

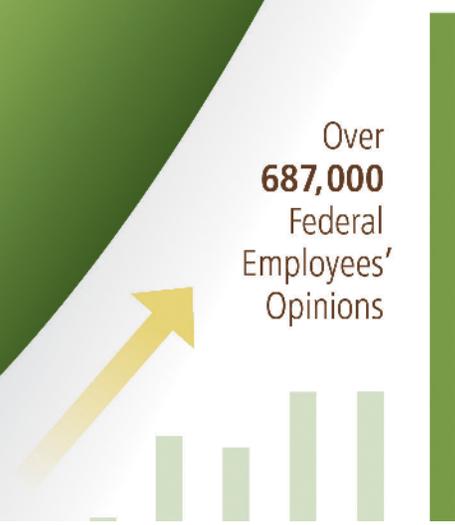
# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

**GEOLOGICAL SURVEY**  
1st Level Subagency Report

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



Over  
**687,000**  
Federal  
Employees'  
Opinions

# Department of the Interior GEOLOGICAL SURVEY *1st Level Subagency Report*

## Response Summary

	Surveys Completed
Governmentwide	687,687
Department of the Interior	27,287
<b>GEOLOGICAL SURVEY</b>	<b>3,800</b>

This 2012 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

### 1. *I am given a real opportunity to improve my skills in my organization.*

	N	Positive	Neutral	Negative
Governmentwide	686,499	63.2%	16.6%	20.2%
Department of the Interior	27,252	64.3%	15.7%	20.0%
<b>GEOLOGICAL SURVEY</b>	<b>3,798</b>	<b>70.5%</b>	<b>14.0%</b>	<b>15.4%</b>

### 2. *I have enough information to do my job well.*

	N	Positive	Neutral	Negative
Governmentwide	684,821	71.9%	14.5%	13.6%
Department of the Interior	27,164	69.0%	16.0%	15.0%
<b>GEOLOGICAL SURVEY</b>	<b>3,783</b>	<b>75.9%</b>	<b>14.5%</b>	<b>9.6%</b>

### 3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
Governmentwide	681,499	57.8%	18.7%	23.5%
Department of the Interior	27,046	60.9%	17.4%	21.7%
<b>GEOLOGICAL SURVEY</b>	<b>3,764</b>	<b>68.4%</b>	<b>15.0%</b>	<b>16.6%</b>

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**My Work Experience** (continued)

**4. My work gives me a feeling of personal accomplishment.**

	N	Positive	Neutral	Negative
Governmentwide	684,685	72.4%	14.4%	13.2%
Department of the Interior	27,166	74.2%	13.7%	12.1%
<b>GEOLOGICAL SURVEY</b>	<b>3,785</b>	<b>77.5%</b>	<b>12.9%</b>	<b>9.5%</b>

**5. I like the kind of work I do.**

	N	Positive	Neutral	Negative
Governmentwide	682,133	83.8%	10.4%	5.7%
Department of the Interior	27,069	86.6%	9.0%	4.4%
<b>GEOLOGICAL SURVEY</b>	<b>3,777</b>	<b>87.9%</b>	<b>8.3%</b>	<b>3.8%</b>

**6. I know what is expected of me on the job.**

	N	Positive	Neutral	Negative
Governmentwide	681,765	80.1%	10.9%	9.0%
Department of the Interior	27,063	77.2%	12.6%	10.2%
<b>GEOLOGICAL SURVEY</b>	<b>3,769</b>	<b>80.0%</b>	<b>11.6%</b>	<b>8.4%</b>

**7. When needed I am willing to put in the extra effort to get a job done.**

	N	Positive	Neutral	Negative
Governmentwide	684,790	96.5%	2.3%	1.2%
Department of the Interior	27,171	96.8%	2.1%	1.1%
<b>GEOLOGICAL SURVEY</b>	<b>3,783</b>	<b>97.5%</b>	<b>1.6%</b>	<b>0.9%</b>

**8. I am constantly looking for ways to do my job better.**

	N	Positive	Neutral	Negative
Governmentwide	685,285	91.4%	7.1%	1.5%
Department of the Interior	27,192	92.0%	6.9%	1.2%
<b>GEOLOGICAL SURVEY</b>	<b>3,791</b>	<b>92.9%</b>	<b>6.2%</b>	<b>0.9%</b>

