

USGS 2015 Federal Employee Viewpoint Survey (FEVS)
Summary Results
n = 3,494; Response rate = 54.3%

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

The information below captures the organization’s Top Strengths, Top Challenges, Top Neutrals, as well as responses to the Best Places to Work Index items, and other FEVS items to consider.

Top Strengths Responses that are 65% or more positive are strengths. These items represent areas where your organization is doing well. You may be able to 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.	3,472	97.10%	2.10%	0.80%	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*	1,587	93.20%	5.10%	1.70%	16
8. I am constantly looking for ways to do my job better.	3,485	91.50%	7.70%	0.80%	
13. The work I do is important.	3,428	89.20%	8.10%	2.70%	14
28. How would you rate the overall quality of work done by your work unit?	3,480	88.90%	9.30%	1.80%	
5. I like the kind of work I do.	3,441	88.50%	8.00%	3.50%	
42. My supervisor supports my need to balance work and other life issues.	3,413	85.50%	7.90%	6.70%	16
79. How satisfied are you with the following Work/Life programs in your agency? Telework*	2,038	84.50%	10.80%	4.70%	39
50. In the last six months, my supervisor has talked with me about my performance.	3,414	84.20%	7.00%	8.90%	
49. My supervisor treats me with respect.	3,417	83.80%	8.80%	7.40%	
16. I am held accountable for achieving results.	3,453	83.60%	11.40%	5.00%	12
35. Employees are protected from health and safety hazards on the job.	3,380	82.90%	11.40%	5.70%	40
39. My agency is successful at accomplishing its mission.	3,358	82.80%	12.80%	4.40%	69
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)*	699	82.30%	13.50%	4.20%	55
12. I know how my work relates to the agency's goals and priorities.	3,442	81.90%	10.40%	7.70%	8
6. I know what is expected of me on the job.	3,450	79.60%	12.10%	8.40%	
48. My supervisor listens to what I have to say.	3,425	79.60%	11.00%	9.40%	

20. The people I work with cooperate to get the job done.	3,484	79.30%	12.20%	8.50%	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*	476	78.20%	18.00%	3.80%	74
4. My work gives me a feeling of personal accomplishment.	3,469	77.90%	12.80%	9.30%	
26. Employees in my work unit share job knowledge with each other.	3,458	77.60%	12.40%	10.00%	16
2. I have enough information to do my job well.	3,470	76.30%	13.70%	10.00%	
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.	3,092	75.40%	16.00%	8.60%	325
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)*	26	75.00%	21.00%	3.90%	30
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	3,348	73.90%	16.10%	10.00%	75
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	3,469	73.20%	12.90%	13.90%	7
40. I recommend my organization as a good place to work.	3,430	73.10%	17.80%	9.10%	
52. Overall, how good a job do you feel is being done by your immediate supervisor?	3,425	72.50%	17.30%	10.20%	
36. My organization has prepared employees for potential security threats.	3,311	71.50%	19.40%	9.10%	101
69. Considering everything, how satisfied are you with your job?	3,379	71.20%	15.70%	13.10%	
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).	3,447	70.10%	15.00%	14.90%	45
51. I have trust and confidence in my supervisor.	3,422	70.10%	15.30%	14.60%	
1. I am given a real opportunity to improve my skills in my organization.	3,490	69.80%	15.10%	15.20%	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	3,403	69.50%	16.30%	14.20%	18
47. Supervisors in my work unit support employee development.	3,351	69.50%	16.50%	14.00%	66
3. I feel encouraged to come up with new and better ways of doing things.	3,440	68.80%	16.10%	15.20%	
15. My performance appraisal is a fair reflection of my performance.	3,446	68.50%	17.10%	14.30%	30
45. My supervisor is committed to a workforce representative of all segments of society.	3,041	66.20%	26.00%	7.80%	377

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	3,230	65.90%	18.20%	16.00%	236
44. Discussions with my supervisor about my performance are worthwhile.	3,360	65.10%	18.10%	16.80%	35

*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
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	3,133	31.00%	30.40%	38.60%	345
33. Pay raises depend on how well employees perform their jobs.	3,159	31.30%	30.50%	38.20%	246
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	3,479	45.30%	18.70%	36.00%	4
21. My work unit is able to recruit people with the right skills.	3,383	37.60%	27.10%	35.40%	103

