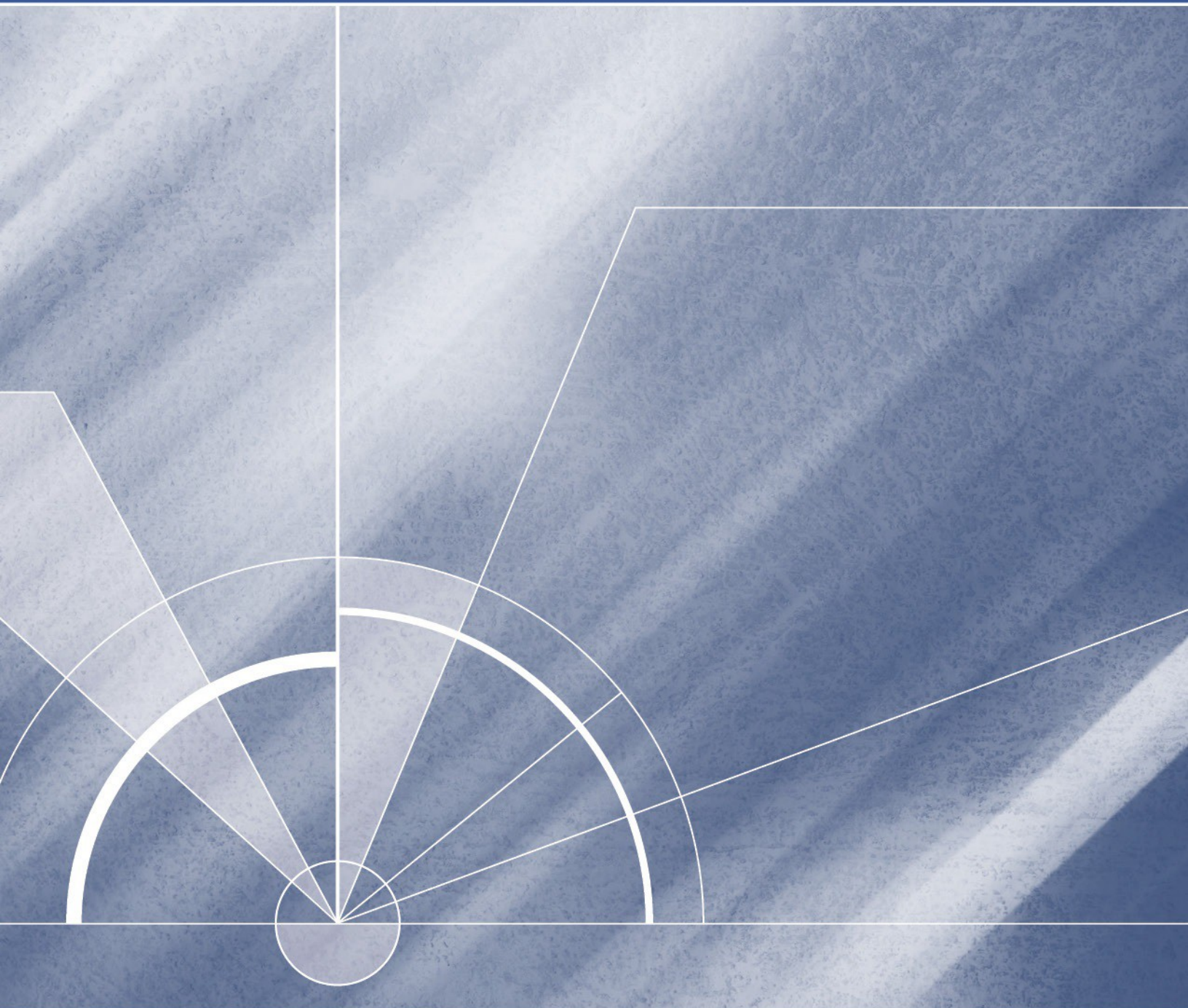


2018

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

1st Level
Subagency
Report

Department of the Interior
United States Geological Survey





Department of the Interior

United States Geological Survey

1st Level Subagency Report

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%
Department of the Interior	28,290	57.7%
United States Geological Survey	3,661	56.0%

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

97.2%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
93.0%	I am constantly looking for ways to do my job better. (Q.8)
91.0%	The work I do is important. (Q.13)
89.9%	How would you rate the overall quality of work done by your work unit? (Q.28)
88.4%	I like the kind of work I do. (Q.5)
88.1%	My supervisor supports my need to balance work and other life issues. (Q.42)
87.3%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
87.0%	My supervisor treats me with respect. (Q.49)
85.4%	Employees are protected from health and safety hazards on the job. (Q.35)
84.9%	I am held accountable for achieving results. (Q.16)

