

2014

Federal Employee Viewpoint Survey Results

Employees Influencing Change

United States Geological Survey

1st Level Subagency Report

United States Office of
Personnel Management

Department of the Interior United States Geological Survey *1st Level Subagency Report*

Response Summary

	Surveys Completed
Governmentwide	392,752
Department of the Interior	18,384
United States Geological Survey	2,609

This 2014 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	391,977	59.1%	17.4%	23.5%
Department of the Interior	18,349	60.1%	17.2%	22.7%
United States Geological Survey	2,605	66.6%	16.5%	16.9%

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

	N	Positive	Neutral	Negative
Governmentwide	388,077	69.2%	15.2%	15.6%
Department of the Interior	18,140	66.5%	16.9%	16.6%
United States Geological Survey	2,582	74.7%	15.1%	10.2%

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

	N	Positive	Neutral	Negative
Governmentwide	385,690	55.2%	19.0%	25.8%
Department of the Interior	18,027	58.6%	18.0%	23.4%
United States Geological Survey	2,567	67.3%	16.2%	16.5%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	389,314	69.6%	15.0%	15.4%
Department of the Interior	18,156	72.0%	14.2%	13.8%
United States Geological Survey	2,587	77.3%	12.6%	10.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	384,679	82.2%	11.3%	6.5%
Department of the Interior	18,014	84.7%	10.1%	5.1%
United States Geological Survey	2,573	88.3%	8.3%	3.4%

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

	N	Positive	Neutral	Negative
Governmentwide	387,941	78.8%	11.5%	9.7%
Department of the Interior	18,108	76.2%	13.1%	10.7%
United States Geological Survey	2,586	79.0%	12.2%	8.8%

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

	N	Positive	Neutral	Negative
Governmentwide	389,516	95.6%	2.8%	1.6%
Department of the Interior	18,200	96.0%	2.6%	1.4%
United States Geological Survey	2,588	97.0%	2.1%	0.8%

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

	N	Positive	Neutral	Negative
Governmentwide	390,789	90.2%	7.9%	1.9%
Department of the Interior	18,261	90.6%	8.1%	1.4%
United States Geological Survey	2,598	91.4%	7.7%	0.8%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,739	44.8%	16.5%	38.7%	935
Department of the Interior	18,303	36.2%	16.5%	47.4%	29
United States Geological Survey	2,602	42.9%	17.1%	40.0%	3

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,209	56.5%	16.7%	26.8%	720
Department of the Interior	18,130	46.3%	18.6%	35.0%	28
United States Geological Survey	2,590	51.1%	20.3%	28.5%	3

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,178	56.5%	17.2%	26.3%	1,880
Department of the Interior	17,584	56.1%	17.7%	26.2%	64
United States Geological Survey	2,513	62.5%	17.1%	20.4%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,298	81.9%	10.7%	7.4%	1,540
Department of the Interior	18,148	80.9%	11.3%	7.8%	67
United States Geological Survey	2,584	80.8%	12.1%	7.1%	10

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,209	89.6%	7.1%	3.3%	1,147
Department of the Interior	17,957	89.3%	7.9%	2.8%	56
United States Geological Survey	2,563	89.1%	8.8%	2.0%	8

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	389,314	65.6%	14.3%	20.1%	1,736
Department of the Interior	18,248	67.7%	15.1%	17.2%	47
United States Geological Survey	2,597	74.2%	13.4%	12.4%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,888	68.2%	14.9%	16.9%	4,845
Department of the Interior	18,118	66.8%	16.0%	17.2%	177
United States Geological Survey	2,582	69.4%	15.6%	14.9%	18

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,980	81.1%	12.5%	6.4%	1,810
Department of the Interior	18,124	80.4%	13.1%	6.6%	87
United States Geological Survey	2,576	83.7%	11.2%	5.1%	10

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,094	60.3%	19.3%	20.4%	16,950
Department of the Interior	17,462	57.9%	19.2%	22.8%	777
United States Geological Survey	2,439	67.2%	17.7%	15.1%	153

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,903	49.6%	23.8%	26.5%	4,288
Department of the Interior	18,107	45.4%	24.5%	30.1%	138
United States Geological Survey	2,574	49.0%	25.7%	25.3%	23

