

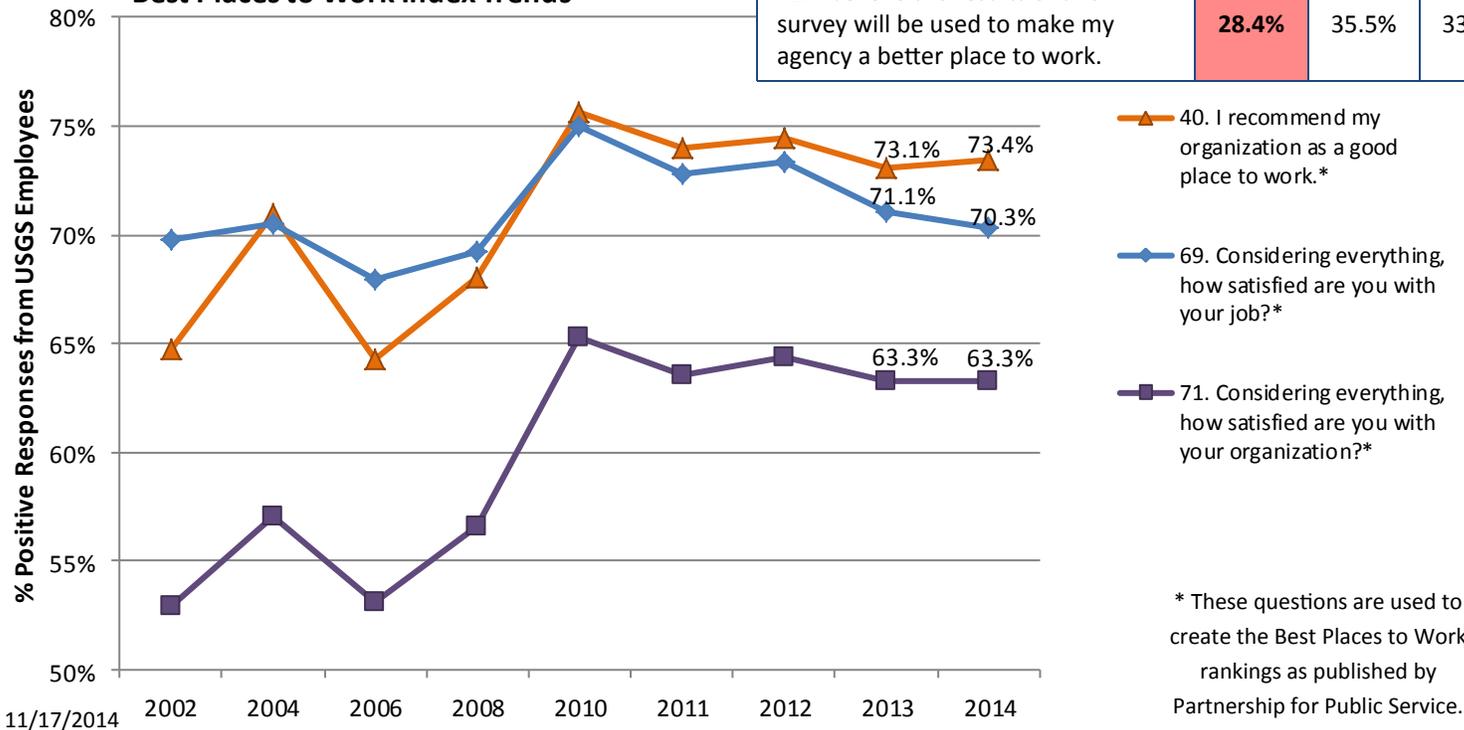
2014 Federal Employee Viewpoint Survey (FEVS) Summary—U.S. Geological Survey

A sample of USGS employees completed 2,609 surveys with a response rate of 53.8%.

TOP POSITIVE RESPONSE ITEMS: Percent of positive responses (agree or strongly agree) 65% or more positive are strengths.	USGS	DOI	Gov't
7. When needed I am willing to put in the extra effort to get a job done.	97.0%	96.0%	95.6%
80. How satisfied are you with AWS?	93.3%	89.7%	89.1%
8. I am constantly looking for ways to do my job better.	91.4%	90.6%	90.2%
13. The work I do is important.	89.1%	89.3%	89.6%
5. I like the kind of work I do.	88.3%	84.7%	82.2%
28. How would you rate the overall quality of work done by your work unit?	88.2%	82.2%	81.8%
82 How satisfied are you with the Employee Assistance Program?	84.5%	75.3%	74.1%
35. Employees are protected from health and safety hazards on the job.	84.3%	77.7%	76.0%
16. I am held accountable for achieving results.	83.7%	80.4%	81.1%
42. My supervisor supports my need to balance work and other life issues.	83.5%	80.7%	77.3%

