2018

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

2nd Level Subagency Report

Environmental Protection Agency
Office Of Counsel and Congressional And Public Affairs

Released Via FOIA EPA-2023-001471

Environmental Protection Agency
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This 2018 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	598,003	40.6%
Environmental Protection Agency	7,972	57.1%
Office of Inspector General	159	63.3%
Office Of Counsel and Congressional And Public Affairs	**11**	**61.1%**

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group

These sections provide high level information on how your subagency is doing.

Main Report Results

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"* or *"Very Satisfied* and *Satisfied"* or *"Very Good* and *Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree* and *Strongly Disagree"* or *"Dissatisfied* and *Very Dissatisfied"* or *"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), No Basis to Judge (NBJ), Choose Not to Participate, Not Available to Me,* or *Unaware of Programs* responses, where applicable, is listed separately.

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Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

100.0%	I have enough information to do my job well. (Q.2)
100.0%	I know what is expected of me on the job. (Q.6)
100.0%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
100.0%	I am constantly looking for ways to do my job better. (Q.8)
100.0%	The work I do is important. (Q.13)
100.0%	I am held accountable for achieving results. (Q.16)
100.0%	How would you rate the overall quality of work done by your work unit? (Q.28)
100.0%	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)
100.0%	Policies and programs promote diversity in the workplace. (Q.34)
100.0%	My supervisor is committed to a workforce representative of all segments of society. (Q.45)

Highest Percent Negative

30.4%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
30.4%	My workload is reasonable. (Q.10)
19.3%	My talents are used well in the workplace. (Q.11)
19.3%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
13.3%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
12.1%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
11.1%	I am given a real opportunity to improve my skills in my organization. (Q.1)
11.1%	I feel encouraged to come up with new and better ways of doing things. (Q.3)
11.1%	I know how my work relates to the agency's goals. (Q.12)
11.1%	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q.14)

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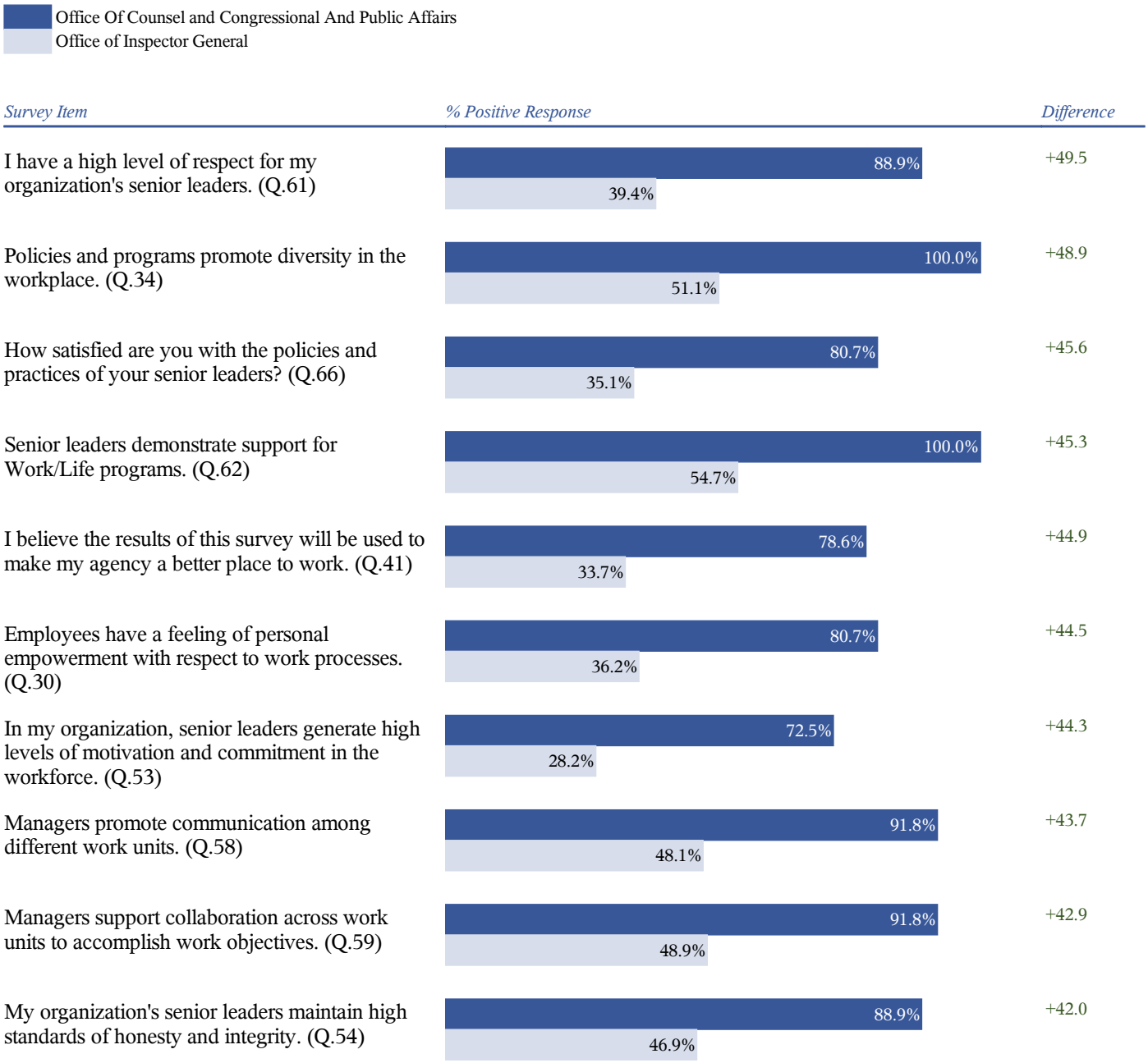
Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Office of Inspector General) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.