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	382,953	67.5%	14.6%	18.0%	8,987
Department of the Interior	18,090	66.9%	14.6%	18.4%	270
United States Geological Survey	2,591	69.6%	13.9%	16.5%	17

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	391,426	72.1%	14.2%	13.8%
Department of the Interior	18,343	71.0%	14.9%	14.0%
United States Geological Survey	2,608	77.6%	13.3%	9.1%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,727	40.6%	26.4%	33.0%	14,985
Department of the Interior	17,779	36.9%	25.7%	37.3%	558
United States Geological Survey	2,505	36.2%	27.5%	36.2%	98

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,631	32.0%	28.7%	39.3%	26,462
Department of the Interior	16,987	35.2%	28.3%	36.5%	1,209
United States Geological Survey	2,422	47.0%	24.5%	28.5%	161

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	354,178	28.2%	26.9%	44.9%	35,600
Department of the Interior	16,810	28.6%	27.4%	44.0%	1,415
United States Geological Survey	2,320	31.5%	29.3%	39.2%	273

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,267	31.5%	28.4%	40.1%	22,310
Department of the Interior	17,228	31.8%	29.0%	39.2%	1,026
United States Geological Survey	2,408	35.9%	30.9%	33.1%	179

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,099	38.0%	25.7%	36.3%	25,833
Department of the Interior	17,034	41.8%	24.7%	33.6%	1,175
United States Geological Survey	2,393	47.8%	24.1%	28.1%	190

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,041	71.9%	14.6%	13.5%	1,704
Department of the Interior	18,198	70.4%	15.0%	14.7%	74
United States Geological Survey	2,578	77.4%	11.8%	10.8%	15

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,813	50.8%	30.2%	19.0%	15,161
Department of the Interior	17,781	49.4%	30.6%	20.0%	510
United States Geological Survey	2,499	53.2%	31.5%	15.3%	94

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	390,716	81.8%	14.6%	3.6%
Department of the Interior	18,319	82.2%	14.2%	3.6%
United States Geological Survey	2,600	88.2%	9.8%	2.0%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,647	68.5%	18.3%	13.2%	7,045
Department of the Interior	17,749	65.3%	20.1%	14.6%	324
United States Geological Survey	2,501	72.9%	17.3%	9.7%	69

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,805	41.9%	25.7%	32.4%	8,728
Department of the Interior	17,596	41.3%	26.5%	32.2%	452
United States Geological Survey	2,481	49.9%	26.8%	23.3%	80

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,902	44.6%	24.2%	31.2%	7,530
Department of the Interior	17,691	45.5%	24.3%	30.3%	300
United States Geological Survey	2,518	58.1%	21.9%	20.0%	41

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,008	34.8%	29.5%	35.7%	12,026
Department of the Interior	17,492	34.8%	30.4%	34.9%	484
United States Geological Survey	2,497	47.3%	29.0%	23.7%	60

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,757	19.6%	26.5%	54.0%	25,095
Department of the Interior	16,758	19.0%	29.2%	51.8%	1,199
United States Geological Survey	2,383	31.5%	31.0%	37.5%	170

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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	354,225	55.5%	29.2%	15.4%	29,633
Department of the Interior	16,861	53.2%	29.3%	17.5%	1,176
United States Geological Survey	2,354	55.7%	29.9%	14.4%	208

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,670	76.0%	13.7%	10.4%	5,777
Department of the Interior	17,831	77.7%	13.8%	8.6%	190
United States Geological Survey	2,539	84.3%	10.6%	5.1%	27

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,944	76.0%	14.4%	9.6%	5,237
Department of the Interior	17,643	66.3%	20.0%	13.7%	344
United States Geological Survey	2,491	73.2%	20.0%	6.8%	64

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,372	50.3%	23.1%	26.5%	21,762
Department of the Interior	17,000	51.3%	22.4%	26.3%	1,012
United States Geological Survey	2,366	60.7%	20.7%	18.6%	188

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	347,433	65.2%	20.2%	14.6%	33,840
Department of the Interior	16,389	66.4%	18.5%	15.1%	1,534
United States Geological Survey	2,290	76.6%	14.6%	8.9%	264

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,864	73.0%	18.2%	8.8%	7,407
Department of the Interior	17,686	68.4%	20.4%	11.3%	371
United States Geological Survey	2,515	82.6%	13.6%	3.8%	51