**9. I have sufficient resources (for example, people, materials, budget) to get my job done.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	684,607	48.0%	16.9%	35.1%	1,655
Department of the Interior	27,187	39.9%	17.1%	43.0%	47
<b>GEOLOGICAL SURVEY</b>	<b>3,781</b>	<b>45.0%</b>	<b>18.3%</b>	<b>36.7%</b>	<b>7</b>

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**My Work Experience** (continued)

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	683,078	58.9%	16.2%	24.9%	1,258
Department of the Interior	27,117	50.0%	17.9%	32.1%	38
<b>GEOLOGICAL SURVEY</b>	<b>3,775</b>	<b>54.7%</b>	<b>18.7%</b>	<b>26.6%</b>	<b>7</b>

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	671,969	59.5%	16.8%	23.7%	3,517
Department of the Interior	26,626	59.6%	17.0%	23.4%	112
<b>GEOLOGICAL SURVEY</b>	<b>3,710</b>	<b>63.9%</b>	<b>16.4%</b>	<b>19.6%</b>	<b>15</b>

**12. I know how my work relates to the agency's goals and priorities.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	681,644	83.7%	10.1%	6.2%	2,503
Department of the Interior	27,064	82.7%	10.7%	6.6%	99
<b>GEOLOGICAL SURVEY</b>	<b>3,771</b>	<b>82.2%</b>	<b>11.4%</b>	<b>6.4%</b>	<b>18</b>

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	680,836	91.2%	6.2%	2.5%	1,769
Department of the Interior	27,021	90.8%	6.7%	2.5%	67
<b>GEOLOGICAL SURVEY</b>	<b>3,751</b>	<b>90.2%</b>	<b>7.4%</b>	<b>2.4%</b>	<b>11</b>

**14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	683,306	67.5%	14.0%	18.5%	2,522
Department of the Interior	27,144	69.3%	14.9%	15.8%	79
<b>GEOLOGICAL SURVEY</b>	<b>3,781</b>	<b>75.0%</b>	<b>14.2%</b>	<b>10.7%</b>	<b>10</b>

**15. My performance appraisal is a fair reflection of my performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	675,095	68.8%	14.8%	16.4%	10,306
Department of the Interior	26,862	67.0%	16.2%	16.8%	356
<b>GEOLOGICAL SURVEY</b>	<b>3,755</b>	<b>69.0%</b>	<b>16.5%</b>	<b>14.4%</b>	<b>34</b>

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**My Work Experience** (continued)

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	681,102	82.8%	11.8%	5.5%	3,032
Department of the Interior	27,051	82.6%	12.1%	5.4%	125
<b>GEOLOGICAL SURVEY</b>	<b>3,779</b>	<b>85.9%</b>	<b>9.6%</b>	<b>4.5%</b>	<b>9</b>

**17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	656,457	61.5%	19.5%	19.0%	27,152
Department of the Interior	26,006	58.7%	19.7%	21.6%	1,120
<b>GEOLOGICAL SURVEY</b>	<b>3,581</b>	<b>66.5%</b>	<b>17.9%</b>	<b>15.6%</b>	<b>199</b>

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	677,385	53.1%	23.4%	23.6%	7,250
Department of the Interior	26,897	46.7%	24.7%	28.6%	270
<b>GEOLOGICAL SURVEY</b>	<b>3,752</b>	<b>52.4%</b>	<b>25.8%</b>	<b>21.8%</b>	<b>36</b>

**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	Positive	Neutral	Negative	NBJ
Governmentwide	668,068	67.5%	14.8%	17.7%	18,229
Department of the Interior	26,774	67.0%	15.0%	18.0%	470
<b>GEOLOGICAL SURVEY</b>	<b>3,750</b>	<b>70.1%</b>	<b>14.3%</b>	<b>15.7%</b>	<b>43</b>

**My Work Unit**

**20. The people I work with cooperate to get the job done.**

	N	Positive	Neutral	Negative
Governmentwide	685,205	72.8%	14.3%	12.9%
Department of the Interior	27,164	72.2%	14.8%	13.1%
<b>GEOLOGICAL SURVEY</b>	<b>3,794</b>	<b>77.9%</b>	<b>13.3%</b>	<b>8.9%</b>

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	662,253	43.5%	27.2%	29.4%	23,872
Department of the Interior	26,503	42.1%	26.6%	31.3%	739
<b>GEOLOGICAL SURVEY</b>	<b>3,659</b>	<b>43.0%</b>	<b>26.6%</b>	<b>30.4%</b>	<b>130</b>

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**My Work Unit (continued)**

