



U.S. Department of Commerce

2014 Federal Employee Viewpoint Survey Results

Within This Report

This overview of the Commerce 2014 Federal Employee Viewpoint Survey (FEVS) results contains the following:

- Results At-A-Glance (page 1)
- Positive, Neutral, and Negative Ratings (pages 2–7)
- Work/Life Programs (page 8)
- Demographic Characteristics and Agency-Specific Item (pages 9–10)

About The FEVS

Title 5, Code of Federal Regulations, Part 250 requires agencies to administer an annual employee survey. The U.S. Office of Personnel Management now administers the FEVS annually, thus meeting agencies' yearly survey commitment.

The web-based survey was completed by more than 392,000 Federal employees from April 29 to June 13, 2014. The survey was open to Commerce employees beginning May 7, 2014.

The FEVS contained 100 questions regarding employee perceptions on critical areas of their work lives which drive employee satisfaction, commitment, and ultimately retention. Commerce will use the 2014 results to improve processes, products, services, and organizational outcomes through the recruitment and retention of a high-performing, diverse workforce.

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, immediate supervisors, and work-life programs. However, opportunities for improvement lie within employee perceptions on performance management, resources, and leadership within the Department.

- **45 items had positive ratings of 65% or more** (strengths)
- **0 items had negative ratings of 35% or more** (challenges)
- **4 items had neutral ratings of 30% or more** (opportunities)
- **34 items increased from the Department's 2013 positive score**
- **17 items decreased from the Department's 2013 positive score**
- **76 out of 77 items were above the positive Government-wide average**
- **62 items were 5 percentage points or more above the positive Government-wide average**
- **0 items were 5 percentage points or more below the positive 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: 41%** – Pay raises depend on how well employees perform their jobs.

Indices

Out of 37 agencies, Commerce received the following Index rankings:

5th at 69% on Job Satisfaction (4th at 68% in 2013)

Employees are satisfied with their jobs and various aspects thereof

5th at 69% on Global Satisfaction (7th at 69% in 2013)

Satisfaction with the job, pay, and organization and willingness to recommend it as good place to work

6th at 65% on Leadership and Knowledge Management (7th at 65% in 2013)

Leadership is held in high regard, both overall and on specific facets of leadership

6th at 61% on Results-Oriented Performance Culture (4th at 61% in 2013)

The culture promotes improvement in processes, products, services, and organizational outcomes

7th at 63% on Talent Management (7th at 62% in 2013)

The organization has the talent necessary to achieve organizational goals

8th at 70% on Employee Engagement (7th at 70% in 2013)

Conditions that lead to engaged employees

- **78% on Supervisors** (78% in 2013)
The interpersonal relationship between worker and supervisor, including trust, respect, and support
- **74% on Intrinsic Work Experiences** (73% in 2013)
Employees' feelings of motivation and competency relating to their role in the workplace
- **58% on Leaders Lead** (60% in 2013)
Perceptions of leadership integrity and behaviors, such as communication and workforce motivation

Response Rates

57% (9,892 out of 17,402) of Commerce employees responded, which is the same as last year's rate and 10 percentage points above the Government rate. Bureau/organizational unit response rates are:

- | | | | |
|--------------|---------------|----------------|-------------|
| ▪ ESA – 96% | ▪ BEA – 73% | ▪ NOAA – 52% | ▪ OS – 46% |
| ▪ EDA – 83% | ▪ USPTO – 70% | ▪ CENSUS – 52% | ▪ BIS – 39% |
| ▪ NTIS – 77% | ▪ MBDA – 62% | ▪ ITA – 50% | |
| ▪ OIG – 76% | ▪ NTIA – 57% | ▪ NIST – 47% | |

Positive, Neutral, Negative Ratings

POSITIVE		NEUTRAL	NEGATIVE		TOTAL	Don't Know / No Basis to Judge
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		

