

USGS
2014 Federal Employee Viewpoint Survey (FEVS) Results
N = 2,609
Response rate: 53.8%

FEVS results are reported as percent positive, percent neutral, and percent negative.

- Percent positive represents the proportion of people who selected Strongly Agree/Agree; Very Satisfied/Satisfied; Very Good/Good
- Percent Neutral represents the proportion of people who selected Neither Agree nor Disagree; Neither Satisfied nor Dissatisfied; Fair
- Percent Negative represents the proportion of people who selected Strongly Disagree/Disagree; Dissatisfied/Very Dissatisfied; Poor/Very Poor
- DNK/NBJ stands for “Do Not Know” and “No Basis to Judge” respectively

OED has created the attached summary as a snapshot of the results from your organization’s full FEVS report. This summary provides an overview of your organization’s Top Strengths, Top Challenges, Top Neutrals, as well as responses to the Best Place to Work index items and other FEVS items to consider. Each section provides a unique view of your FEVS results. For each item included in the summary report, the first line of data is your group’s responses. Below this line are the results for USGS as a whole. Highlighted question numbers indicate where group results are 5 or more percentage points different from USGS results and may be of interest for further exploration.

Top Strengths Responses that are 65% or more positive are strengths. These are items where your organization is doing very well, and areas where you can capitalize on successes.

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
7 When needed I am willing to put in the extra effort to get a job done.	2588	97.0%	2.1%	0.8%	
80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*	1167	93.3%	5.3%	1.4%	17
8 I am constantly looking for ways to do my job better.	2598	91.4%	7.7%	0.8%	
13 The work I do is important.	2563	89.1%	8.8%	2.0%	8
5 I like the kind of work I do.	2573	88.3%	8.3%	3.4%	
28 How would you rate the overall quality of work done by your work unit?	2600	88.2%	9.8%	2.0%	
82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*	345	84.5%	12.8%	2.7%	51

	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
35 Employees are protected from health and safety hazards on the job.	2539	84.3%	10.6%	5.1%	27
16 I am held accountable for achieving results.	2576	83.7%	11.2%	5.1%	10
42 My supervisor supports my need to balance work and other life issues.	2547	83.5%	9.5%	7.0%	24
50 In the last six months, my supervisor has talked with me about my performance.	2557	83.0%	7.0%	10.0%	
39 My agency is successful at accomplishing its mission.	2515	82.6%	13.6%	3.8%	51
49 My supervisor treats me with respect.	2556	82.6%	9.0%	8.3%	
12 I know how my work relates to the agency's goals and priorities.	2584	80.8%	12.1%	7.1%	10
79 How satisfied are you with the following Work/Life programs in your agency? Telework*	1474	80.1%	13.8%	6.1%	34
6 I know what is expected of me on the job.	2586	79.0%	12.2%	8.8%	
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)*	553	78.7%	17.8%	3.5%	39
48 My supervisor listens to what I have to say.	2564	78.3%	11.9%	9.8%	
20 The people I work with cooperate to get the job done.	2608	77.6%	13.3%	9.1%	
26 Employees in my work unit share job knowledge with each other.	2578	77.4%	11.8%	10.8%	15
4 My work gives me a feeling of personal accomplishment.	2587	77.3%	12.6%	10.0%	
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.	2290	76.6%	14.6%	8.9%	264
2 I have enough information to do my job well.	2582	74.7%	15.1%	10.2%	
84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*	18	74.6%	25.4%	0.0%	24
14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	2597	74.2%	13.4%	12.4%	5
40 I recommend my organization as a good place to work.	2571	73.4%	16.0%	10.6%	
36 My organization has prepared employees for potential security threats.	2491	73.2%	20.0%	6.8%	64

	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
29 The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	2501	72.9%	17.3%	9.7%	69
52 Overall, how good a job do you feel is being done by your immediate supervisor?	2561	71.7%	17.4%	10.9%	
69 Considering everything, how satisfied are you with your job?	2534	70.3%	16.7%	13.0%	
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).	2591	69.6%	13.9%	16.5%	17
15 My performance appraisal is a fair reflection of my performance.	2582	69.4%	15.6%	14.9%	18
51 I have trust and confidence in my supervisor.	2563	69.1%	15.6%	15.3%	
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)*	21	68.9%	23.9%	7.3%	23
43 My supervisor provides me with opportunities to demonstrate my leadership skills.	2544	68.1%	17.5%	14.4%	18
45 My supervisor is committed to a workforce representative of all segments of society.	2224	67.9%	24.0%	8.0%	337
3 I feel encouraged to come up with new and better ways of doing things.	2567	67.3%	16.2%	16.5%	
17 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	2439	67.2%	17.7%	15.1%	153
1 I am given a real opportunity to improve my skills in my organization.	2605	66.6%	16.5%	16.9%	
55 Supervisors work well with employees of different backgrounds.	2288	66.6%	23.4%	10.1%	247
47 Supervisors in my work unit support employee development.	2513	65.8%	19.8%	14.4%	53

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

Top Challenges Responses that are 35% or more negative are challenges. These items represent areas in which your group may benefit from effort or attention to the topic.

