<td>19%</td>
<td>13%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>17%</td>
<td>19%</td>
<td>9%</td>
<td>4%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2,936</td>
<td>3,204</td>
<td>1,565</td>
<td>631</td>
<td>16,880</td>
</tr>
</tbody>
</table>

### Work/Life

<table>
<thead>
<tr>
<th>Question</th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
<th>Total</th>
<th>n/a</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>79 How satisfied are you with the following Work/Life programs in your agency? Telework</strong></td>
<td>61%</td>
<td>21%</td>
<td>17%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>28%</td>
<td>21%</td>
<td>10%</td>
<td>7%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>3,737</td>
<td>2,607</td>
<td>1,293</td>
<td>80</td>
<td>12,826</td>
</tr>
<tr>
<td><strong>80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)</strong></td>
<td>78%</td>
<td>15%</td>
<td>7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>42%</td>
<td>15%</td>
<td>4%</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5,792</td>
<td>1,968</td>
<td>484</td>
<td>335</td>
<td>13,276</td>
</tr>
<tr>
<td><strong>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)</strong></td>
<td>58%</td>
<td>35%</td>
<td>7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>17%</td>
<td>35%</td>
<td>5%</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1,783</td>
<td>3,487</td>
<td>431</td>
<td>206</td>
<td>9,871</td>
</tr>
<tr>
<td><strong>82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)</strong></td>
<td>42%</td>
<td>53%</td>
<td>5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>11%</td>
<td>53%</td>
<td>3%</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>834</td>
<td>3,793</td>
<td>218</td>
<td>122</td>
<td>7,156</td>
</tr>
<tr>
<td><strong>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)</strong></td>
<td>24%</td>
<td>67%</td>
<td>9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>8%</td>
<td>67%</td>
<td>5%</td>
<td>4%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>401</td>
<td>3,490</td>
<td>247</td>
<td>202</td>
<td>5,212</td>
</tr>
<tr>
<td><strong>84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)</strong></td>
<td>18%</td>
<td>76%</td>
<td>6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5%</td>
<td>76%</td>
<td>4%</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>241</td>
<td>3,611</td>
<td>158</td>
<td>110</td>
<td>4,767</td>
</tr>
</tbody>
</table>

### Notes:
- Don't Know/No Basis to Judge responses were excluded from percentage calculations and total response counts.
- Percentages are weighted to represent the Agency's population.
- The sum of percentages may not add to 100 due to rounding.
- Responses to questions 72 - 78 are listed under Work/Life Programs on page 8.
- Positive ratings of 65% or greater are in **bold green** font.
- Neutral ratings of 30% or greater are in **bold blue** font.
- There were no negative ratings of 35% or greater.
## Work/Life Programs

### Telework Eligibility

<table>
<thead>
<tr>
<th>Question</th>
<th>YES</th>
<th>NOT SURE</th>
<th>NO</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>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).</td>
<td>65%</td>
<td>4%</td>
<td>30%</td>
<td>16,855</td>
</tr>
<tr>
<td></td>
<td>65%</td>
<td>4%</td>
<td>30%</td>
<td>16,855</td>
</tr>
<tr>
<td></td>
<td>11,392</td>
<td>648</td>
<td>4,815</td>
<td>16,855</td>
</tr>
</tbody>
</table>

### Telework Situation

<table>
<thead>
<tr>
<th>Question</th>
<th>51%</th>
<th>50%</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>73 Please select the response below that BEST describes your current teleworking situation:</td>
<td>11%</td>
<td>15%</td>
<td>2,044</td>
</tr>
<tr>
<td></td>
<td>7%</td>
<td>1,171</td>
<td>16,698</td>
</tr>
<tr>
<td></td>
<td>18%</td>
<td>2,947</td>
<td>16,651</td>
</tr>
<tr>
<td></td>
<td>12%</td>
<td>1,812</td>
<td>16,630</td>
</tr>
<tr>
<td></td>
<td>6%</td>
<td>948</td>
<td>16,583</td>
</tr>
<tr>
<td></td>
<td>16%</td>
<td>2,587</td>
<td>16,669</td>
</tr>
<tr>
<td></td>
<td>16%</td>
<td>2,547</td>
<td></td>
</tr>
</tbody>
</table>

### Program Participation

<table>
<thead>
<tr>
<th>Question</th>
<th>YES</th>
<th>NOT AVAILABLE TO ME</th>
<th>NO</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>74 Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</td>
<td>55%</td>
<td>7%</td>
<td>37%</td>
<td>16,799</td>
</tr>
<tr>
<td></td>
<td>55%</td>
<td>7%</td>
<td>37%</td>
<td>16,799</td>
</tr>
<tr>
<td></td>
<td>9,473</td>
<td>1,131</td>
<td>6,195</td>
<td>16,799</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Question</th>
<th>28%</th>
<th>7%</th>
<th>65%</th>
<th>16,698</th>
</tr>
</thead>
<tbody>
<tr>
<td>75 Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</td>
<td>28%</td>
<td>7%</td>
<td>65%</td>
<td>16,698</td>
</tr>
<tr>
<td></td>
<td>4,638</td>
<td>1,141</td>
<td>10,919</td>
<td>16,698</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Question</th>
<th>12%</th>
<th>3%</th>
<th>85%</th>
<th>16,651</th>
</tr>
</thead>
<tbody>
<tr>
<td>76 Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)</td>
<td>12%</td>
<td>3%</td>
<td>85%</td>
<td>16,651</td>
</tr>
<tr>
<td></td>
<td>1,983</td>
<td>527</td>
<td>14,141</td>
<td>16,651</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Question</th>
<th>3%</th>
<th>11%</th>
<th>85%</th>
<th>16,630</th>
</tr>
</thead>
<tbody>
<tr>
<td>77 Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</td>
<td>3%</td>
<td>11%</td>
<td>85%</td>
<td>16,630</td>
</tr>
<tr>
<td></td>
<td>542</td>
<td>1,777</td>
<td>14,311</td>
<td>16,630</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Question</th>
<th>2%</th>
<th>12%</th>
<th>86%</th>
<th>16,583</th>
</tr>
</thead>
<tbody>
<tr>
<td>78 Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)</td>
<td>2%</td>
<td>12%</td>
<td>86%</td>
<td>16,583</td>
</tr>
<tr>
<td></td>
<td>295</td>
<td>1,957</td>
<td>14,331</td>
<td>16,583</td>
</tr>
</tbody>
</table>