My Work Experience

1 I am given a real opportunity to improve my skills in my organization.	69%		16%	16%		9,876	n/a
	24%	45%	16%	11%	5%		
	2,439	4,354	1,496	1,134	453		
2 I have enough information to do my job well.	75%		12%	13%		9,811	n/a
	23%	51%	12%	10%	3%		
	2,265	4,969	1,252	1,035	290		
3 I feel encouraged to come up with new and better ways of doing things.	60%		20%	20%		9,736	n/a
	23%	37%	20%	13%	6%		
	2,408	3,632	1,815	1,270	611		
4 My work gives me a feeling of personal accomplishment.	76%		13%	11%		9,804	n/a
	31%	45%	13%	8%	3%		
	3,012	4,320	1,307	781	384		
5 I like the kind of work I do.	83%		11%	5%		9,736	n/a
	39%	45%	11%	4%	1%		
	3,667	4,345	1,145	409	170		
6 I know what is expected of me on the job.	83%		10%	7%		9,787	n/a
	37%	46%	10%	5%	2%		
	3,387	4,580	1,015	557	248		
7 When needed I am willing to put in the extra effort to get a job done.	97%		2%	1%		9,829	n/a
	63%	34%	2%	1%	0%		
	6,272	3,229	223	53	52		
8 I am constantly looking for ways to do my job better.	91%		8%	2%		9,851	n/a
	47%	43%	8%	1%	0%		
	4,690	4,246	745	119	51		
9 I have sufficient resources (for example, people, materials, budget) to get my job done.	54%		15%	31%		9,844	22
	16%	38%	15%	19%	12%		
	1,482	3,707	1,480	2,013	1,162		
10 My workload is reasonable.	59%		18%	23%		9,770	11
	12%	46%	18%	15%	8%		
	1,206	4,487	1,712	1,575	790		
11 My talents are used well in the workplace.	62%		18%	20%		9,570	40
	18%	44%	18%	13%	8%		
	1,781	4,107	1,621	1,250	811		
12 I know how my work relates to the agency's goals and priorities.	86%		9%	5%		9,792	31
	35%	51%	9%	3%	2%		
	3,433	4,933	872	359	195		
13 The work I do is important.	90%		7%	3%		9,679	30
	48%	42%	7%	2%	1%		
	4,488	4,139	751	189	112		

Positive, Neutral, Negative Ratings

14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	74%		14%	12%		9,728	109
	31%	43%	14%	8%	4%		
	2,910	4,251	1,327	817	423		
15 My performance appraisal is a fair reflection of my performance.	72%		14%	14%		9,763	83
	27%	45%	14%	9%	6%		
	2,648	4,342	1,333	856	584		
16 I am held accountable for achieving results.	85%		10%	5%		9,775	36
	34%	51%	10%	3%	1%		
	3,268	4,989	1,039	338	141		
17 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	64%		21%	16%		9,145	662
	25%	39%	21%	8%	8%		
	2,402	3,469	1,805	737	732		
18 My training needs are assessed.	53%		23%	23%		9,712	122
	14%	39%	23%	16%	8%		
	1,441	3,692	2,237	1,532	810		
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).	70%		14%	16%		9,684	187
	30%	41%	14%	10%	6%		
	2,760	3,886	1,350	1,043	645		

My Work Unit

20 The people I work with cooperate to get the job done.	78%		12%	9%		9,859	n/a
	30%	49%	12%	7%	2%		
	2,966	4,766	1,172	723	232		
21 My work unit is able to recruit people with the right skills.	52%		24%	24%		9,375	487
	13%	39%	24%	16%	8%		
	1,205	3,632	2,241	1,550	747		
22 Promotions in my work unit are based on merit.	52%		24%	24%		9,144	669
	19%	33%	24%	13%	11%		
	1,655	3,027	2,192	1,244	1,026		
23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	42%		27%	31%		8,635	1,190
	10%	31%	27%	17%	14%		
	864	2,628	2,372	1,532	1,239		
24 In my work unit, differences in performance are recognized in a meaningful way.	44%		28%	28%		9,111	727
	12%	32%	28%	18%	11%		
	1,029	2,826	2,535	1,697	1,024		
25 Awards in my work unit depend on how well employees perform their jobs.	56%		21%	23%		9,142	672
	20%	36%	21%	13%	10%		
	1,615	3,250	2,064	1,225	988		
26 Employees in my work unit share job knowledge with each other.	75%		14%	11%		9,776	53
	26%	50%	14%	7%	4%		
	2,521	4,862	1,251	735	407		
27 The skill level in my work unit has improved in the past year.	56%		30%	14%		9,298	549
	18%	38%	30%	10%	4%		
	1,657	3,551	2,738	920	432		