Also to Consider Responses that are between 25% and 35% negative. These items 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.	3,291	35.80%	30.70%	33.50%	111
24. In my work unit, differences in performance are recognized in a meaningful way.	3,258	35.60%	31.00%	33.40%	216
41. I believe the results of this survey will be used to make my agency a better place to work.	3,119	37.80%	32.00%	30.30%	316
67. How satisfied are you with your opportunity to get a better job in your organization?	3,381	36.70%	33.00%	30.30%	
22. Promotions in my work unit are based on merit.	3,307	44.90%	26.60%	28.50%	170
25. Awards in my work unit depend on how well employees perform their jobs.	3,188	47.40%	24.40%	28.20%	275
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	3,256	47.20%	25.80%	27.00%	143
10. My workload is reasonable.	3,453	53.40%	19.70%	26.80%	7
66. How satisfied are you with the policies and practices of your senior leaders?	3,381	39.10%	35.40%	25.50%	
64. How satisfied are you with the information you receive from management on what's going on in your organization?	3,377	47.20%	27.40%	25.40%	

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

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/NBJ
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*	34	55.50%	41.60%	2.90%	19
66. How satisfied are you with the policies and practices of your senior leaders?	3,381	39.10%	35.40%	25.50%	
67. How satisfied are you with your opportunity to get a better job in your organization?	3,381	36.70%	33.00%	30.30%	
41. I believe the results of this survey will be used to make my agency a better place to work.	3,119	37.80%	32.00%	30.30%	316
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	3,128	53.50%	31.30%	15.20%	298
24. In my work unit, differences in performance are recognized in a meaningful way.	3,258	35.60%	31.00%	33.40%	216
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	3,291	35.80%	30.70%	33.50%	111
33. Pay raises depend on how well employees perform their jobs.	3,159	31.30%	30.50%	38.20%	246
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	3,133	31.00%	30.40%	38.60%	345

*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.	3,430	73.10%	17.80%	9.10%
69. Considering everything, how satisfied are you with your job?	3,379	71.20%	15.70%	13.10%
71. Considering everything, how satisfied are you with your organization?	3,391	64.90%	20.50%	14.60%

Demographics

Where do you work?

Headquarters 26.30%
Field 73.70%

Are you:

Male 59.60%
Female 40.40%

Are you Hispanic or Latino?

Yes 3.90%
No 96.10%

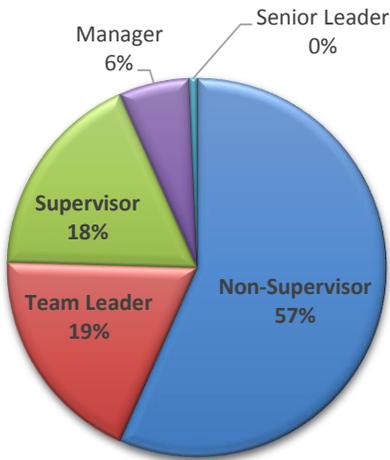
Self-Identify as:

Heterosexual or Straight 82.90%
Gay, Lesbian, Bisexual, or Transgender 2.60%
I prefer not to say 14.50%

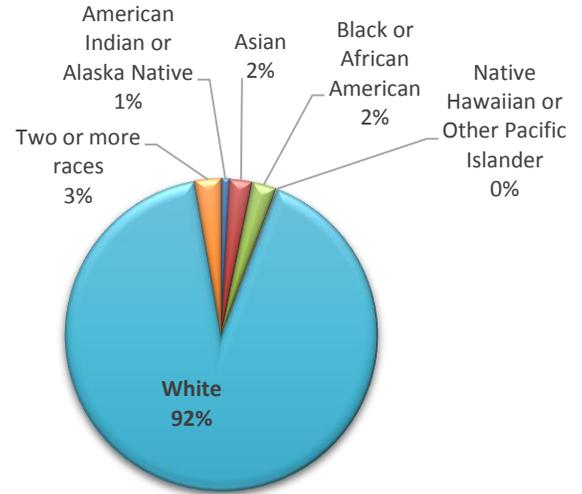
Are you an individual with a disability?

Yes 6.70%
No 93.30%

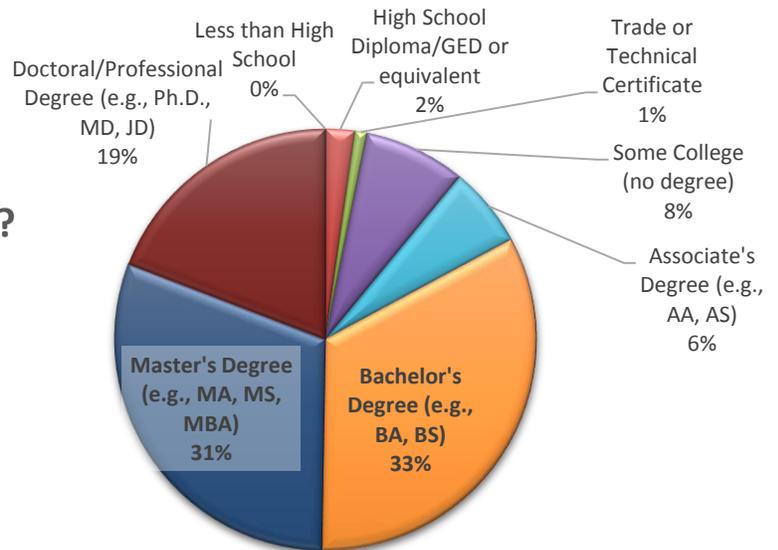
What is your supervisory status?