Highest Percent Negative

39.2%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
35.9%	My work unit is able to recruit people with the right skills. (Q.21)
32.7%	Pay raises depend on how well employees perform their jobs. (Q.33)
32.3%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
31.6%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
28.6%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
27.6%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
26.6%	My workload is reasonable. (Q.10)
26.4%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
24.9%	Promotions in my work unit are based on merit. (Q.22)

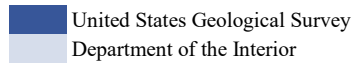
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Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Department of the Interior) 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.

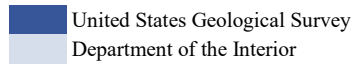


Survey Item	% Positive Response		Difference
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	58.7%	45.6%	+13.1
Pay raises depend on how well employees perform their jobs. (Q.33)	38.2%	25.4%	+12.8
My agency is successful at accomplishing its mission. (Q.39)	82.8%	71.0%	+11.8
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37)	67.5%	56.4%	+11.1
Creativity and innovation are rewarded. (Q.32)	54.8%	43.8%	+11.0
Promotions in my work unit are based on merit. (Q.22)	51.4%	40.7%	+10.7
Prohibited Personnel Practices are not tolerated. (Q.38)	79.6%	69.4%	+10.2
Employees are recognized for providing high quality products and services. (Q.31)	63.8%	54.3%	+9.5
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q.17)	70.6%	62.3%	+8.3
Considering everything, how satisfied are you with your organization? (Q.71)	67.0%	58.8%	+8.2

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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 (Department of the Interior) 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.



<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
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You have no items in this category

Department of the Interior

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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%
Department of the Interior	28,122	68.8%	14.4%	16.8%
United States Geological Survey	3,644	73.9%	13.5%	12.6%

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

	N	Positive	Neutral	Negative
Governmentwide	594,618	71.3%	14.4%	14.3%
Department of the Interior	28,106	69.2%	15.4%	15.4%
United States Geological Survey	3,644	75.4%	12.9%	11.6%

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%
Department of the Interior	28,009	64.2%	16.5%	19.2%
United States Geological Survey	3,623	70.5%	15.1%	14.4%

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

	N	Positive	Neutral	Negative
Governmentwide	595,361	71.7%	14.6%	13.7%
Department of the Interior	28,173	75.0%	13.5%	11.5%
United States Geological Survey	3,650	79.9%	11.5%	8.6%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	594,820	82.8%	11.2%	6.0%
Department of the Interior	28,143	86.1%	9.2%	4.7%
United States Geological Survey	3,643	88.4%	8.1%	3.5%

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

	N	Positive	Neutral	Negative
Governmentwide	594,967	80.3%	10.7%	9.0%
Department of the Interior	28,160	77.8%	12.1%	10.0%
United States Geological Survey	3,648	79.7%	11.3%	9.0%

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My Work Experience (continued)

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%
Department of the Interior	28,197	96.2%	2.6%	1.2%
United States Geological Survey	3,648	97.2%	1.7%	1.0%

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%
Department of the Interior	28,221	92.1%	6.6%	1.3%
United States Geological Survey	3,650	93.0%	6.1%	0.9%

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
Department of the Interior	28,047	40.5%	15.4%	44.1%	46
United States Geological Survey	3,635	44.1%	16.7%	39.2%	4

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,960	58.9%	16.0%	25.1%	962
Department of the Interior	28,064	49.8%	17.4%	32.7%	27
United States Geological Survey	3,634	54.1%	19.2%	26.6%	2

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
Department of the Interior	27,871	61.8%	16.2%	22.0%	76
United States Geological Survey	3,617	64.8%	15.7%	19.6%	7

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
Department of the Interior	28,111	83.8%	9.7%	6.5%	71
United States Geological Survey	3,640	82.8%	10.2%	6.9%	7

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,152	90.0%	6.8%	3.1%	1,432
Department of the Interior	28,065	90.6%	6.7%	2.7%	71
United States Geological Survey	3,631	91.0%	6.8%	2.2%	7

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
Department of the Interior	28,154	70.0%	14.3%	15.7%	71
United States Geological Survey	3,646	75.8%	12.7%	11.5%	9

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
Department of the Interior	27,919	71.8%	14.2%	14.0%	276
United States Geological Survey	3,620	72.9%	14.6%	12.5%	27