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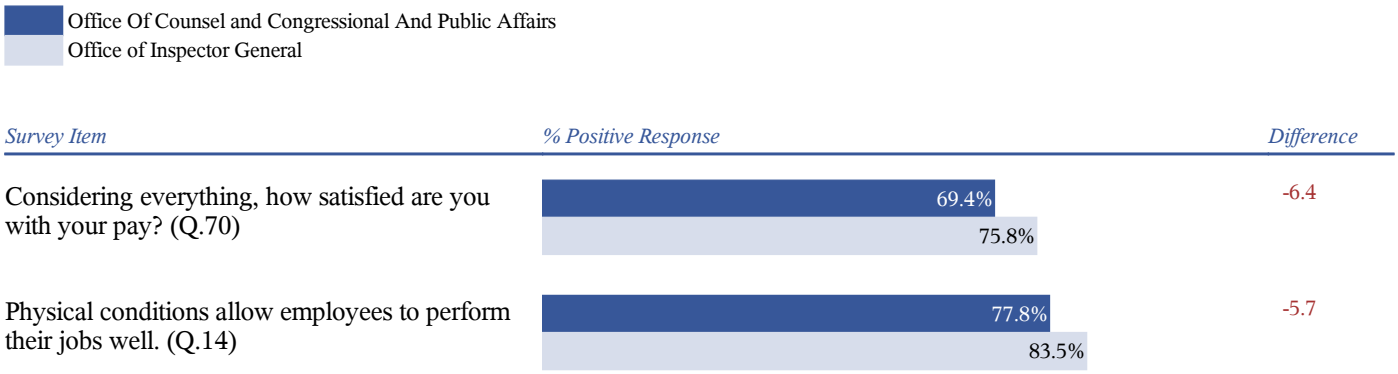
Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Office of Inspector General) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.



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My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	593,452	65.8%	15.5%	18.7%
Environmental Protection Agency	7,904	68.6%	15.3%	16.0%
Office of Inspector General	158	66.6%	13.6%	19.8%
Office Of Counsel and Congressional And Public Affairs	**11**	**80.7%**	**8.2%**	**11.1%**

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

	N	Positive	Neutral	Negative
Governmentwide	594,618	71.3%	14.4%	14.3%
Environmental Protection Agency	7,936	69.7%	14.9%	15.4%
Office of Inspector General	159	70.7%	13.5%	15.8%
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**

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

	N	Positive	Neutral	Negative
Governmentwide	592,301	60.8%	17.5%	21.7%
Environmental Protection Agency	7,915	66.0%	16.0%	18.0%
Office of Inspector General	159	54.3%	17.0%	28.7%
Office Of Counsel and Congressional And Public Affairs	**11**	**80.7%**	**8.2%**	**11.1%**