Positive, Neutral, Negative Ratings

28 How would you rate the overall quality of work done by your work unit?	88%		10%	2%		9,852	n/a
	47%	42%	10%	2%	1%		
	4,674	4,003	957	165	53		
My Agency							
29 The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	76%		14%	10%		9,495	249
	20%	56%	14%	8%	2%		
	1,849	5,316	1,388	731	211		
30 Employees have a feeling of personal empowerment with respect to work processes.	52%		24%	24%		9,458	291
	14%	39%	24%	16%	7%		
	1,229	3,596	2,285	1,620	728		
31 Employees are recognized for providing high quality products and services.	58%		21%	21%		9,508	211
	16%	41%	21%	14%	7%		
	1,539	3,912	2,024	1,354	679		
32 Creativity and innovation are rewarded.	45%		30%	25%		9,372	351
	12%	33%	30%	16%	9%		
	1,184	3,132	2,705	1,469	882		
33 Pay raises depend on how well employees perform their jobs.	41%		25%	34%		9,040	648
	14%	27%	25%	18%	15%		
	1,140	2,389	2,318	1,752	1,441		
34 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	64%		26%	10%		8,854	888
	21%	43%	26%	6%	4%		
	1,848	3,822	2,264	523	397		
35 Employees are protected from health and safety hazards on the job.	81%		12%	6%		9,515	211
	29%	53%	12%	4%	2%		
	2,819	5,051	1,097	351	197		
36 My organization has prepared employees for potential security threats.	80%		13%	7%		9,545	180
	26%	54%	13%	5%	2%		
	2,441	5,196	1,281	437	190		
37 Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	63%		20%	16%		8,936	764
	22%	41%	20%	9%	8%		
	2,001	3,545	1,814	839	737		
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.	75%		16%	8%		8,591	1,077
	30%	46%	16%	4%	4%		
	2,563	3,846	1,404	376	402		
39 My agency is successful at accomplishing its mission.	82%		13%	5%		9,525	200
	28%	54%	13%	3%	1%		
	2,695	5,155	1,227	310	138		
40 I recommend my organization as a good place to work.	74%		16%	10%		9,752	n/a
	33%	41%	16%	7%	3%		
	3,095	3,975	1,577	738	367		

Positive, Neutral, Negative Ratings

41 I believe the results of this survey will be used to make my agency a better place to work.	51%		26%	23%		8,899	864
	20%	31%	26%	14%	9%		
	1,718	2,736	2,302	1,257	886		

My Supervisor

42 My supervisor supports my need to balance work and other life issues.	84%		9%	7%		9,694	49
	44%	40%	9%	4%	3%		
	4,372	3,790	853	375	304		

43 My supervisor provides me with opportunities to demonstrate my leadership skills.	69%		18%	13%		9,663	60
	32%	37%	18%	8%	5%		
	3,204	3,535	1,605	822	497		

44 Discussions with my supervisor about my performance are worthwhile.	70%		16%	14%		9,596	74
	32%	38%	16%	9%	6%		
	3,055	3,513	1,564	873	591		

45 My supervisor is committed to a workforce representative of all segments of society.	73%		21%	6%		8,723	977
	34%	39%	21%	3%	3%		
	3,023	3,345	1,782	295	278		

46 My supervisor provides me with constructive suggestions to improve my job performance.	69%		17%	14%		9,666	40
	30%	39%	17%	9%	5%		
	2,881	3,658	1,655	914	558		

47 Supervisors in my work unit support employee development.	72%		16%	12%		9,572	146
	31%	40%	16%	7%	5%		
	3,038	3,844	1,542	675	473		

48 My supervisor listens to what I have to say.	82%		10%	8%		9,718	n/a
	43%	39%	10%	5%	3%		
	4,141	3,809	963	514	291		

49 My supervisor treats me with respect.	85%		8%	6%		9,695	n/a
	48%	37%	8%	4%	2%		
	4,666	3,583	785	398	263		

50 In the last six months, my supervisor has talked with me about my performance.	89%		6%	5%		9,698	n/a
	44%	45%	6%	3%	1%		
	4,165	4,388	633	361	151		

51 I have trust and confidence in my supervisor.	73%		14%	13%		9,700	n/a
	41%	32%	14%	7%	5%		
	3,907	3,110	1,403	740	540		

52 Overall, how good a job do you feel is being done by your immediate supervisor?	77%		15%	8%		9,714	n/a
	46%	30%	15%	5%	3%		
	4,457	2,940	1,466	522	329		

Leadership

53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	45%		25%	30%		9,446	231
	14%	32%	25%	18%	12%		
	1,299	2,998	2,337	1,720	1,092		

54 My organization's senior leaders maintain high standards of honesty and integrity.	59%		25%	16%		8,901	775
	19%	39%	25%	9%	8%		
	1,800	3,445	2,173	778	705		