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	645,137	33.5%	29.2%	37.3%	39,208
Department of the Interior	25,619	37.4%	28.7%	33.9%	1,558
<b>GEOLOGICAL SURVEY</b>	<b>3,587</b>	<b>47.8%</b>	<b>25.6%</b>	<b>26.5%</b>	<b>196</b>

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	632,125	29.4%	27.8%	42.8%	51,759
Department of the Interior	25,145	29.1%	28.1%	42.8%	2,000
<b>GEOLOGICAL SURVEY</b>	<b>3,428</b>	<b>31.0%</b>	<b>29.6%</b>	<b>39.3%</b>	<b>356</b>

**24. In my work unit, differences in performance are recognized in a meaningful way.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	652,024	33.8%	29.2%	37.0%	32,505
Department of the Interior	25,807	33.6%	30.1%	36.3%	1,370
<b>GEOLOGICAL SURVEY</b>	<b>3,572</b>	<b>36.5%</b>	<b>31.9%</b>	<b>31.6%</b>	<b>214</b>

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	648,791	41.0%	25.4%	33.6%	35,445
Department of the Interior	25,708	44.9%	23.9%	31.2%	1,470
<b>GEOLOGICAL SURVEY</b>	<b>3,545</b>	<b>51.0%</b>	<b>23.1%</b>	<b>25.9%</b>	<b>233</b>

**26. Employees in my work unit share job knowledge with each other.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	681,951	72.3%	14.6%	13.1%	2,878
Department of the Interior	27,059	70.5%	15.2%	14.4%	132
<b>GEOLOGICAL SURVEY</b>	<b>3,761</b>	<b>76.5%</b>	<b>12.5%</b>	<b>11.0%</b>	<b>20</b>

**27. The skill level in my work unit has improved in the past year.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	661,501	54.7%	28.6%	16.8%	23,067
Department of the Interior	26,370	52.9%	29.7%	17.4%	828
<b>GEOLOGICAL SURVEY</b>	<b>3,641</b>	<b>56.7%</b>	<b>29.3%</b>	<b>14.1%</b>	<b>150</b>

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**My Work Unit (continued)**

*28. How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
Governmentwide	683,823	83.4%	13.6%	3.0%
Department of the Interior	27,156	83.5%	13.4%	3.1%
<b>GEOLOGICAL SURVEY</b>	<b>3,781</b>	<b>89.5%</b>	<b>9.0%</b>	<b>1.5%</b>

**My Agency**

*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	662,287	71.6%	17.2%	11.2%	9,223
Department of the Interior	26,419	70.2%	17.9%	11.9%	396
<b>GEOLOGICAL SURVEY</b>	<b>3,661</b>	<b>76.5%</b>	<b>15.9%</b>	<b>7.6%</b>	<b>63</b>

*30. Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	657,623	45.2%	26.0%	28.8%	13,810
Department of the Interior	26,180	45.3%	26.4%	28.3%	627
<b>GEOLOGICAL SURVEY</b>	<b>3,607</b>	<b>51.3%</b>	<b>26.7%</b>	<b>22.0%</b>	<b>112</b>

*31. Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	658,648	48.4%	24.1%	27.5%	11,646
Department of the Interior	26,249	49.8%	23.5%	26.7%	495
<b>GEOLOGICAL SURVEY</b>	<b>3,649</b>	<b>60.4%</b>	<b>21.0%</b>	<b>18.6%</b>	<b>62</b>

*32. Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	650,663	38.5%	29.6%	31.9%	18,726
Department of the Interior	25,976	39.4%	29.5%	31.1%	719
<b>GEOLOGICAL SURVEY</b>	<b>3,626</b>	<b>50.6%</b>	<b>26.3%</b>	<b>23.0%</b>	<b>84</b>

*33. Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	628,870	21.6%	28.1%	50.2%	40,108
Department of the Interior	24,973	21.7%	30.2%	48.1%	1,724
<b>GEOLOGICAL SURVEY</b>	<b>3,457</b>	<b>32.1%</b>	<b>31.5%</b>	<b>36.4%</b>	<b>250</b>

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**My Agency (continued)**

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
Governmentwide	625,285	56.8%	29.1%	14.1%	44,977
Department of the Interior	25,325	56.3%	28.0%	15.7%	1,440
<b>GEOLOGICAL SURVEY</b>	<b>3,433</b>	<b>58.1%</b>	<b>29.6%</b>	<b>12.4%</b>	<b>281</b>