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

	N	Positive	Neutral	Negative
Governmentwide	595,361	71.7%	14.6%	13.7%
Environmental Protection Agency	7,945	73.9%	13.8%	12.3%
Office of Inspector General	159	75.7%	12.2%	12.1%
Office Of Counsel and Congressional And Public Affairs	**11**	**91.8%**	**8.2%**	**0.0%**

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	594,820	82.8%	11.2%	6.0%
Environmental Protection Agency	7,939	82.9%	10.9%	6.2%
Office of Inspector General	159	81.2%	12.7%	6.1%
Office Of Counsel and Congressional And Public Affairs	**11**	**91.8%**	**8.2%**	**0.0%**

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	594,967	80.3%	10.7%	9.0%
Environmental Protection Agency	7,933	78.3%	11.7%	10.0%
Office of Inspector General	159	76.7%	12.8%	10.5%
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**

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

	N	Positive	Neutral	Negative
Governmentwide	595,789	95.7%	2.8%	1.5%
Environmental Protection Agency	7,953	96.3%	2.4%	1.3%
Office of Inspector General	159	90.3%	4.7%	5.0%
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**

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

	N	Positive	Neutral	Negative
Governmentwide	596,179	91.0%	7.3%	1.7%
Environmental Protection Agency	7,952	90.4%	8.2%	1.4%
Office of Inspector General	159	84.4%	12.8%	2.8%
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,167	47.4%	16.0%	36.6%	1,282
Environmental Protection Agency	7,879	37.4%	17.0%	45.6%	12
Office of Inspector General	156	47.0%	13.9%	39.1%	2
Office Of Counsel and Congressional And Public Affairs	**11**	**61.2%**	**8.4%**	**30.4%**	**0**

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,960	58.9%	16.0%	25.1%	962
Environmental Protection Agency	7,917	53.4%	17.7%	28.9%	14
Office of Inspector General	159	55.4%	17.2%	27.4%	0
Office Of Counsel and Congressional And Public Affairs	**11**	**61.2%**	**8.4%**	**30.4%**	**0**

My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,043	60.3%	16.6%	23.1%	2,392
Environmental Protection Agency	7,826	59.7%	16.4%	23.9%	27
Office of Inspector General	159	57.0%	14.0%	29.1%	0
Office Of Counsel and Congressional And Public Affairs	**11**	**72.5%**	**8.2%**	**19.3%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,215	84.9%	9.1%	6.1%	1,706
Environmental Protection Agency	7,917	81.8%	9.9%	8.3%	30
Office of Inspector General	159	79.6%	10.5%	9.9%	0
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**	**0**

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,152	90.0%	6.8%	3.1%	1,432
Environmental Protection Agency	7,913	89.3%	7.5%	3.2%	24
Office of Inspector General	158	88.6%	7.7%	3.8%	1
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**	**0**

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	593,484	66.4%	14.2%	19.4%	2,668
Environmental Protection Agency	7,921	71.0%	13.6%	15.4%	24
Office of Inspector General	159	83.5%	9.3%	7.2%	0
Office Of Counsel and Congressional And Public Affairs	**11**	**77.8%**	**11.1%**	**11.1%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,120	71.2%	14.3%	14.5%	7,286
Environmental Protection Agency	7,893	76.2%	12.3%	11.5%	50
Office of Inspector General	157	76.9%	9.9%	13.3%	2
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**	**0**

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,755	83.0%	11.4%	5.6%	2,295
Environmental Protection Agency	7,915	85.7%	10.4%	3.9%	23
Office of Inspector General	159	85.0%	12.0%	2.9%	0
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	572,729	66.1%	16.9%	17.0%	22,712
Environmental Protection Agency	7,352	59.6%	20.6%	19.8%	585
Office of Inspector General	152	62.1%	16.1%	21.8%	7
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**11.1%**	**0.0%**	**0**

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,634	55.3%	22.5%	22.3%	5,274
Environmental Protection Agency	7,870	50.7%	24.1%	25.1%	67
Office of Inspector General	156	57.5%	15.5%	27.0%	2
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**	**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).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	584,495	71.2%	13.3%	15.5%	12,078
Environmental Protection Agency	7,844	67.0%	14.8%	18.1%	111
Office of Inspector General	157	75.1%	10.5%	14.5%	2
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**	**0**

