



## What Makes Our Work Life Rewarding?

U.S. Department of the Interior  
U.S. Geological Survey

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## What Motivates You at Work?

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## Describe Your Most Memorable Recognition

Who gave it to you?  
What was it for?  
Why was it so memorable?



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## Motivation and Rewarding Work Environment

Is what motivates you the same as what makes your work place rewarding?



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## What is a Rewarding Environment?



Everything in the job and the work environment that employees value



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## What do you think matters most to USGS employees?

What factors have the greatest impact on employees?

What are the leadership activities and behaviors that contribute most to a rewarding environment?

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**USGS Research:  
What Matters Most to Employees?**

- Rewards Practices
- Fairness and Respect
- Risk-Taking
- The Work Itself
- Overall Supervision
- Performance Management
- Communications



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**Why does a rewarding  
environment matter?**

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**The Goal: Employee Engagement**

**The extent to which  
employees commit to  
something or someone,  
how hard they work, and  
how long they plan to stay.**



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## CLC Research: Why Does Employee Engagement Matter?

**EMPLOYEE ENGAGEMENT** = extent to which employees commit to something or someone in their organization, how hard they work, and how long they stay



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## CLC Research: Top Drivers of Employee Engagement

**MANAGERS** 8 of the "Top 10" Drivers of Employee Engagement relate to managers' actions, skills, and personal qualities

1. Explains connection between work and organizational strategy
2. Explains importance of job to organizational success
3. Explains how to complete work projects
5. Has strong commitment to diversity
6. Demonstrates honesty and integrity
8. Adapts to changing circumstances
9. Clearly articulates organizational goals
10. Possesses job skills

**ORGANIZATION**

4. Has reputation of integrity
7. Provides internal communication



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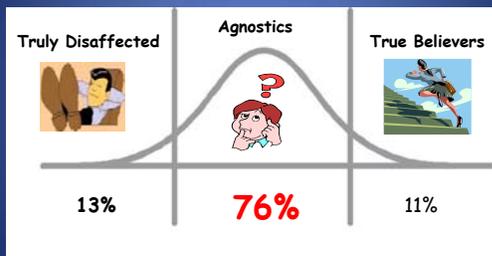
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## CLC Research: To What Extent is the Workforce Engaged?



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## 2013 Federal Employee Viewpoint Survey How do USGS employees feel?

- Measures government employees perceptions of workplace environment
- 98 questions in total
  - 14 are demographic.
  - 84 assess employee satisfaction
- Employee responses are categorized as:
  - Percent Positive, Percent Neutral, Percent Negative
- Any item with 65% or greater positive response = strength
- Any item with 35% or greater negative response = challenge




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## 2012 Federal Employee Viewpoint Survey Strengths: How do USGS employees feel?

TOP POSITIVE RESPONSE ITEMS: The following are % of people who responded in a positive manner (agree or strongly agree)	USGS	DOI	Gov t
7. When needed I am willing to put in the extra effort to get a job done.	97.0%	96.1%	95.6%
80. How satisfied are you with AWS?	92.5%	89.3%	88.7%
8. I am constantly looking for ways to do my job better.	92.2%	90.6%	90.4%
13. The work I do is important.	89.6%	89.2%	90.0%
28. How would you rate the overall quality of work done by your work unit?	89.3%	82.5%	82.5%
5. I like the kind of work I do.	87.7%	85.3%	82.8%
16. I am held accountable for achieving results.	85.9%	80.7%	81.5%
42. My supervisor supports my need to balance work and other life issues.	84.7%	79.9%	77.2%
35. Employees are protected from health and safety hazards on the job.	84.4%	78.1%	76.1%
50. In the last six months, my supervisor/team leader has talked with me about my performance.	84.0%	78.6%	76.7%

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## FEVS - How well did the USGS do? Top Opportunities for Improvement