**35. Employees are protected from health and safety hazards on the job.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	662,923	76.9%	13.4%	9.7%	7,525
Department of the Interior	26,528	79.1%	13.1%	7.7%	251
<b>GEOLOGICAL SURVEY</b>	<b>3,692</b>	<b>84.2%</b>	<b>11.1%</b>	<b>4.7%</b>	<b>27</b>

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	661,974	78.0%	13.9%	8.2%	7,292
Department of the Interior	26,161	65.4%	21.1%	13.5%	561
<b>GEOLOGICAL SURVEY</b>	<b>3,635</b>	<b>72.0%</b>	<b>19.7%</b>	<b>8.3%</b>	<b>76</b>

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	636,579	51.2%	23.4%	25.4%	32,982
Department of the Interior	25,370	52.6%	22.8%	24.6%	1,382
<b>GEOLOGICAL SURVEY</b>	<b>3,468</b>	<b>60.0%</b>	<b>22.2%</b>	<b>17.8%</b>	<b>241</b>

**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	Positive	Neutral	Negative	DNK
Governmentwide	615,998	65.9%	20.0%	14.1%	51,862
Department of the Interior	24,726	66.8%	18.9%	14.3%	1,956
<b>GEOLOGICAL SURVEY</b>	<b>3,373</b>	<b>75.2%</b>	<b>17.0%</b>	<b>7.8%</b>	<b>336</b>

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	658,423	76.4%	16.7%	6.9%	10,424
Department of the Interior	26,270	73.0%	18.6%	8.4%	443
<b>GEOLOGICAL SURVEY</b>	<b>3,643</b>	<b>83.2%</b>	<b>12.9%</b>	<b>3.9%</b>	<b>67</b>

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**My Agency** (continued)

**40. I recommend my organization as a good place to work.**

	N	Positive	Neutral	Negative
Governmentwide	669,665	66.8%	19.9%	13.4%
Department of the Interior	26,750	67.9%	19.2%	12.9%
<b>GEOLOGICAL SURVEY</b>	<b>3,710</b>	<b>74.4%</b>	<b>16.6%</b>	<b>9.1%</b>

**41. I believe the results of this survey will be used to make my agency a better place to work.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	606,522	42.4%	29.1%	28.4%	63,385
Department of the Interior	24,094	37.6%	31.9%	30.5%	2,662
<b>GEOLOGICAL SURVEY</b>	<b>3,287</b>	<b>33.5%</b>	<b>36.0%</b>	<b>30.4%</b>	<b>428</b>

**My Supervisor/Team Leader**

**42. My supervisor supports my need to balance work and other life issues.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	663,393	76.7%	11.9%	11.4%	4,030
Department of the Interior	26,551	79.9%	10.5%	9.6%	145
<b>GEOLOGICAL SURVEY</b>	<b>3,684</b>	<b>83.8%</b>	<b>9.7%</b>	<b>6.5%</b>	<b>28</b>

**43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	663,693	65.2%	17.7%	17.1%	2,957
Department of the Interior	26,560	66.6%	16.6%	16.8%	110
<b>GEOLOGICAL SURVEY</b>	<b>3,687</b>	<b>69.9%</b>	<b>15.9%</b>	<b>14.2%</b>	<b>22</b>

**44. Discussions with my supervisor/team leader about my performance are worthwhile.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	658,206	62.2%	19.2%	18.6%	6,888
Department of the Interior	26,365	61.2%	19.6%	19.1%	245
<b>GEOLOGICAL SURVEY</b>	<b>3,673</b>	<b>64.2%</b>	<b>19.0%</b>	<b>16.7%</b>	<b>28</b>

**45. My supervisor/team leader is committed to a workforce representative of all segments of society.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	615,578	64.5%	24.6%	10.9%	49,711
Department of the Interior	24,480	63.4%	25.6%	10.9%	2,153
<b>GEOLOGICAL SURVEY</b>	<b>3,298</b>	<b>65.6%</b>	<b>26.4%</b>	<b>8.0%</b>	<b>406</b>

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**My Supervisor/Team Leader** (continued)

**46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	662,244	60.8%	20.6%	18.7%	3,265
Department of the Interior	26,504	58.1%	22.2%	19.6%	134
<b>GEOLOGICAL SURVEY</b>	<b>3,683</b>	<b>61.0%</b>	<b>22.9%</b>	<b>16.1%</b>	<b>23</b>