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	596,010	76.3%	12.5%	11.2%
Environmental Protection Agency	7,959	83.2%	9.5%	7.3%
Office of Inspector General	159	82.8%	9.4%	7.8%
Office Of Counsel and Congressional And Public Affairs	**11**	**91.8%**	**0.0%**	**8.2%**

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	575,379	42.1%	25.9%	32.1%	20,045
Environmental Protection Agency	7,619	36.2%	22.1%	41.6%	316
Office of Inspector General	152	52.7%	24.8%	22.5%	6
Office Of Counsel and Congressional And Public Affairs	**11**	**92.0%**	**8.0%**	**0.0%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,796	37.5%	28.3%	34.3%	37,646
Environmental Protection Agency	7,271	41.7%	28.3%	30.0%	661
Office of Inspector General	149	48.1%	24.4%	27.5%	10
Office Of Counsel and Congressional And Public Affairs	**10**	**75.8%**	**24.2%**	**0.0%**	**1**

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	538,448	32.4%	28.2%	39.4%	56,413
Environmental Protection Agency	6,681	31.4%	32.7%	35.9%	1,261
Office of Inspector General	141	38.8%	24.2%	36.9%	18
Office Of Counsel and Congressional And Public Affairs	**8**	**69.2%**	**30.8%**	**0.0%**	**3**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	561,187	37.6%	28.5%	33.9%	34,106
Environmental Protection Agency	7,200	38.9%	29.0%	32.1%	746
Office of Inspector General	151	40.3%	30.9%	28.8%	8
Office Of Counsel and Congressional And Public Affairs	**9**	**73.3%**	**13.3%**	**13.3%**	**2**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,999	46.1%	24.7%	29.2%	37,127
Environmental Protection Agency	7,082	50.4%	24.3%	25.3%	845
Office of Inspector General	146	52.5%	20.6%	26.9%	11
Office Of Counsel and Congressional And Public Affairs	**10**	**75.8%**	**24.2%**	**0.0%**	**1**

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,011	75.7%	12.9%	11.4%	2,454
Environmental Protection Agency	7,914	80.6%	10.3%	9.0%	31
Office of Inspector General	159	75.8%	16.2%	7.9%	0
Office Of Counsel and Congressional And Public Affairs	**11**	**91.8%**	**0.0%**	**8.2%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	573,295	56.5%	27.6%	16.0%	21,143
Environmental Protection Agency	7,610	54.2%	28.7%	17.1%	328
Office of Inspector General	150	51.2%	33.8%	15.0%	8
Office Of Counsel and Congressional And Public Affairs	**11**	**80.7%**	**19.3%**	**0.0%**	**0**

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

	N	Positive	Neutral	Negative
Governmentwide	594,870	83.7%	13.2%	3.1%
Environmental Protection Agency	7,944	89.5%	8.8%	1.7%
Office of Inspector General	159	90.2%	7.0%	2.8%
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**

29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,167	80.1%	12.2%	7.7%	4,925
Environmental Protection Agency	7,866	83.0%	9.9%	7.1%	83
Office of Inspector General	157	86.2%	7.4%	6.4%	2
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**	**0**

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	574,941	48.6%	24.1%	27.3%	12,568
Environmental Protection Agency	7,727	43.1%	23.1%	33.8%	162
Office of Inspector General	156	36.2%	22.9%	40.9%	0
Office Of Counsel and Congressional And Public Affairs	**11**	**80.7%**	**8.2%**	**11.1%**	**0**

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,931	52.9%	21.6%	25.4%	10,616
Environmental Protection Agency	7,739	57.7%	20.7%	21.6%	148
Office of Inspector General	155	59.5%	17.0%	23.5%	1
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**	**0**

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,767	42.6%	28.0%	29.4%	17,382
Environmental Protection Agency	7,638	46.6%	27.2%	26.2%	221
Office of Inspector General	154	34.5%	29.5%	35.9%	3
Office Of Counsel and Congressional And Public Affairs	**11**	**61.4%**	**38.6%**	**0.0%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	546,809	26.5%	29.0%	44.6%	40,162
Environmental Protection Agency	7,093	22.2%	32.0%	45.8%	776
Office of Inspector General	143	24.1%	37.0%	38.9%	12
Office Of Counsel and Congressional And Public Affairs	**8**	**45.8%**	**54.2%**	**0.0%**	**3**