TOP NEGATIVE RESPONSE ITEMS: Percent of negative responses (disagree or strongly disagree)35% or more negative are challenges.	USGS	DOI	Gov't
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	40.0%	47.4%	38.7%
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39.2%	44.0%	44.9%
33. Pay raises depend on how well employees perform their jobs.	37.5%	51.8%	54.0%
21. My work unit is able to recruit people with the right skills.	36.2%	37.3%	33.0%
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	33.6%	40.3%	37.3%
24. In my work unit, differences in performance are recognized in a meaningful way.	33.1%	39.2%	40.1%
67. How satisfied are you with your opportunity to get a better job in your organization?	32.3%	38.2%	38.8%
10. My workload is reasonable.	28.5%	35.0%	26.8%
22. Promotions in my work unit are based on merit.	28.5%	36.5%	39.3%
41. I believe the results of this survey will be used to make my agency a better place to work.	28.4%	35.5%	33.4%

Best Places to Work Index Trends



USGS Biggest Increases	% Positive 2014	% Positive 2013	Change
9. I have sufficient resources (people, materials, budget) to get my job done.	42.9%	38.1%	4.8%
41. I believe the results of this survey will be used to make my agency a better place to work.	38.3%	33.9%	4.4%
70. Considering everything, how satisfied are you with your pay?	59.8%	56.1%	3.7%
21. My work unit is able to recruit people with the right skills.	36.2%	32.8%	3.4%
68. How satisfied are you with the training you receive for your present job?	48.8%	45.9%	2.9%
25. Awards in my work unit depend on how well employees perform their jobs.	47.8%	45.2%	2.6%
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	67.9%	65.4%	2.5%
36. My organization has prepared employees for potential security threats.	73.2%	70.8%	2.4%

USGS Biggest Increases Work/Life Programs	% Positive 2014	% Positive 2013	Change
84. How satisfied are you with Elder Care Programs?	74.6%	55.6%	19.0%
83. How satisfied are you with Child Care Programs?	68.9%	57.8%	11.1%
82. How satisfied are you with Employee Assistance Program (EAP)?	84.5%	74.7%	9.8%

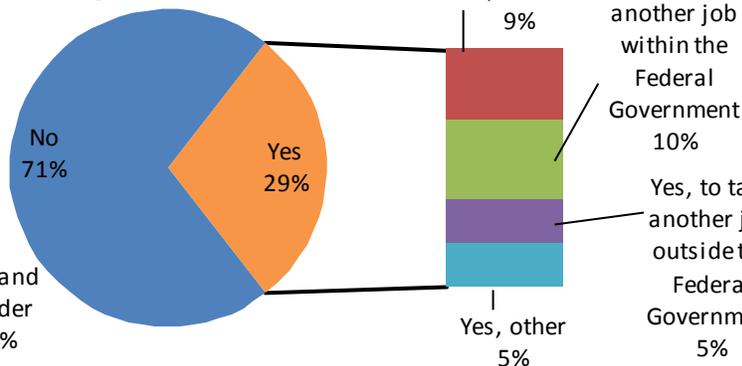
USGS Biggest Decreases	% Positive 2014	% Positive 2013	Change
54. My organization's senior leaders maintain high standards of honesty and integrity.	56.0%	64.3%	-8.3%
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	35.9%	40.4%	-4.5%
59. Managers support collaboration across work units to accomplish work objectives.	54.2%	58.2%	-4.0%
56. Managers communicate the goals and priorities of the organization.	57.7%	61.6%	-3.9%
57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	55.6%	59.2%	-3.6%
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).	69.6%	71.8%	-2.2%
16. I am held accountable for achieving results.	83.7%	85.9%	-2.2%
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	60.7%	62.7%	-2.0%

Who Responded?

Gender:

40% Female
60% Male

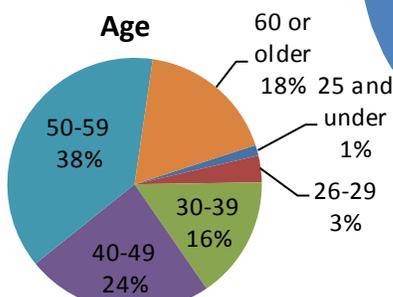
Are you considering leaving your organization?



Work Location:

26% HQ
74% Field

Age



Supervisory Status