**47. Supervisors/team leaders in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	657,845	65.1%	18.6%	16.3%	7,510
Department of the Interior	26,347	64.9%	18.5%	16.5%	286
<b>GEOLOGICAL SURVEY</b>	<b>3,664</b>	<b>69.1%</b>	<b>17.7%</b>	<b>13.2%</b>	<b>47</b>

**48. My supervisor/team leader listens to what I have to say.**

	N	Positive	Neutral	Negative
Governmentwide	665,079	74.3%	13.2%	12.5%
Department of the Interior	26,626	74.8%	12.8%	12.4%
<b>GEOLOGICAL SURVEY</b>	<b>3,703</b>	<b>78.9%</b>	<b>11.4%</b>	<b>9.6%</b>

**49. My supervisor/team leader treats me with respect.**

	N	Positive	Neutral	Negative
Governmentwide	664,171	79.4%	11.1%	9.5%
Department of the Interior	26,587	78.5%	11.1%	10.4%
<b>GEOLOGICAL SURVEY</b>	<b>3,695</b>	<b>82.5%</b>	<b>9.7%</b>	<b>7.8%</b>

**50. In the last six months, my supervisor/team leader has talked with me about my performance.**

	N	Positive	Neutral	Negative
Governmentwide	664,039	76.8%	10.5%	12.7%
Department of the Interior	26,587	78.3%	9.6%	12.1%
<b>GEOLOGICAL SURVEY</b>	<b>3,701</b>	<b>82.3%</b>	<b>8.3%</b>	<b>9.4%</b>

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
Governmentwide	663,909	65.8%	17.2%	17.0%
Department of the Interior	26,580	65.1%	16.8%	18.1%
<b>GEOLOGICAL SURVEY</b>	<b>3,695</b>	<b>70.3%</b>	<b>15.9%</b>	<b>13.8%</b>

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**My Supervisor/Team Leader** (continued)

*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative
Governmentwide	663,472	68.4%	18.9%	12.6%
Department of the Interior	26,570	67.0%	19.0%	14.0%
<b>GEOLOGICAL SURVEY</b>	<b>3,690</b>	<b>72.4%</b>	<b>17.7%</b>	<b>9.9%</b>

**Leadership**

*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	651,887	42.9%	26.2%	30.9%	6,310
Department of the Interior	26,177	40.0%	27.4%	32.6%	278
<b>GEOLOGICAL SURVEY</b>	<b>3,612</b>	<b>41.4%</b>	<b>29.2%</b>	<b>29.3%</b>	<b>58</b>

*54. My organization's leaders maintain high standards of honesty and integrity.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	638,553	55.1%	23.1%	21.8%	19,203
Department of the Interior	25,573	54.1%	23.7%	22.2%	845
<b>GEOLOGICAL SURVEY</b>	<b>3,500</b>	<b>62.6%</b>	<b>22.2%</b>	<b>15.2%</b>	<b>166</b>

*55. Managers/supervisors/team leaders work well with employees of different backgrounds.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	631,883	63.4%	22.2%	14.4%	24,592
Department of the Interior	25,029	60.4%	24.3%	15.3%	1,359
<b>GEOLOGICAL SURVEY</b>	<b>3,386</b>	<b>65.5%</b>	<b>23.8%</b>	<b>10.7%</b>	<b>276</b>

*56. Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	651,106	62.4%	19.9%	17.7%	5,427
Department of the Interior	26,146	55.9%	22.2%	21.9%	238
<b>GEOLOGICAL SURVEY</b>	<b>3,618</b>	<b>59.8%</b>	<b>23.3%</b>	<b>16.9%</b>	<b>36</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	621,279	62.0%	23.4%	14.6%	34,259
Department of the Interior	24,680	54.2%	26.8%	19.1%	1,679
<b>GEOLOGICAL SURVEY</b>	<b>3,364</b>	<b>58.6%</b>	<b>27.2%</b>	<b>14.2%</b>	<b>288</b>

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	639,009	53.3%	23.0%	23.8%	17,366
Department of the Interior	25,808	49.1%	23.0%	27.9%	567
<b>GEOLOGICAL SURVEY</b>	<b>3,552</b>	<b>51.1%</b>	<b>24.0%</b>	<b>24.9%</b>	<b>106</b>