### Notes:
- Percentages are weighted to represent the Agency’s population.
- The sum of percentages may not add to 100 due to rounding.
### Respondent Characteristics

<table>
<thead>
<tr>
<th>Question</th>
<th>Headquarters</th>
<th>Field</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>85 Where do you work?</td>
<td>62%</td>
<td>38%</td>
<td>16,629</td>
</tr>
<tr>
<td></td>
<td>10,253</td>
<td>6,376</td>
<td></td>
</tr>
<tr>
<td>86 What is your supervisory status?</td>
<td>67%</td>
<td>14%</td>
<td>16,755</td>
</tr>
<tr>
<td></td>
<td>11,198</td>
<td>2,316</td>
<td></td>
</tr>
<tr>
<td>Non-Supervisor</td>
<td>Supervisor</td>
<td>Manager</td>
<td>Executive</td>
</tr>
<tr>
<td></td>
<td>13%</td>
<td>5%</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>2,132</td>
<td>858</td>
<td>251</td>
</tr>
<tr>
<td>Total</td>
<td>11,320</td>
<td>7,440</td>
<td>16,775</td>
</tr>
<tr>
<td>87 Are you:</td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
</tr>
<tr>
<td></td>
<td>57%</td>
<td>43%</td>
<td>16,649</td>
</tr>
<tr>
<td></td>
<td>9,573</td>
<td>7,076</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>16,646</td>
<td></td>
<td></td>
</tr>
<tr>
<td>88 Are you Hispanic or Latino?</td>
<td>Yes</td>
<td>No</td>
<td>Total</td>
</tr>
<tr>
<td></td>
<td>5%</td>
<td>95%</td>
<td>16,528</td>
</tr>
<tr>
<td></td>
<td>751</td>
<td>15,777</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>16,502</td>
<td></td>
<td></td>
</tr>
<tr>
<td>89 Please select the racial category(ies) with which you most closely identify.</td>
<td>American Indian or Alaska Native</td>
<td>Asian</td>
<td>Black or African American</td>
</tr>
<tr>
<td></td>
<td>1%</td>
<td>12%</td>
<td>16%</td>
</tr>
<tr>
<td></td>
<td>83</td>
<td>1,983</td>
<td>2,636</td>
</tr>
<tr>
<td>90 What is your age group?</td>
<td>25 and under</td>
<td>26-29</td>
<td>30-39</td>
</tr>
<tr>
<td></td>
<td>2%</td>
<td>8%</td>
<td>21%</td>
</tr>
<tr>
<td></td>
<td>377</td>
<td>1,257</td>
<td>3,405</td>
</tr>
<tr>
<td>91 What is your pay category/grade?</td>
<td>Federal Wage System</td>
<td>GS 1-6</td>
<td>GS 7-12</td>
</tr>
<tr>
<td></td>
<td>2%</td>
<td>3%</td>
<td>37%</td>
</tr>
<tr>
<td></td>
<td>268</td>
<td>550</td>
<td>6,113</td>
</tr>
<tr>
<td>92 How long have you been with the Federal Government (excluding military service)?</td>
<td>&lt; 1 yr</td>
<td>1-3 yrs</td>
<td>4-5 yrs</td>
</tr>
<tr>
<td></td>
<td>2%</td>
<td>13%</td>
<td>11%</td>
</tr>
<tr>
<td></td>
<td>305</td>
<td>2,190</td>
<td>1,731</td>
</tr>
<tr>
<td>93 How long have you been with your current agency (for example, DOJ, EPA)?</td>
<td>&lt; 1 yr</td>
<td>1-3 yrs</td>
<td>4-5 yrs</td>
</tr>
<tr>
<td></td>
<td>3%</td>
<td>16%</td>
<td>12%</td>
</tr>
<tr>
<td></td>
<td>424</td>
<td>2,720</td>
<td>2,062</td>
</tr>
<tr>
<td>94 Are you considering leaving your organization within the next year, and if so, why?</td>
<td>No</td>
<td>Yes, Retire</td>
<td>Yes, Another job within Fed Gov</td>
</tr>
<tr>
<td></td>
<td>75%</td>
<td>5%</td>
<td>13%</td>
</tr>
<tr>
<td></td>
<td>12,532</td>
<td>748</td>
<td>2,172</td>
</tr>
<tr>
<td>95 I am planning to retire:</td>
<td>Within 1 yr</td>
<td>Between 1 &amp; 3 yrs</td>
<td>Between 3 &amp; 5 yrs</td>
</tr>
<tr>
<td></td>
<td>3%</td>
<td>7%</td>
<td>8%</td>
</tr>
<tr>
<td></td>
<td>417</td>
<td>1,224</td>
<td>1,240</td>
</tr>
</tbody>
</table>

**Notes:**
- The sum of percentages may not add to 100 due to rounding.