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My Agency (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	383,760	62.1%	21.6%	16.4%
Department of the Interior	18,055	62.5%	21.1%	16.4%
United States Geological Survey	2,571	73.4%	16.0%	10.6%

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	350,655	38.1%	28.5%	33.4%	33,370
Department of the Interior	16,348	34.4%	30.2%	35.5%	1,729
United States Geological Survey	2,335	38.3%	33.4%	28.4%	236

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,621	77.3%	11.5%	11.2%	2,306
Department of the Interior	17,911	80.7%	10.1%	9.2%	122
United States Geological Survey	2,547	83.5%	9.5%	7.0%	24

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,066	64.3%	17.9%	17.8%	2,012
Department of the Interior	17,881	65.5%	17.3%	17.2%	103
United States Geological Survey	2,544	68.1%	17.5%	14.4%	18

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,309	61.6%	19.2%	19.2%	4,317
Department of the Interior	17,683	61.0%	19.0%	19.9%	174
United States Geological Survey	2,516	63.4%	18.7%	17.9%	31

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,672	66.2%	23.1%	10.7%	31,868
Department of the Interior	16,170	64.8%	24.9%	10.4%	1,798
United States Geological Survey	2,224	67.9%	24.0%	8.0%	337

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My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,197	60.5%	20.4%	19.1%	2,159
Department of the Interior	17,852	57.9%	22.3%	19.8%	108
United States Geological Survey	2,541	61.3%	20.6%	18.1%	24

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,678	63.1%	19.3%	17.6%	6,028
Department of the Interior	17,717	63.3%	19.3%	17.4%	286
United States Geological Survey	2,513	65.8%	19.8%	14.4%	53

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	381,761	75.0%	12.7%	12.2%
Department of the Interior	18,005	75.0%	12.8%	12.2%
United States Geological Survey	2,564	78.3%	11.9%	9.8%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
Department of the Interior	17,941	79.1%	11.0%	9.9%
United States Geological Survey	2,556	82.6%	9.0%	8.3%

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

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
Department of the Interior	17,932	79.8%	9.0%	11.2%
United States Geological Survey	2,557	83.0%	7.0%	10.0%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
Department of the Interior	17,970	64.4%	17.0%	18.6%
United States Geological Survey	2,563	69.1%	15.6%	15.3%

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
Department of the Interior	17,989	66.6%	19.6%	13.7%
United States Geological Survey	2,561	71.7%	17.4%	10.9%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,179	37.5%	25.2%	37.3%	6,901
Department of the Interior	17,572	32.4%	27.2%	40.3%	342
United States Geological Survey	2,492	35.9%	30.4%	33.6%	59

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
Department of the Interior	16,530	46.6%	27.4%	26.0%	1,343
United States Geological Survey	2,269	56.0%	27.7%	16.4%	277

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
Department of the Interior	16,391	59.8%	25.8%	14.4%	1,296
United States Geological Survey	2,288	66.6%	23.4%	10.1%	247

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,472	58.2%	21.5%	20.3%	4,914
Department of the Interior	17,553	51.4%	23.7%	24.9%	268
United States Geological Survey	2,497	57.7%	23.9%	18.4%	39

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	351,864	58.0%	25.2%	16.8%	25,427
Department of the Interior	16,260	49.3%	29.1%	21.6%	1,566
United States Geological Survey	2,291	55.6%	29.5%	14.9%	255

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,473	49.9%	23.9%	26.2%	13,214
Department of the Interior	17,306	45.2%	24.0%	30.8%	547
United States Geological Survey	2,451	48.1%	25.3%	26.5%	94

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,241	53.5%	24.0%	22.5%	13,338
Department of the Interior	17,293	51.2%	24.0%	24.8%	546
United States Geological Survey	2,459	54.2%	23.6%	22.2%	82

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,344	56.0%	24.5%	19.4%	22,457
Department of the Interior	16,863	52.7%	25.9%	21.4%	1,029
United States Geological Survey	2,404	57.3%	26.2%	16.5%	144

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,771	50.1%	25.1%	24.9%	5,069
Department of the Interior	17,588	44.4%	28.0%	27.6%	297
United States Geological Survey	2,498	49.0%	29.2%	21.9%	47