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	544,654	58.2%	27.5%	14.3%	42,678
Environmental Protection Agency	7,276	58.4%	24.9%	16.7%	606
Office of Inspector General	147	51.1%	27.0%	21.9%	10
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,210	77.1%	13.0%	9.9%	8,065
Environmental Protection Agency	7,726	83.3%	11.2%	5.4%	171
Office of Inspector General	155	78.8%	14.0%	7.2%	2
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**	**0**

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,765	79.7%	12.4%	7.9%	5,675
Environmental Protection Agency	7,754	81.7%	13.0%	5.3%	113
Office of Inspector General	154	78.1%	11.8%	10.1%	2
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	555,270	55.8%	21.6%	22.7%	32,366
Environmental Protection Agency	7,286	52.0%	21.2%	26.7%	597
Office of Inspector General	147	50.5%	20.1%	29.4%	10
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**	**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.

	N	Positive	Neutral	Negative	DNK
Governmentwide	537,812	69.8%	17.8%	12.3%	48,230
Environmental Protection Agency	6,930	66.5%	18.4%	15.1%	929
Office of Inspector General	145	63.2%	16.1%	20.6%	12
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**	**0**

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	578,380	77.1%	15.5%	7.3%	9,212
Environmental Protection Agency	7,745	54.7%	21.8%	23.5%	128
Office of Inspector General	152	69.9%	15.9%	14.2%	4
Office Of Counsel and Congressional And Public Affairs	**10**	**87.9%**	**12.1%**	**0.0%**	**1**

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

	N	Positive	Neutral	Negative
Governmentwide	587,300	66.3%	19.2%	14.5%
Environmental Protection Agency	7,894	60.3%	21.3%	18.4%
Office of Inspector General	157	54.1%	18.6%	27.3%
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**

My Agency (continued)

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	544,742	41.0%	27.6%	31.4%	42,737
Environmental Protection Agency	7,264	36.5%	27.3%	36.2%	631
Office of Inspector General	146	33.7%	21.9%	44.4%	11
Office Of Counsel and Congressional And Public Affairs	**10**	**78.6%**	**9.3%**	**12.1%**	**1**

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,867	81.4%	9.5%	9.1%	2,968
Environmental Protection Agency	7,833	88.2%	6.8%	5.0%	35
Office of Inspector General	156	91.0%	3.1%	5.8%	1
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**11.1%**	**0.0%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,607	69.7%	15.7%	14.6%	2,971
Environmental Protection Agency	7,838	76.8%	12.4%	10.7%	36
Office of Inspector General	156	80.7%	9.0%	10.2%	1
Office Of Counsel and Congressional And Public Affairs	**11**	**80.7%**	**19.3%**	**0.0%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,577	66.9%	16.9%	16.2%	5,597
Environmental Protection Agency	7,818	72.4%	14.5%	13.0%	45
Office of Inspector General	157	68.7%	12.0%	19.3%	0
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,790	70.9%	20.2%	8.9%	43,452
Environmental Protection Agency	7,077	75.5%	18.5%	6.0%	791
Office of Inspector General	142	76.0%	11.9%	12.1%	15
Office Of Counsel and Congressional And Public Affairs	**10**	**100.0%**	**0.0%**	**0.0%**	**1**

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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	582,583	65.8%	18.0%	16.1%	3,047
Environmental Protection Agency	7,847	69.8%	16.3%	13.8%	30
Office of Inspector General	157	70.3%	12.0%	17.7%	0
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**	**0**

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,503	69.6%	16.3%	14.1%	8,068
Environmental Protection Agency	7,754	76.0%	13.8%	10.1%	118
Office of Inspector General	154	77.4%	9.1%	13.5%	3
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**	**0**

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

	N	Positive	Neutral	Negative
Governmentwide	584,389	78.8%	10.9%	10.3%
Environmental Protection Agency	7,867	84.9%	7.8%	7.3%
Office of Inspector General	157	80.4%	7.9%	11.7%
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	584,328	83.7%	8.8%	7.5%
Environmental Protection Agency	7,855	87.5%	6.7%	5.8%
Office of Inspector General	157	86.1%	7.4%	6.4%
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**11.1%**	**0.0%**