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
9 I have sufficient resources (for example, people, materials, budget) to get my job done.	2602	42.9%	17.1%	40.0%	3
23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	2320	31.5%	29.3%	39.2%	273
33 Pay raises depend on how well employees perform their jobs.	2383	31.5%	31.0%	37.5%	170

	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
21 My work unit is able to recruit people with the right skills.	2505	36.2%	27.5%	36.2%	98

Also to Consider Responses that are between 25% and 35% negative. Items that may be “at risk,” in that a quarter or more of the respondents gave a negative response.

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	2492	35.9%	30.4%	33.6%	59
24 In my work unit, differences in performance are recognized in a meaningful way.	2408	35.9%	30.9%	33.1%	179
67 How satisfied are you with your opportunity to get a better job in your organization?	2533	34.5%	33.2%	32.3%	
10 My workload is reasonable.	2590	51.1%	20.3%	28.5%	3
22 Promotions in my work unit are based on merit.	2422	47.0%	24.5%	28.5%	161
41 I believe the results of this survey will be used to make my agency a better place to work.	2335	38.3%	33.4%	28.4%	236
25 Awards in my work unit depend on how well employees perform their jobs.	2393	47.8%	24.1%	28.1%	190
58 Managers promote communication among different work units (for example, about projects, goals, needed resources).	2451	48.1%	25.3%	26.5%	94
66 How satisfied are you with the policies and practices of your senior leaders?	2526	40.2%	33.9%	25.9%	
18 My training needs are assessed.	2574	49.0%	25.7%	25.3%	23

Top Neutral Items Responses that are 30% or more neutral may indicate opportunities for additional communication. These items are opportunities for further communication, and may be in areas that you decide to work on to see how you can make improvements leading to increased knowledge, gained commitment and/or enhanced engagement.

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
66 How satisfied are you with the policies and practices of your senior leaders?	2526	40.2%	33.9%	25.9%	
41 I believe the results of this survey will be used to make my agency a better place to work.	2335	38.3%	33.4%	28.4%	236
67 How satisfied are you with your opportunity to get a better job in your organization?	2533	34.5%	33.2%	32.3%	

	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
27 The skill level in my work unit has improved in the past year.	2499	53.2%	31.5%	15.3%	94
33 Pay raises depend on how well employees perform their jobs.	2383	31.5%	31.0%	37.5%	170
24 In my work unit, differences in performance are recognized in a meaningful way.	2408	35.9%	30.9%	33.1%	179
53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	2492	35.9%	30.4%	33.6%	59
34 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	2354	55.7%	29.9%	14.4%	208
57 Managers review and evaluate the organization's progress toward meeting its goals and objectives.	2291	55.6%	29.5%	14.9%	255
62 Senior leaders demonstrate support for Work/Life programs.	2193	59.4%	29.5%	11.1%	357

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

Best Places to Work Index Items These items are used by the Partnership for Public Service in its annual ranking of the Best Places to Work in the Federal Government.

Question	N	Percent Positive	Percent Neutral	Percent Negative
40. I recommend my organization as a good place to work.	2571	73.4%	16.0%	10.6%
69. Considering everything, how satisfied are you with your job?	2534	70.3%	16.7%	13.0%
71. Considering everything, how satisfied are you with your organization?	2540	63.3%	21.1%	15.5%

Where do you work?

Headquarters 25.7%
Field 74.3%

Are you:

Male 60.5%
Female 39.5%

Are you Hispanic or Latino?

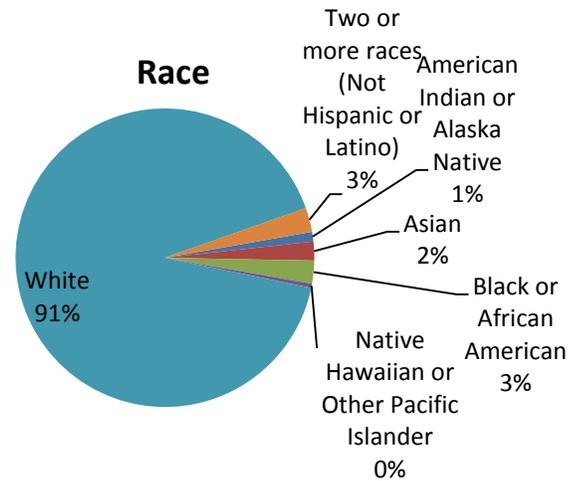
Yes 3.4%
No 96.6%

Self-Identify as:

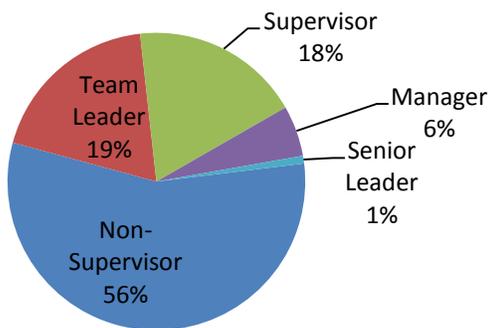
Heterosexual or Straight 82.2%
Gay, Lesbian, Bisexual, or Transgender 2.5%

Are you an individual with a disability?