*59. Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	637,138	56.9%	23.0%	20.1%	18,374
Department of the Interior	25,723	54.7%	23.0%	22.3%	637
<b>GEOLOGICAL SURVEY</b>	<b>3,552</b>	<b>57.5%</b>	<b>23.0%</b>	<b>19.4%</b>	<b>107</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	625,622	57.9%	24.0%	18.1%	30,480
Department of the Interior	25,126	54.7%	25.2%	20.1%	1,247
<b>GEOLOGICAL SURVEY</b>	<b>3,461</b>	<b>57.5%</b>	<b>25.6%</b>	<b>16.8%</b>	<b>200</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	648,951	54.1%	23.3%	22.6%	7,190
Department of the Interior	26,038	49.0%	26.2%	24.8%	338
<b>GEOLOGICAL SURVEY</b>	<b>3,600</b>	<b>48.0%</b>	<b>29.6%</b>	<b>22.4%</b>	<b>61</b>

*62. Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	598,453	54.0%	27.6%	18.4%	56,981
Department of the Interior	23,489	53.5%	28.9%	17.7%	2,848
<b>GEOLOGICAL SURVEY</b>	<b>3,047</b>	<b>55.0%</b>	<b>32.0%</b>	<b>13.0%</b>	<b>611</b>

**My Satisfaction**

*63. How satisfied are you with your involvement in decisions that affect your work?*

	N	Positive	Neutral	Negative
Governmentwide	652,744	51.6%	23.7%	24.7%
Department of the Interior	26,286	52.6%	23.2%	24.2%
<b>GEOLOGICAL SURVEY</b>	<b>3,651</b>	<b>56.2%</b>	<b>22.6%</b>	<b>21.2%</b>

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**My Satisfaction** (continued)

**64. How satisfied are you with the information you receive from management on what's going on in your organization?**

	N	Positive	Neutral	Negative
Governmentwide	652,105	48.4%	24.2%	27.5%
Department of the Interior	26,252	45.9%	24.9%	29.2%
<b>GEOLOGICAL SURVEY</b>	<b>3,644</b>	<b>48.5%</b>	<b>26.4%</b>	<b>25.1%</b>

**65. How satisfied are you with the recognition you receive for doing a good job?**

	N	Positive	Neutral	Negative
Governmentwide	650,832	48.0%	23.8%	28.2%
Department of the Interior	26,225	49.6%	23.7%	26.7%
<b>GEOLOGICAL SURVEY</b>	<b>3,637</b>	<b>55.0%</b>	<b>21.8%</b>	<b>23.2%</b>

**66. How satisfied are you with the policies and practices of your senior leaders?**

	N	Positive	Neutral	Negative
Governmentwide	650,372	43.4%	29.3%	27.3%
Department of the Interior	26,196	39.2%	31.2%	29.5%
<b>GEOLOGICAL SURVEY</b>	<b>3,633</b>	<b>38.7%</b>	<b>33.9%</b>	<b>27.4%</b>

**67. How satisfied are you with your opportunity to get a better job in your organization?**

	N	Positive	Neutral	Negative
Governmentwide	650,630	36.4%	28.4%	35.1%
Department of the Interior	26,212	36.2%	30.2%	33.6%
<b>GEOLOGICAL SURVEY</b>	<b>3,641</b>	<b>37.6%</b>	<b>33.7%</b>	<b>28.7%</b>

**68. How satisfied are you with the training you receive for your present job?**

	N	Positive	Neutral	Negative
Governmentwide	650,514	53.7%	23.5%	22.8%
Department of the Interior	26,210	50.5%	24.8%	24.7%
<b>GEOLOGICAL SURVEY</b>	<b>3,634</b>	<b>54.3%</b>	<b>27.3%</b>	<b>18.4%</b>

**69. Considering everything, how satisfied are you with your job?**

	N	Positive	Neutral	Negative
Governmentwide	650,211	68.0%	17.3%	14.7%
Department of the Interior	26,219	68.4%	17.2%	14.4%
<b>GEOLOGICAL SURVEY</b>	<b>3,645</b>	<b>73.3%</b>	<b>14.3%</b>	<b>12.4%</b>

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**My Satisfaction** (continued)

**70. Considering everything, how satisfied are you with your pay?**

	N	Positive	Neutral	Negative
Governmentwide	650,947	58.8%	17.2%	24.0%
Department of the Interior	26,228	61.0%	17.5%	21.5%
<b>GEOLOGICAL SURVEY</b>	<b>3,640</b>	<b>61.9%</b>	<b>17.7%</b>	<b>20.4%</b>