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

	N	Positive	Neutral	Negative
Governmentwide	584,446	81.3%	8.8%	9.9%
Environmental Protection Agency	7,862	91.0%	5.2%	3.8%
Office of Inspector General	157	90.8%	4.0%	5.3%
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	584,288	70.9%	14.8%	14.3%
Environmental Protection Agency	7,863	75.9%	12.8%	11.3%
Office of Inspector General	157	76.1%	11.5%	12.3%
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**0.0%**	**11.1%**

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

	N	Positive	Neutral	Negative
Governmentwide	583,956	73.2%	16.3%	10.5%
Environmental Protection Agency	7,847	79.2%	13.4%	7.4%
Office of Inspector General	157	77.1%	13.1%	9.7%
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**11.1%**	**0.0%**

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,230	43.8%	24.4%	31.8%	13,636
Environmental Protection Agency	7,647	31.7%	21.8%	46.5%	162
Office of Inspector General	153	28.2%	19.6%	52.2%	3
Office Of Counsel and Congressional And Public Affairs	**11**	**72.5%**	**27.5%**	**0.0%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	544,502	55.2%	23.5%	21.3%	36,194
Environmental Protection Agency	7,377	38.9%	21.1%	39.9%	430
Office of Inspector General	153	46.9%	15.9%	37.1%	3
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**11.1%**	**0.0%**	**0**

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	550,669	69.5%	19.0%	11.5%	27,951
Environmental Protection Agency	7,262	70.7%	17.9%	11.3%	525
Office of Inspector General	146	62.1%	19.6%	18.3%	9
Office Of Counsel and Congressional And Public Affairs	**11**	**80.7%**	**8.2%**	**11.1%**	**0**

Leadership (continued)

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,368	63.5%	19.2%	17.2%	8,104
Environmental Protection Agency	7,704	62.4%	19.2%	18.4%	98
Office of Inspector General	155	58.1%	15.1%	26.8%	0
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	543,193	62.7%	22.5%	14.8%	37,034
Environmental Protection Agency	7,277	65.3%	21.2%	13.5%	526
Office of Inspector General	149	59.3%	18.9%	21.8%	6
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	560,913	56.2%	21.3%	22.5%	19,879
Environmental Protection Agency	7,565	58.1%	20.7%	21.2%	247
Office of Inspector General	155	48.1%	24.2%	27.7%	0
Office Of Counsel and Congressional And Public Affairs	**11**	**91.8%**	**8.2%**	**0.0%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,064	59.9%	21.1%	19.0%	19,964
Environmental Protection Agency	7,532	62.9%	20.0%	17.1%	245
Office of Inspector General	155	48.9%	22.9%	28.2%	0
Office Of Counsel and Congressional And Public Affairs	**11**	**91.8%**	**8.2%**	**0.0%**	**0**

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	548,557	61.5%	22.1%	16.4%	31,186
Environmental Protection Agency	7,465	65.3%	21.0%	13.7%	333
Office of Inspector General	150	54.6%	22.6%	22.8%	4
Office Of Counsel and Congressional And Public Affairs	**11**	**91.8%**	**8.2%**	**0.0%**	**0**

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,532	56.4%	23.1%	20.5%	8,837
Environmental Protection Agency	7,672	39.5%	22.4%	38.1%	124
Office of Inspector General	151	39.4%	20.8%	39.8%	2
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**11.1%**	**0.0%**	**0**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	530,819	57.8%	24.9%	17.3%	48,407
Environmental Protection Agency	6,688	53.8%	27.5%	18.7%	1,102
Office of Inspector General	150	54.7%	17.1%	28.2%	4
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**	**0**

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	577,168	54.1%	22.2%	23.7%
Environmental Protection Agency	7,776	53.5%	22.1%	24.4%
Office of Inspector General	154	54.7%	17.7%	27.6%
Office Of Counsel and Congressional And Public Affairs	**11**	**80.7%**	**11.1%**	**8.2%**

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	577,134	51.0%	22.9%	26.1%
Environmental Protection Agency	7,770	49.6%	22.5%	27.9%
Office of Inspector General	154	49.2%	19.5%	31.3%
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**11.1%**	**0.0%**

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

	N	Positive	Neutral	Negative
Governmentwide	576,832	52.1%	23.0%	24.9%
Environmental Protection Agency	7,772	57.5%	22.0%	20.5%
Office of Inspector General	154	58.9%	16.8%	24.3%
Office Of Counsel and Congressional And Public Affairs	**11**	**80.7%**	**19.3%**	**0.0%**