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,755	83.0%	11.4%	5.6%	2,295
Department of the Interior	28,071	82.9%	11.7%	5.4%	107
United States Geological Survey	3,640	84.9%	10.8%	4.3%	8

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
Department of the Interior	27,165	62.3%	17.0%	20.7%	1,022
United States Geological Survey	3,469	70.6%	15.6%	13.7%	181

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,634	55.3%	22.5%	22.3%	5,274
Department of the Interior	28,055	54.5%	22.2%	23.2%	165
United States Geological Survey	3,634	58.5%	22.7%	18.8%	18

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My Work Experience (continued)

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
Department of the Interior	27,883	72.6%	12.7%	14.7%	350
United States Geological Survey	3,628	73.6%	13.2%	13.2%	28

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%
Department of the Interior	28,236	76.6%	12.2%	11.2%
United States Geological Survey	3,656	81.5%	10.1%	8.4%

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
Department of the Interior	27,433	41.1%	24.4%	34.5%	760
United States Geological Survey	3,558	39.7%	24.4%	35.9%	95

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
Department of the Interior	26,238	40.7%	28.5%	30.8%	1,882
United States Geological Survey	3,415	51.4%	23.7%	24.9%	228

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
Department of the Interior	25,589	34.1%	28.6%	37.3%	2,565
United States Geological Survey	3,235	37.4%	30.3%	32.3%	420

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My Work Unit (continued)

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
Department of the Interior	26,424	38.6%	29.3%	32.1%	1,750
United States Geological Survey	3,369	41.9%	30.6%	27.6%	274

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
Department of the Interior	26,238	51.2%	23.7%	25.1%	1,950
United States Geological Survey	3,370	56.2%	23.7%	20.1%	278

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
Department of the Interior	28,051	75.6%	12.7%	11.7%	118
United States Geological Survey	3,633	81.0%	10.1%	8.9%	14

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
Department of the Interior	27,384	57.6%	26.4%	16.0%	759
United States Geological Survey	3,520	59.5%	26.1%	14.4%	131

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%
Department of the Interior	28,172	84.2%	12.5%	3.3%
United States Geological Survey	3,648	89.9%	8.9%	1.2%

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
Department of the Interior	27,964	80.6%	11.8%	7.6%	212
United States Geological Survey	3,610	83.9%	10.3%	5.8%	38

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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
Department of the Interior	27,267	47.8%	24.4%	27.7%	665
United States Geological Survey	3,509	54.4%	23.6%	22.0%	104

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
Department of the Interior	27,341	54.3%	21.7%	24.0%	561
United States Geological Survey	3,556	63.8%	19.0%	17.2%	61

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,767	42.6%	28.0%	29.4%	17,382
Department of the Interior	26,974	43.8%	28.2%	28.0%	818
United States Geological Survey	3,491	54.8%	24.6%	20.6%	105

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
Department of the Interior	25,794	25.4%	30.6%	44.0%	2,108
United States Geological Survey	3,366	38.2%	29.1%	32.7%	253

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
Department of the Interior	26,257	56.6%	26.9%	16.5%	1,670
United States Geological Survey	3,297	56.8%	27.8%	15.4%	308

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
Department of the Interior	27,638	80.0%	11.8%	8.2%	314
United States Geological Survey	3,582	85.4%	9.3%	5.3%	33

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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
Department of the Interior	27,488	70.6%	17.1%	12.3%	385
United States Geological Survey	3,532	75.2%	16.6%	8.2%	74

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
Department of the Interior	26,523	56.4%	20.4%	23.2%	1,416
United States Geological Survey	3,376	67.5%	17.3%	15.2%	240

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
Department of the Interior	25,635	69.4%	17.5%	13.1%	2,217
United States Geological Survey	3,272	79.6%	13.3%	7.0%	338

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
Department of the Interior	27,440	71.0%	18.5%	10.4%	484
United States Geological Survey	3,551	82.8%	12.7%	4.5%	64

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

	N	Positive	Neutral	Negative
Governmentwide	587,300	66.3%	19.2%	14.5%
Department of the Interior	27,935	66.6%	19.2%	14.1%
United States Geological Survey	3,617	74.4%	16.2%	9.4%

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
Department of the Interior	25,837	39.6%	28.3%	32.1%	2,099
United States Geological Survey	3,375	44.5%	29.2%	26.4%	242

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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
Department of the Interior	27,737	84.2%	8.0%	7.7%	130
United States Geological Survey	3,604	88.1%	6.7%	5.2%	9

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
Department of the Interior	27,695	71.0%	14.9%	14.1%	164
United States Geological Survey	3,591	72.9%	15.6%	11.5%	21