Top Negative Response Items: The following are % of people who responded in a negative manner (disagree or strongly disagree)	USGS	DOI	Gov t
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	43.1%	49.3%	39.5%
21. My work unit is able to recruit people with the right skills.	40.7%	38.9%	33.1%
33. Pay raises depend on how well employees perform their jobs.	39.4%	53.3%	54.7%
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.1%	44.9%	44.6%
24. In my work unit, differences in performance are recognized in a meaningful way.	33.1%	40.9%	39.5%
67. How satisfied are you with your opportunity to get a better job in your organization?	32.0%	38.4%	37.7%
41. I believe the results of this survey will be used to make my agency a better place to work.	31.6%	35.1%	33.0%
53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	28.9%	35.2%	33.0%
22. Promotions in my work unit are based on merit.	28.5%	36.9%	39.0%
10. My workload is reasonable.	27.5%	34.3%	25.8%

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## FEVS – What Changed in a Year?

USGS Biggest Increases	% Positive 2013	% Positive 2012	Change
62. Senior leaders demonstrate support for Work/Life programs.	58.6%	55.0%	3.6%
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.7%	60.0%	2.7%
64. How satisfied are you with the information you receive from management on what's going on in your organization?	51.2%	48.5%	2.7%
61. I have a high level of respect for my organization's senior leaders.	50.2%	48.0%	2.2%
79. How satisfied are you with Telework?	79.6%	77.4%	2.2%




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## FEVS – What Changed in a Year?

USGS Biggest Decreases	% Positive 2013	% Positive 2012	Change
21. My work unit is able to recruit people with the right skills.	32.8%	43.0%	-10.2%
68. How satisfied are you with the training you receive for your present job?	45.9%	54.3%	-8.4%
9. I have sufficient resources to get my job done.	38.1%	45.0%	-6.9%
25. Awards in my work unit depend on how well employees perform their jobs.	45.2%	51.0%	-5.8%
70. Considering everything, how satisfied are you with your pay?	56.1%	61.9%	-5.8%
27. The skill level in my work unit has improved in the past year.	51.4%	56.7%	-5.3%
65. How satisfied are you with the recognition you receive for doing a good job?	50.1%	55.0%	-4.9%
1. I am given a real opportunity to improve my skills in my organization.	65.7%	70.5%	-4.8%
18. My training needs are assessed.	47.7%	52.4%	-4.7%

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The Best Places to Work  
IN THE FEDERAL GOVERNMENT



### Best Places to Work Index

- Recommend Organization
- Job Satisfaction
- Satisfaction with Organization

USGS Info:

<http://bestplacestowork.org/BPTW/rankings/detail/IN08>

DOI Info:

<http://bestplacestowork.org/BPTW/rankings/detail/IN00>




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The Best Places to Work  
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### 2013 BP2W Large Agency Rankings

1. National and Aeronautics and Space Administration
2. Department of Commerce
3. Intelligence Community
4. Department of State
5. Department of Justice
6. Social Security Administration
7. Department of Health and Human Services
8. Department of Transportation
9. Department of the Treasury
10. Department of the Navy & Environmental Protection Agency

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The Best Places to Work  
IN THE FEDERAL GOVERNMENT 2007

### 2013 DOI Bureaus BPTW Scores

U.S. Geological Survey	Score: 67.1
Bureau of Ocean Energy Management	Score: 67.0
U.S. Fish and Wildlife Service	Score: 65.3
Office of the Inspector General	Score: 63.1
Bureau of Land Management	Score: 58.6
Office of the Secretary of the Interior	Score: 57.0
Bureau of Reclamation	Score: 56.9
National Park Service	Score: 55.1
Bureau of Safety and Environmental Enforcement	Score: 54.3
Office of Surface Mining	Score: 52.2
Bureau of Indian Affairs	Score: 51.0
Office of the Solicitor	Score: 49.2

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Just imagine if the Midwest Region  
came out as THE best place to work  
in the USGS...



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What are you committed  
to doing to make USGS a  
great place to work?

U.S. Department of the Interior  
U.S. Geological Survey

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