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	576,502	45.7%	29.0%	25.3%
Environmental Protection Agency	7,755	32.0%	26.5%	41.4%
Office of Inspector General	153	35.1%	24.7%	40.2%
Office Of Counsel and Congressional And Public Affairs	**11**	**80.7%**	**8.2%**	**11.1%**

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

	N	Positive	Neutral	Negative
Governmentwide	576,188	38.4%	27.6%	34.1%
Environmental Protection Agency	7,755	33.6%	32.3%	34.1%
Office of Inspector General	153	27.7%	33.9%	38.3%
Office Of Counsel and Congressional And Public Affairs	**11**	**61.4%**	**19.3%**	**19.3%**

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

	N	Positive	Neutral	Negative
Governmentwide	576,705	55.7%	22.7%	21.6%
Environmental Protection Agency	7,771	53.4%	27.1%	19.4%
Office of Inspector General	154	52.6%	25.0%	22.4%
Office Of Counsel and Congressional And Public Affairs	**11**	**77.8%**	**11.1%**	**11.1%**

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

	N	Positive	Neutral	Negative
Governmentwide	576,774	68.3%	16.8%	14.9%
Environmental Protection Agency	7,778	66.8%	17.5%	15.6%
Office of Inspector General	153	61.3%	17.7%	21.0%
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**

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

	N	Positive	Neutral	Negative
Governmentwide	576,483	62.6%	16.5%	20.9%
Environmental Protection Agency	7,765	66.7%	16.8%	16.5%
Office of Inspector General	154	75.8%	14.6%	9.7%
Office Of Counsel and Congressional And Public Affairs	**11**	**69.4%**	**22.2%**	**8.4%**

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	574,352	60.4%	20.6%	19.1%
Environmental Protection Agency	7,745	51.5%	22.7%	25.7%
Office of Inspector General	153	48.0%	22.8%	29.2%
Office Of Counsel and Congressional And Public Affairs	**11**	**88.9%**	**11.1%**	**0.0%**

Work/Life

72. Please select the response below that BEST describes your current teleworking schedule.

	Telework					
	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	574,372	14.9%	5.9%	15.2%	4.6%	2.0%
Environmental Protection Agency	7,780	21.5%	13.3%	48.8%	2.9%	0.7%
Office of Inspector General	155	19.6%	8.0%	64.2%	0.8%	0.6%
Office Of Counsel and Congressional And Public Affairs	**11**	**35.5%**	**17.5%**	**47.0%**	**0.0%**	**0.0%**

(continued)

72. Please select the response below that BEST describes your current teleworking schedule. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	574,372	28.6%	3.9%	13.2%	11.6%
Environmental Protection Agency	7,780	1.8%	0.7%	1.6%	8.6%
Office of Inspector General	155	0.6%	0.0%	1.2%	5.0%
Office Of Counsel and Congressional And Public Affairs	**11**	**0.0%**	**0.0%**	**0.0%**	**0.0%**

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	369,986	62.0%	22.6%	15.4%	37,643	143,877	14,641
Environmental Protection Agency	7,039	84.0%	10.1%	5.9%	419	115	10
Office of Inspector General	141	72.9%	10.3%	16.8%	7	3	0
Office Of Counsel and Congressional And Public Affairs	**11**	**100.0%**	**0.0%**	**0.0%**	**0**	**0**	**0**

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Work/Life (continued)

74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	415,309	76.6%	15.1%	8.3%	59,915	78,301	14,950
Environmental Protection Agency	7,057	90.9%	6.4%	2.7%	565	78	11
Office of Inspector General	126	85.9%	8.4%	5.7%	5	21	0
Office Of Counsel and Congressional And Public Affairs	**10**	**100.0%**	**0.0%**	**0.0%**	**1**	**0**	**0**

75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	456,532	65.3%	24.4%	10.3%	43,322	42,843	31,923
Environmental Protection Agency	6,898	72.7%	18.9%	8.4%	633	113	127
Office of Inspector General	128	83.0%	13.9%	3.1%	22	3	2
Office Of Counsel and Congressional And Public Affairs	**10**	**91.0%**	**9.0%**	**0.0%**	**1**	**0**	**0**