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
Department of the Interior	27,553	67.6%	16.4%	15.9%	267
United States Geological Survey	3,577	70.1%	15.6%	14.3%	27

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
Department of the Interior	25,666	70.9%	20.5%	8.6%	2,180
United States Geological Survey	3,217	74.2%	19.3%	6.5%	392

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
Department of the Interior	27,691	64.4%	19.0%	16.6%	168
United States Geological Survey	3,589	66.7%	19.0%	14.3%	18

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
Department of the Interior	27,481	71.9%	14.8%	13.2%	374
United States Geological Survey	3,545	74.6%	15.1%	10.2%	64

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	584,389	78.8%	10.9%	10.3%
Department of the Interior	27,840	79.0%	10.6%	10.4%
United States Geological Survey	3,607	83.2%	9.0%	7.7%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	584,328	83.7%	8.8%	7.5%
Department of the Interior	27,811	82.6%	9.1%	8.2%
United States Geological Survey	3,602	87.0%	7.3%	5.8%

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%
Department of the Interior	27,837	82.5%	8.1%	9.4%
United States Geological Survey	3,609	87.3%	5.7%	7.1%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	584,288	70.9%	14.8%	14.3%
Department of the Interior	27,825	70.5%	14.5%	15.0%
United States Geological Survey	3,610	74.6%	13.9%	11.5%

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%
Department of the Interior	27,778	72.1%	16.7%	11.2%
United States Geological Survey	3,603	76.1%	15.5%	8.4%

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
Department of the Interior	26,951	35.8%	25.6%	38.6%	733
United States Geological Survey	3,484	40.5%	27.9%	31.6%	113

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Leadership (continued)

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
Department of the Interior	25,875	45.6%	25.8%	28.6%	1,781
United States Geological Survey	3,295	58.7%	23.8%	17.5%	299

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
Department of the Interior	25,809	66.2%	21.6%	12.2%	1,746
United States Geological Survey	3,246	71.0%	21.0%	8.1%	341

56. Managers communicate the goals of the organization.

	N Positive		Neutral	Negative	DNK
Governmentwide	571,368	63.5%	19.2%	17.2%	8,104
Department of the Interior	27,229	58.0%	21.1%	20.9%	372
United States Geological Survey	3,528	63.0%	19.9%	17.1%	59

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
Department of the Interior	25,520	56.5%	25.2%	18.4%	2,128
United States Geological Survey	3,274	62.8%	24.2%	13.0%	315

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
Department of the Interior	26,853	52.8%	21.6%	25.6%	821
United States Geological Survey	3,459	54.8%	23.0%	22.2%	134

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
Department of the Interior	26,698	58.0%	20.9%	21.1%	869
United States Geological Survey	3,450	61.4%	20.0%	18.6%	134

Department of the Interior

United States Geological Survey

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Leadership (continued)

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
Department of the Interior	26,043	58.3%	23.2%	18.5%	1,606
United States Geological Survey	3,364	61.8%	22.4%	15.8%	230

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
Department of the Interior	27,140	46.0%	26.4%	27.6%	501
United States Geological Survey	3,518	53.2%	26.0%	20.8%	78

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
Department of the Interior	24,611	55.9%	27.3%	16.7%	3,029
United States Geological Survey	3,060	63.5%	26.2%	10.3%	530

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%
Department of the Interior	27,559	54.5%	21.5%	24.1%
United States Geological Survey	3,581	58.1%	20.4%	21.6%

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%
Department of the Interior	27,535	48.1%	23.5%	28.4%
United States Geological Survey	3,579	53.6%	23.3%	23.0%

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%
Department of the Interior	27,527	54.5%	22.9%	22.6%
United States Geological Survey	3,580	58.5%	22.1%	19.4%

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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%
Department of the Interior	27,515	37.8%	31.1%	31.1%
United States Geological Survey	3,570	45.4%	30.8%	23.8%

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%
Department of the Interior	27,488	36.9%	28.8%	34.2%
United States Geological Survey	3,567	39.4%	32.0%	28.6%

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%
Department of the Interior	27,525	56.5%	22.9%	20.6%
United States Geological Survey	3,573	57.7%	25.1%	17.2%

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

	N	Positive	Neutral	Negative
Governmentwide	576,774	68.3%	16.8%	14.9%
Department of the Interior	27,547	68.8%	16.7%	14.5%
United States Geological Survey	3,579	73.3%	14.7%	12.0%