**71. Considering everything, how satisfied are you with your organization?**

	N	Positive	Neutral	Negative
Governmentwide	651,064	58.9%	21.6%	19.5%
Department of the Interior	26,218	59.4%	21.5%	19.0%
<b>GEOLOGICAL SURVEY</b>	<b>3,646</b>	<b>64.4%</b>	<b>20.3%</b>	<b>15.3%</b>

**Work/Life**

**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	No	Not Sure
Governmentwide	651,238	36.2%	57.9%	5.9%
Department of the Interior	26,257	54.2%	38.6%	7.3%
<b>GEOLOGICAL SURVEY</b>	<b>3,647</b>	<b>75.9%</b>	<b>17.9%</b>	<b>6.2%</b>

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	631,985	2.6%	7.7%	3.8%	9.6%
Department of the Interior	25,860	1.9%	7.4%	4.8%	17.4%
<b>GEOLOGICAL SURVEY</b>	<b>3,628</b>	<b>3.2%</b>	<b>12.1%</b>	<b>8.7%</b>	<b>24.6%</b>

(continued)

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**Work/Life (continued)**

**73. Please select the response below that BEST describes your current teleworking situation: (continued)**

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	631,985	35.0%	6.2%	22.2%	12.9%
Department of the Interior	25,860	25.0%	6.2%	17.6%	19.7%
<b>GEOLOGICAL SURVEY</b>	<b>3,628</b>	<b>10.3%</b>	<b>5.0%</b>	<b>13.5%</b>	<b>22.5%</b>

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

	Alternative Work Schedules (AWS)			
	N	Yes	No	Not Available To Me
Governmentwide	648,172	32.3%	45.3%	22.4%
Department of the Interior	26,119	45.3%	42.5%	12.2%
<b>GEOLOGICAL SURVEY</b>	<b>3,638</b>	<b>44.5%</b>	<b>50.3%</b>	<b>5.2%</b>

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

	Health and Wellness Programs			
	N	Yes	No	Not Available To Me
Governmentwide	646,836	29.3%	58.7%	12.0%
Department of the Interior	26,094	30.3%	56.0%	13.8%
<b>GEOLOGICAL SURVEY</b>	<b>3,627</b>	<b>24.0%</b>	<b>61.7%</b>	<b>14.3%</b>

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

	Employee Assistance Program (EAP)			
	N	Yes	No	Not Available To Me
Governmentwide	645,355	14.0%	80.0%	6.0%
Department of the Interior	26,035	19.6%	77.2%	3.2%
<b>GEOLOGICAL SURVEY</b>	<b>3,619</b>	<b>13.6%</b>	<b>81.8%</b>	<b>4.6%</b>

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

	Child Care Programs			
	N	Yes	No	Not Available To Me
Governmentwide	648,002	3.7%	79.1%	17.2%
Department of the Interior	26,125	1.7%	76.5%	21.8%
<b>GEOLOGICAL SURVEY</b>	<b>3,637</b>	<b>1.5%</b>	<b>77.5%</b>	<b>21.0%</b>

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**Work/Life (continued)**

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

	N	Yes	No	Not Available To Me
Governmentwide	647,966	2.5%	80.0%	17.6%
Department of the Interior	26,124	1.4%	77.3%	21.4%
<b>GEOLOGICAL SURVEY</b>	<b>3,632</b>	<b>1.1%</b>	<b>78.3%</b>	<b>20.6%</b>

**79. How satisfied are you with the following Work/Life programs in your agency? Telework\***

	N	Positive	Neutral	Negative	NBJ
Governmentwide	187,559	72.8%	17.5%	9.7%	21,200
Department of the Interior	8,157	71.6%	18.8%	9.6%	552
<b>GEOLOGICAL SURVEY</b>	<b>1,756</b>	<b>77.4%</b>	<b>15.5%</b>	<b>7.1%</b>	<b>58</b>

\*The results for this item only include employees who indicated that they participated in this program.

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)\***

	N	Positive	Neutral	Negative	NBJ
Governmentwide	228,200	88.5%	8.0%	3.5%	5,463
Department of the Interior	11,790	88.8%	8.0%	3.3%	171
<b>GEOLOGICAL SURVEY</b>	<b>1,605</b>	<b>92.4%</b>	<b>6.1%</b>	<b>1.5%</b>	<b>22</b>

\*The results for this item only include employees who indicated that they participated in this program.