Positive, Neutral, Negative Ratings

55 Supervisors work well with employees of different backgrounds.	71%		20%	9%		8,909	699
	23%	48%	20%	5%	4%		
	2,029	4,268	1,771	498	343		
56 Managers communicate the goals and priorities of the organization.	67%		19%	15%		9,479	147
	20%	47%	19%	9%	6%		
	1,822	4,391	1,771	936	559		
57 Managers review and evaluate the organization's progress toward meeting its goals and objectives.	67%		21%	12%		8,982	664
	20%	47%	21%	7%	4%		
	1,776	4,180	1,919	690	417		
58 Managers promote communication among different work units (for example, about projects, goals, needed resources).	56%		22%	22%		9,243	416
	17%	40%	22%	13%	9%		
	1,551	3,652	2,015	1,208	817		
59 Managers support collaboration across work units to accomplish work objectives.	61%		22%	18%		9,263	391
	18%	43%	22%	10%	7%		
	1,704	3,988	1,975	941	655		
60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64%		23%	13%		8,953	711
	27%	37%	23%	8%	5%		
	2,477	3,292	1,962	700	522		
61 I have a high level of respect for my organization's senior leaders.	57%		25%	19%		9,489	185
	22%	35%	25%	11%	7%		
	2,091	3,349	2,279	1,053	717		
62 Senior leaders demonstrate support for Work/Life programs.	63%		25%	11%		8,620	1,049
	23%	40%	25%	7%	5%		
	2,050	3,491	2,090	597	392		

My Satisfaction

63 How satisfied are you with your involvement in decisions that affect your work?	55%		22%	22%		9,651	n/a
	17%	38%	22%	17%	5%		
	1,667	3,689	2,086	1,678	531		
64 How satisfied are you with the information you receive from management on what's going on in your organization?	53%		22%	25%		9,621	n/a
	14%	39%	22%	18%	7%		
	1,418	3,677	2,126	1,729	671		
65 How satisfied are you with the recognition you receive for doing a good job?	56%		22%	22%		9,593	n/a
	18%	38%	22%	14%	7%		
	1,728	3,566	2,119	1,442	738		
66 How satisfied are you with the policies and practices of your senior leaders?	47%		30%	23%		9,618	n/a
	12%	35%	30%	15%	8%		
	1,227	3,334	2,858	1,450	749		
67 How satisfied are you with your opportunity to get a better job in your organization?	42%		30%	28%		9,612	n/a
	13%	29%	30%	17%	12%		
	1,224	2,722	2,805	1,678	1,183		
68 How satisfied are you with the training you receive for your present job?	59%		22%	19%		9,602	n/a
	17%	42%	22%	13%	6%		
	1,623	3,960	2,193	1,250	576		

Positive, Neutral, Negative Ratings

69 Considering everything, how satisfied are you with your job?	72%		16%	12%		9,625	n/a
	26%	46%	16%	9%	4%		
	2,405	4,350	1,562	896	412		
70 Considering everything, how satisfied are you with your pay?	65%		16%	20%		9,638	n/a
	21%	44%	16%	13%	6%		
	1,898	4,205	1,599	1,333	603		
71 Considering everything, how satisfied are you with your organization?	65%		19%	15%		9,634	n/a
	21%	45%	19%	11%	5%		
	1,980	4,218	1,881	1,059	496		

Work/Life

79 How satisfied are you with the following Work/Life programs in your agency? Telework	87%		8%	5%		6,484	207
	51%	36%	8%	4%	1%		
	3,024	2,505	567	290	98		
80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	94%		4%	2%		5,116	55
	61%	34%	4%	1%	1%		
	3,077	1,775	173	64	27		
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)	88%		10%	1%		2,561	135
	39%	50%	10%	1%	0%		
	992	1,276	258	32	3		
82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	79%		17%	4%		1,097	169
	32%	47%	17%	3%	1%		
	383	505	168	30	11		
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)	76%		21%	2%		355	102
	41%	36%	21%	2%	0%		
	153	124	69	7	2		
84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	73%		26%	1%		298	85
	33%	41%	26%	1%	0%		
	102	121	72	3	0		

Notes:

- Don't Know/No Basis to Judge responses were excluded from percentage calculations and total response counts.
- The work/life satisfaction results (questions 79 - 84) only include employees who indicated that they participated in the program.
- 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.
- Negative ratings of 35% or greater are in **bold red** font.