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,150	52.3%	28.3%	19.4%	35,524
Department of the Interior	15,962	53.5%	29.1%	17.4%	1,929
United States Geological Survey	2,193	59.4%	29.5%	11.1%	357

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	375,988	48.4%	24.0%	27.6%
Department of the Interior	17,807	49.7%	23.2%	27.1%
United States Geological Survey	2,539	54.4%	23.4%	22.2%

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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	375,120	45.6%	24.5%	29.9%
Department of the Interior	17,742	42.9%	25.5%	31.6%
United States Geological Survey	2,531	49.4%	26.3%	24.3%

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

	N	Positive	Neutral	Negative
Governmentwide	373,823	44.6%	24.5%	31.0%
Department of the Interior	17,719	46.0%	24.8%	29.3%
United States Geological Survey	2,523	51.0%	24.6%	24.4%

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

	N	Positive	Neutral	Negative
Governmentwide	374,396	39.6%	30.4%	30.0%
Department of the Interior	17,723	35.2%	32.7%	32.2%
United States Geological Survey	2,526	40.2%	33.9%	25.9%

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

	N	Positive	Neutral	Negative
Governmentwide	374,391	33.1%	28.1%	38.8%
Department of the Interior	17,749	32.2%	29.6%	38.2%
United States Geological Survey	2,533	34.5%	33.2%	32.3%

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

	N	Positive	Neutral	Negative
Governmentwide	374,483	49.8%	24.3%	25.9%
Department of the Interior	17,724	46.9%	25.1%	28.0%
United States Geological Survey	2,522	48.8%	28.8%	22.4%

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

	N	Positive	Neutral	Negative
Governmentwide	374,286	64.1%	18.6%	17.3%
Department of the Interior	17,745	63.9%	18.5%	17.6%
United States Geological Survey	2,534	70.3%	16.7%	13.0%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
Department of the Interior	17,764	58.0%	18.4%	23.6%
United States Geological Survey	2,539	59.8%	17.5%	22.8%

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

	N	Positive	Neutral	Negative
Governmentwide	375,127	54.5%	22.8%	22.7%
Department of the Interior	17,774	53.8%	23.0%	23.1%
United States Geological Survey	2,540	63.3%	21.1%	15.5%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
Department of the Interior	17,707	60.0%	14.0%	17.3%	8.7%
United States Geological Survey	2,529	79.4%	8.7%	6.4%	5.5%

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	368,971	4.0%	10.3%	4.4%	10.9%
Department of the Interior	17,643	2.4%	11.6%	6.7%	20.0%
United States Geological Survey	2,526	4.3%	15.9%	10.8%	26.7%

(continued)

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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	368,971	32.1%	5.2%	20.3%	12.9%
Department of the Interior	17,643	21.2%	5.4%	14.1%	18.5%
United States Geological Survey	2,526	8.3%	4.8%	10.6%	18.7%

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

	N	Yes	No	Not Available To Me
Governmentwide	372,726	33.0%	45.2%	21.8%
Department of the Interior	17,657	49.2%	39.8%	11.0%
United States Geological Survey	2,518	47.3%	48.0%	4.7%

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

	N	Yes	No	Not Available To Me
Governmentwide	371,495	28.0%	59.9%	12.2%
Department of the Interior	17,633	29.6%	56.2%	14.1%
United States Geological Survey	2,519	22.8%	63.3%	13.9%

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

	N	Yes	No	Not Available To Me
Governmentwide	368,151	14.3%	80.3%	5.4%
Department of the Interior	17,454	21.5%	76.0%	2.5%
United States Geological Survey	2,500	14.5%	82.7%	2.7%

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

	N	Yes	No	Not Available To Me
Governmentwide	372,753	3.9%	78.7%	17.4%
Department of the Interior	17,682	1.8%	74.8%	23.4%
United States Geological Survey	2,520	1.3%	75.1%	23.7%

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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	373,277	2.5%	79.8%	17.7%
Department of the Interior	17,691	1.7%	75.7%	22.6%
United States Geological Survey	2,516	1.0%	76.4%	22.6%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	167,341	76.6%	14.0%	9.5%	7,571
Department of the Interior	7,358	76.9%	15.2%	8.0%	253
United States Geological Survey	1,474	80.1%	13.8%	6.1%	34