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

	N	Positive	Neutral	Negative
Governmentwide	576,483	62.6%	16.5%	20.9%
Department of the Interior	27,521	62.5%	16.8%	20.8%
United States Geological Survey	3,579	63.4%	16.9%	19.7%

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

	N	Positive	Neutral	Negative
Governmentwide	574,352	60.4%	20.6%	19.1%
Department of the Interior	27,483	58.8%	21.1%	20.1%
United States Geological Survey	3,568	67.0%	18.1%	14.9%

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Work/Life

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

	N	Very Infrequently	Telework			
			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%
Department of the Interior	27,498	23.5%	9.4%	15.9%	3.1%	2.0%
United States Geological Survey	3,577	28.7%	12.9%	21.3%	4.6%	2.3%

(continued)

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

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	574,372	28.6%	3.9%	13.2%	11.6%
Department of the Interior	27,498	20.1%	3.1%	8.8%	14.2%
United States Geological Survey	3,577	6.5%	2.5%	7.6%	13.5%

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
Department of the Interior	19,644	66.4%	21.9%	11.7%	2,430	4,763	296
United States Geological Survey	2,936	77.1%	14.4%	8.6%	339	239	21

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
Department of the Interior	22,579	82.2%	12.2%	5.6%	2,063	2,150	367
United States Geological Survey	2,930	86.4%	10.5%	3.1%	462	97	47

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Work/Life (continued)

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
Department of the Interior	22,253	61.2%	26.3%	12.4%	1,741	2,146	1,321
United States Geological Survey	2,735	64.9%	25.6%	9.4%	322	301	210

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
Department of the Interior	19,445	51.0%	42.1%	7.0%	6,014	371	1,645
United States Geological Survey	2,121	52.4%	41.7%	5.8%	1,052	49	347

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
Department of the Interior	10,203	26.9%	61.8%	11.3%	8,237	4,936	4,128
United States Geological Survey	1,126	33.4%	57.3%	9.3%	1,206	675	566

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
Department of the Interior	8,669	20.0%	71.2%	8.8%	7,768	4,461	6,590
United States Geological Survey	898	23.8%	69.4%	6.8%	1,137	571	964

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Demographic Questions

Where do you work?

	%
Headquarters	25.5%
Field	74.5%

What is your supervisory status?

	%
Non-Supervisor	57.6%
Team Leader	16.5%
Supervisor	18.9%
Manager	6.4%
Senior Leader	0.6%

Are you:

	%
Male	59.4%
Female	40.6%

Are you Hispanic or Latino?

	%
Yes	4.5%
No	95.5%

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

	%
American Indian or Alaska Native	0.6%
Asian	2.3%
Black or African American	2.7%
Native Hawaiian or Other Pacific Islander	0.4%
White	91.5%
Two or more races	2.6%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

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

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

What is your pay category/grade?

	%
Federal Wage System	0.4%
GS 1-6	4.7%
GS 7-12	55.1%
GS 13-15	38.6%
Senior Executive Service	0.3%
Senior Level (SL) or Scientific or Professional (ST)	0.8%
Other	0.3%

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

	%
Less than 1 year	0.7%
1 to 3 years	9.2%
4 to 5 years	5.8%
6 to 10 years	16.9%
11 to 14 years	11.8%
15 to 20 years	15.1%
More than 20 years	40.5%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	%
Less than 1 year	1.1%
1 to 3 years	14.1%
4 to 5 years	6.4%
6 to 10 years	17.7%
11 to 20 years	26.0%
More than 20 years	34.9%

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

	%
No	73.1%
Yes, to retire	6.7%
Yes, to take another job within the Federal Government	10.2%
Yes, to take another job outside the Federal Government	5.3%
Yes, other	4.6%

I am planning to retire:

	%
Within one year	3.9%
Between one and three years	11.1%
Between three and five years	10.4%
Five or more years	74.7%

Are you transgender?

	%
Yes	0.3%
No	99.7%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Which one of the following do you consider yourself to be?

	%
Straight, that is not gay or lesbian	95.1%
Gay or Lesbian	1.7%
Bisexual	1.3%
Something else	1.9%

What is your US military service status?

	%
No Prior Military Service	87.1%
Currently in National Guard or Reserves	0.9%
Retired	3.0%
Separated or Discharged	9.0%

Are you an individual with a disability?

	%
Yes	7.6%
No	92.4%

What is your age group?

	%
25 and under	1.9%
26-29	4.0%
30-39	20.3%
40-49	26.3%
50-59	31.6%
60 or older	16.0%

Note: Percentages for demographic questions are unweighted.