76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	383,295	52.7%	41.2%	6.1%	130,354	12,016	49,569
Environmental Protection Agency	4,393	52.8%	42.3%	4.9%	2,647	52	681
Office of Inspector General	76	44.7%	50.0%	5.4%	66	1	11
Office Of Counsel and Congressional And Public Affairs	**6**	**30.1%**	**69.9%**	**0.0%**	**5**	**0**	**0**

77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	238,481	34.3%	57.5%	8.2%	184,554	75,622	76,697
Environmental Protection Agency	2,965	37.9%	55.2%	6.9%	3,415	595	801
Office of Inspector General	34	23.2%	73.4%	3.4%	95	8	18
Office Of Counsel and Congressional And Public Affairs	**2**	**0.0%**	**100.0%**	**0.0%**	**7**	**1**	**1**

Work/Life (continued)

78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, speakers)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	199,899	25.3%	68.2%	6.5%	175,184	69,762	130,111
Environmental Protection Agency	2,247	25.7%	68.4%	5.9%	3,245	519	1,761
Office of Inspector General	22	0.0%	95.9%	4.1%	88	10	35
Office Of Counsel and Congressional And Public Affairs	**3**	**0.0%**	**69.1%**	**30.9%**	**5**	**2**	**1**

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Demographic Questions

Where do you work?

	%
Headquarters	--
Field	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

What is your supervisory status?

	%
Non-Supervisor	72.7%
Team Leader	--
Supervisor	--
Manager	0.0%
Senior Leader	0.0%

Note: Results are suppressed for each demographic category with fewer than 4 responses.

Are you:

	%
Male	40.0%
Female	60.0%

Are you Hispanic or Latino?

	%
Yes	0.0%
No	100.0%

Please select the racial category or categories with which you most closely identify.

	%
American Indian or Alaska Native	--
Asian	--
Black or African American	--
Native Hawaiian or Other Pacific Islander	--
White	--
Two or more races	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Note: Percentages for demographic questions are unweighted.

Demographic Questions (continued)

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

	%
Less than High School	0.0%
High School Diploma/GED or equivalent	0.0%
Trade or Technical Certificate	0.0%
Some College (no degree)	--
Associate's Degree (e.g., AA, AS)	0.0%
Bachelor's Degree (e.g., BA, BS)	--
Master's Degree (e.g., MA, MS, MBA)	36.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	--

Note: Results are suppressed for each demographic category with fewer than 4 responses.

What is your pay category/grade?

	%
Federal Wage System	--
GS 1-6	--
GS 7-12	--
GS 13-15	--
Senior Executive Service	--
Senior Level (SL) or Scientific or Professional (ST)	--
Other	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

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

	%
Less than 1 year	0.0%
1 to 3 years	0.0%
4 to 5 years	--
6 to 10 years	50.0%
11 to 14 years	0.0%
15 to 20 years	--
More than 20 years	--

Note: Results are suppressed for each demographic category with fewer than 4 responses.

Note: Percentages for demographic questions are unweighted.

Demographic Questions (continued)

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

	%
Less than 1 year	0.0%
1 to 3 years	--
4 to 5 years	--
6 to 10 years	40.0%
11 to 20 years	--
More than 20 years	0.0%

Note: Results are suppressed for each demographic category with fewer than 4 responses.

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

	%
No	63.6%
Yes, to retire	--
Yes, to take another job within the Federal Government	--
Yes, to take another job outside the Federal Government	0.0%
Yes, other	0.0%

Note: Results are suppressed for each demographic category with fewer than 4 responses.

I am planning to retire:

	%
Within one year	--
Between one and three years	--
Between three and five years	0.0%
Five or more years	81.8%

Note: Results are suppressed for each demographic category with fewer than 4 responses.

What is your US military service status?

	%
No Prior Military Service	--
Currently in National Guard or Reserves	--
Retired	--
Separated or Discharged	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Note: Percentages for demographic questions are unweighted.

Demographic Questions (continued)

Are you an individual with a disability?

	%
Yes	--
No	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

What is your age group?

	%
25 and under	0.0%
26-29	0.0%
30-39	--
40-49	40.0%
50-59	--
60 or older	--

Note: Results are suppressed for each demographic category with fewer than 4 responses.

Note: Percentages for demographic questions are unweighted.

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