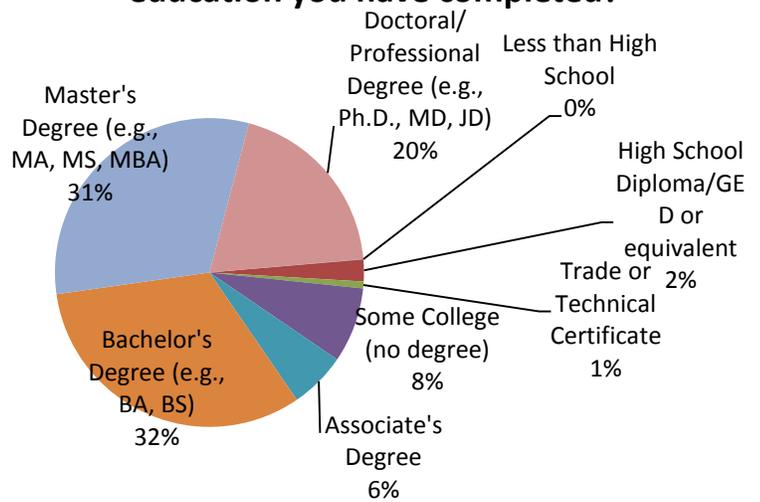
Yes 6.1%
No 93.9%



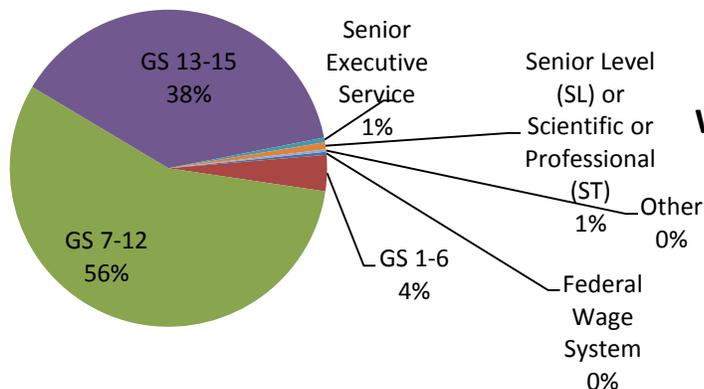
What is your supervisory status?



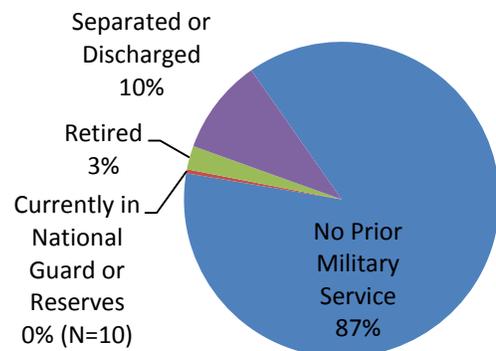
What is the highest degree or level of education you have completed?



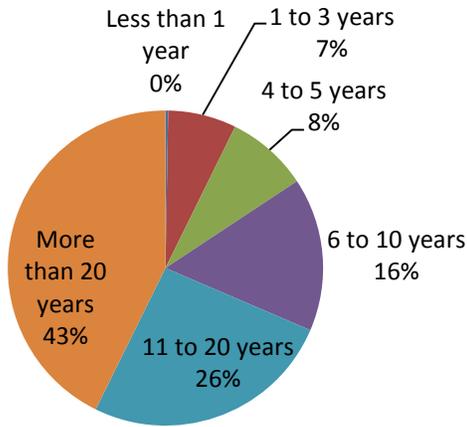
What is your pay category/grade?



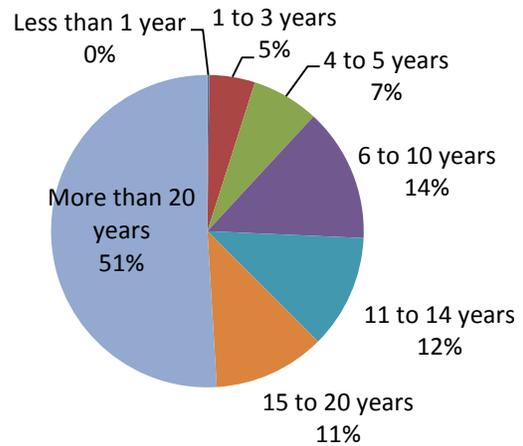
What is your US military service status?



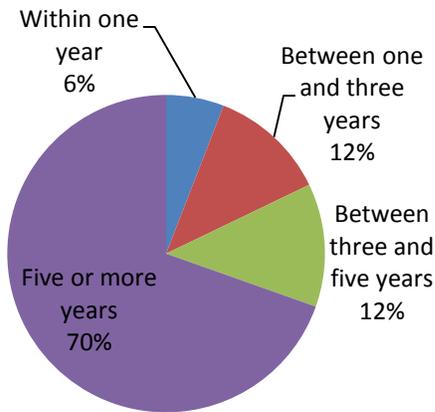
How long have you been with your current agency?



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



I am planning to retire:



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