*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	138,977	89.1%	7.5%	3.4%	3,202
Department of the Interior	8,489	89.7%	7.1%	3.2%	121
United States Geological Survey	1,167	93.3%	5.3%	1.4%	17

*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	100,599	79.5%	16.7%	3.8%	7,562
Department of the Interior	5,106	76.4%	18.6%	5.0%	289
United States Geological Survey	553	78.7%	17.8%	3.5%	39

*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	52,178	74.1%	21.6%	4.3%	8,882
Department of the Interior	3,639	75.3%	20.1%	4.6%	421
United States Geological Survey	345	84.5%	12.8%	2.7%	51

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

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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	10,509	71.7%	23.9%	4.4%	4,356
Department of the Interior	265	58.2%	35.5%	6.3%	159
United States Geological Survey	21	68.9%	23.9%	7.3%	23

**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	7,385	67.6%	29.5%	2.9%	3,459
Department of the Interior	228	62.1%	35.2%	2.7%	150
United States Geological Survey	18	74.6%	25.4%	0.0%	24

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

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Demographic Questions

Where do you work?

	N	%
Headquarters	645	25.7%
Field	1,862	74.3%

What is your supervisory status?

	N	%
Non-Supervisor	1,415	56.2%
Team Leader	479	19.0%
Supervisor	465	18.5%
Manager	139	5.5%
Senior Leader	21	0.8%

Are you:

	N	%
Male	1,498	60.5%
Female	980	39.5%

Are you Hispanic or Latino?

	N	%
Yes	83	3.4%
No	2,384	96.6%

Race

	N	%
American Indian or Alaska Native	25	1.0%
Asian	49	2.0%
Black or African American	60	2.5%
Native Hawaiian or Other Pacific Islander	11	0.5%
White	2,196	91.3%
Two or more races (Not Hispanic or Latino)	63	2.6%

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Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	1	0.0%
High School Diploma/GED or equivalent	57	2.3%
Trade or Technical Certificate	18	0.7%
Some College (no degree)	197	7.9%
Associate's Degree (e.g., AA, AS)	148	5.9%
Bachelor's Degree (e.g., BA, BS)	809	32.3%
Master's Degree (e.g., MA, MS, MBA)	785	31.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	488	19.5%

What is your pay category/grade?

	N	%
Federal Wage System	8	0.3%
GS 1-6	92	3.7%
GS 7-12	1,406	56.2%
GS 13-15	958	38.3%
Senior Executive Service	12	0.5%
Senior Level (SL) or Scientific or Professional (ST)	18	0.7%
Other	6	0.2%

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

	N	%
Less than 1 year	5	0.2%
1 to 3 years	118	4.7%
4 to 5 years	174	7.0%
6 to 10 years	346	13.8%
11 to 14 years	295	11.8%
15 to 20 years	289	11.6%
More than 20 years	1,275	51.0%

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Demographic Questions (continued)

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

	N	%
Less than 1 year	7	0.3%
1 to 3 years	175	7.0%
4 to 5 years	210	8.4%
6 to 10 years	393	15.7%
11 to 20 years	645	25.8%
More than 20 years	1,066	42.7%

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

	N	%
No	1,774	71.0%
Yes, to retire	214	8.6%
Yes, to take another job within the Federal Government	245	9.8%
Yes, to take another job outside the Federal Government	133	5.3%
Yes, other	132	5.3%

I am planning to retire:

	N	%
Within one year	147	5.9%
Between one and three years	298	12.0%
Between three and five years	313	12.6%
Five or more years	1,734	69.6%

Self-Identify as:

	N	%
Heterosexual or Straight	1,934	82.2%
Gay, Lesbian, Bisexual, or Transgender	59	2.5%
I prefer not to say	361	15.3%

What is your US military service status?

	N	%
No Prior Military Service	2,161	87.4%
Currently in National Guard or Reserves	10	0.4%
Retired	60	2.4%
Separated or Discharged	242	9.8%

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	152	6.1%
No	2,325	93.9%

What is your age group?

	N	%
25 and under	35	1.3%
26-29	89	3.4%
30-39	409	15.7%
40-49	620	23.8%
50-59	994	38.1%
60 or older	462	17.7%