Work/Life Programs

YES		NOT SURE	NO	TOTAL
Notified that I was eligible	Notified that I was not eligible	Not sure if I was notified	Not notified of my telework eligibility	

Telework Eligibility

72 Have you been notified whether or not you are eligible to telework?	81%		7%	12%	9,595
	73%	8%	7%	12%	
	7,455	721	534	885	

I TELEWORK				I DO NOT TELEWORK				TOTAL
3 or more days per week	1 or 2 days per week	No more than 1 or 2 days per month	Very Infrequently, on an unscheduled or short-term basis	I have to be physically present on the job	Technical issues prevent me from teleworking	Did not receive approval, though I have the kind of job where I can telework	Choose not to telework	

Telework Situation

73 Please select the response below that BEST describes your current teleworking situation:	67%				34%				9,544
	19%	23%	8%	17%	9%	3%	9%	13%	
	1,291	2,582	913	1,826	651	284	738	1,259	

YES	NO	NOT AVAILABLE TO ME	TOTAL
-----	----	---------------------	-------

Program Participation

74 Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	52%	37%	10%	9,608
	5,198	3,649	761	

75 Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	27%	63%	10%	9,583
	2,657	6,201	725	

76 Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	12%	82%	5%	9,484
	1,117	7,973	394	

77 Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	4%	83%	13%	9,591
	401	8,158	1,032	

78 Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	3%	83%	14%	9,596
	334	8,180	1,082	

Notes:

- Percentages are weighted to represent the Agency's population.
- The sum of percentages may not add to 100 due to rounding.

Respondent Characteristics and Agency-Specific Item

Demographic Characteristics

	Headquarters	Field	Total
85 Where do you work?	66%	34%	9,546
	6,256	3,290	

	Non-Supervisor	Team Leader	Supervisor	Manager	Sr. Leader	Total
86 What is your supervisory status?	65%	13%	14%	6%	3%	9,583
	6,202	1,254	1,320	558	249	

	Male	Female	Total
87 Are you:	54%	46%	9,492
	5,155	4,337	

	Yes	No	Total
88 Are you Hispanic or Latino?	5%	95%	9,409
	500	8,909	

	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Total
89 Please select the racial category(ies) with which you most closely identify.	0%	11%	14%	0%	70%	3%	9,130
	40	978	1,323	42	6,434	313	

	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)	Total
90 What is the highest degree or level of education you have completed?	0%	3%	1%	9%	4%	33%	30%	18%	9,525
	8	305	120	903	392	3,152	2,885	1,760	

	Federal Wage System	GS 1-6	GS 7-12	GS 13-15	Senior Executive Service	Senior Level (SL) or Scientific or Professional (ST)	Other	Total
91 What is your pay category/grade?	1%	7%	31%	50%	3%	1%	7%	9,498
	136	641	2,962	4,714	266	102	677	

	< 1 yr	1-3 yrs	4-5 yrs	6-10 yrs	11-14 yrs	15-20 yrs	> 20 yrs	Total
92 How long have you been with the Federal Government (excluding military service)?	1%	11%	10%	20%	12%	14%	32%	9,516
	108	1,017	957	1,947	1,121	1,333	3,033	

	< 1 yr	1-3 yrs	4-5 yrs	6-10 yrs	11-20 yrs	> 20 yrs	Total
93 How long have you been with your current agency (for example, DOJ, EPA)?	2%	15%	11%	22%	25%	25%	9,506
	162	1,393	1,089	2,049	2,415	2,398	

Respondent Characteristics and Agency-Specific Item

	No	Yes, Retire	Yes, Another Job Within Fed Gov	Yes, Another Job Outside Fed Gov	Yes, Other	Total
94 Are you considering leaving your organization within the next year, and if so, why?	72% 6,874	5% 449	15% 1,401	4% 408	4% 383	9,515

	Within 1 yr	Between 1 & 3 yrs	Between 3 & 5 yrs	5 or More yrs	Total
95 I am planning to retire:	3% 283	7% 671	8% 759	82% 7,721	9,434

	Heterosexual or Straight	Gay, Lesbian, Bisexual, or Transgender	I Prefer Not to Say	Total
96 Self-Identify as:	83% 7,500	4% 332	13% 1,164	8,996

	No Prior Military Service	Currently in National Guard or Reserves	Retired	Separated or Discharged	Total
97 What is your US military service status?	87% 8,196	1% 47	3% 304	9% 862	9,409

	Yes	No	Total
98 Are you an individual with a disability?	7% 678	93% 8,771	9,449

	25 and under	26-29	30-39	40-49	50-59	60 or older	Total
99 What is your age group?	1% 98	5% 469	21% 2,059	27% 2,678	32% 3,182	14% 1,406	9,892

Agency-Specific Item

	Yes	No			Total
		I would rather not have one	I would rather have one	I am not sure what an IDP is	
100 Do you currently have an Individual Development Plan (IDP) approved by your supervisor?	TBD	TBD	TBD	TBD	TBD
	TBD	TBD	TBD	TBD	TBD

Notes:

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