**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	Positive	Neutral	Negative	NBJ
Governmentwide	184,051	80.0%	16.6%	3.4%	12,511
Department of the Interior	7,673	77.9%	17.2%	4.9%	395
<b>GEOLOGICAL SURVEY</b>	<b>837</b>	<b>79.3%</b>	<b>17.3%</b>	<b>3.4%</b>	<b>60</b>

\*The results for this item only include employees who indicated that they participated in this program.

**82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)\***

	N	Positive	Neutral	Negative	NBJ
Governmentwide	88,192	75.6%	20.6%	3.8%	11,655
Department of the Interior	5,036	77.9%	18.1%	4.0%	420
<b>GEOLOGICAL SURVEY</b>	<b>489</b>	<b>80.6%</b>	<b>15.8%</b>	<b>3.6%</b>	<b>46</b>

\*The results for this item only include employees who indicated that they participated in this program.

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**Work/Life (continued)**

**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	Positive	Neutral	Negative	NBJ
Governmentwide	18,627	72.0%	24.3%	3.7%	6,929
Department of the Interior	358	59.4%	34.8%	5.9%	199
<b>GEOLOGICAL SURVEY</b>	<b>44</b>	<b>79.7%</b>	<b>16.4%</b>	<b>3.9%</b>	<b>20</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)\***

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,577	67.9%	30.0%	2.2%	5,846
Department of the Interior	318	60.4%	37.8%	1.8%	174
<b>GEOLOGICAL SURVEY</b>	<b>38</b>	<b>71.2%</b>	<b>28.8%</b>	<b>0.0%</b>	<b>18</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**Demographic Questions**

**85. Where do you work?**

	N	%
Headquarters	955	26.4%
Field	2,665	73.6%

**86. What is your supervisory status?**

	N	%
Non-Supervisor	2,141	58.8%
Team Leader	658	18.1%
Supervisor	613	16.8%
Manager	216	5.9%
Executive	14	0.4%

**87. Are you:**

	N	%
Male	2,084	57.9%
Female	1,517	42.1%

**88. Are you Hispanic or Latino?**

	N	%
Yes	147	4.1%
No	3,416	95.9%

**89. Race**

	N	%
American Indian or Alaska Native	25	0.7%
Asian	84	2.4%
Black or African American	113	3.2%
Native Hawaiian or Other Pacific Islander	13	0.4%
White	3,178	90.6%
Two or more races (Not Hispanic or Latino)	94	2.7%

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**Demographic Questions (continued)**

**90. What is your age group?**

	N	%
25 and under	44	1.2%
26-29	115	3.2%
30-39	531	14.8%
40-49	944	26.3%
50-59	1,422	39.7%
60 or older	527	14.7%

**91. What is your pay category/grade?**

	N	%
Federal Wage System	13	0.4%
GS 1-6	147	4.1%
GS 7-12	2,109	58.2%
GS 13-15	1,329	36.7%
Senior Executive Service	10	0.3%
Senior Level (SL) or Scientific or Professional (ST)	13	0.4%
Other	1	0.0%

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

	N	%
Less than 1 year	31	0.9%
1 to 3 years	212	5.8%
4 to 5 years	236	6.5%
6 to 10 years	413	11.4%
11 to 14 years	433	11.9%
15 to 20 years	427	11.8%
More than 20 years	1,872	51.7%

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

	N	%
Less than 1 year	51	1.4%
1 to 3 years	310	8.6%
4 to 5 years	302	8.3%
6 to 10 years	464	12.8%
11 to 20 years	976	27.0%
More than 20 years	1,518	41.9%

**Department of the Interior**  
**GEOLOGICAL SURVEY**  
*1st Level Subagency Report*

**Demographic Questions (continued)**

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

	N	%
No	2,728	75.8%
Yes, to retire	242	6.7%
Yes, to take another job within the Federal Government	364	10.1%
Yes, to take another job outside the Federal Government	130	3.6%
Yes, other	134	3.7%

**95. I am planning to retire:**

	N	%
Within one year	137	3.8%
Between one and three years	433	12.1%
Between three and five years	414	11.6%
Five or more years	2,596	72.5%

**96. Self-Identify as:**

	N	%
Heterosexual or Straight	2,838	84.1%
Gay, Lesbian, Bisexual, or Transgender	78	2.3%
I prefer not to say	458	13.6%

**97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?**

	N	%
Yes	473	13.2%
No	3,116	86.8%

**98. Are you an individual with a disability?**

	N	%
Yes	212	5.9%
No	3,376	94.1%