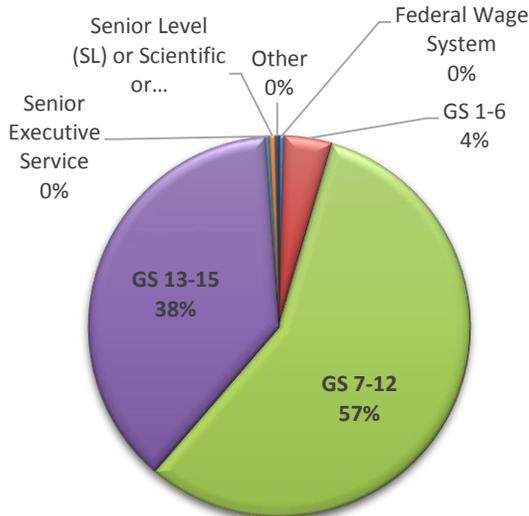
Race



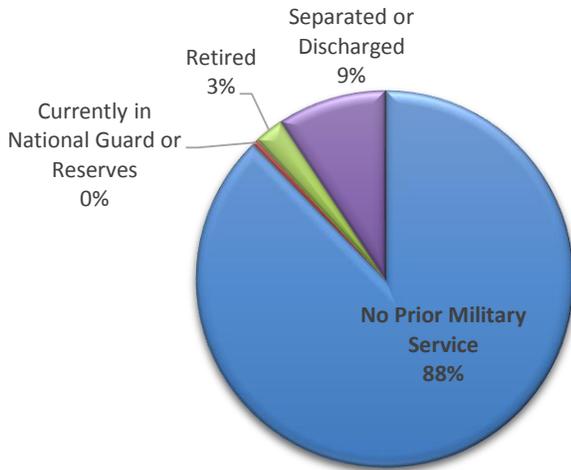
What is the highest degree or level of education you have completed?



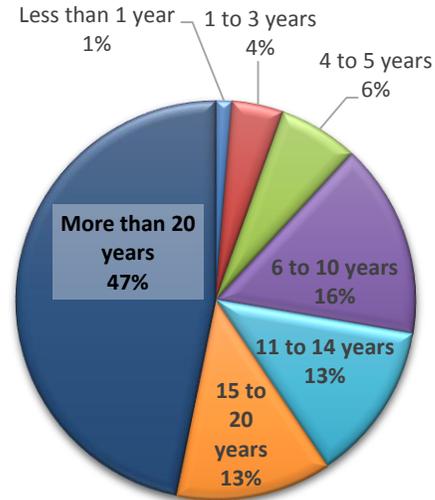
What is your pay category/grade?



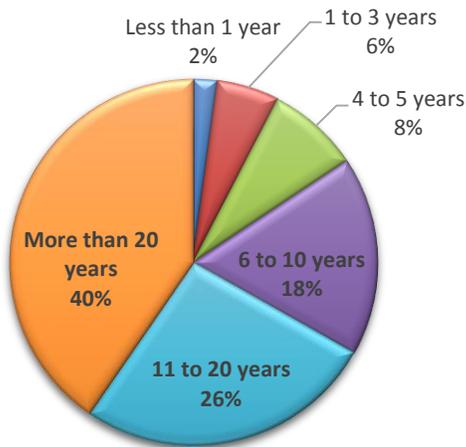
What is your US military service status?



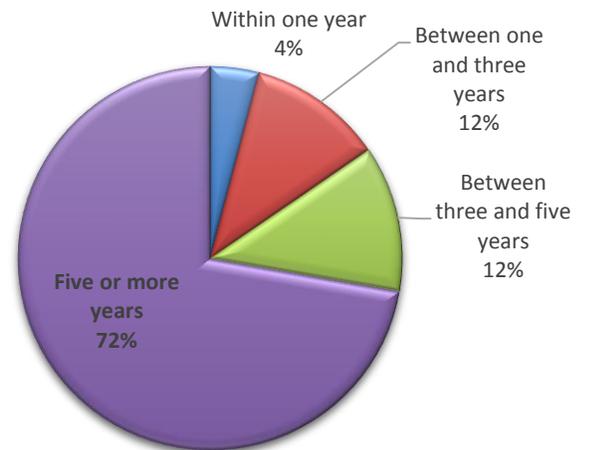
How long have you been with the Federal Government (excluding military service)?



How long have you been with your current agency?



I am planning to retire:



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

