

# 2016

# Federal Employee Viewpoint Survey



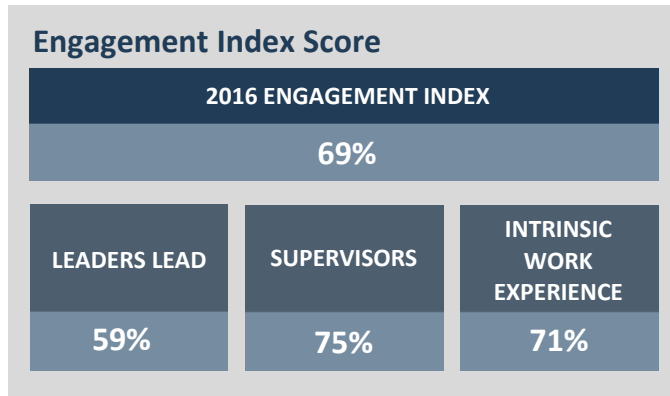
Annual Employee Survey (AES) Report

U.S. Agency for International Development

FIELD PERIOD	April 28 - June 9, 2016
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	2,285
NUMBER OF SURVEYS ADMINISTERED	3,544
RESPONSE RATE	64.5%

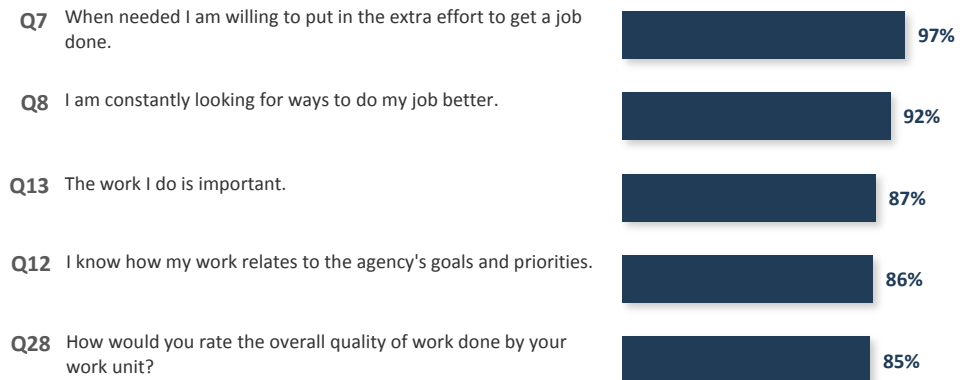
**34** items identified as **strengths** (65% positive or higher)

**6** items identified as **challenges** (35% negative or higher)



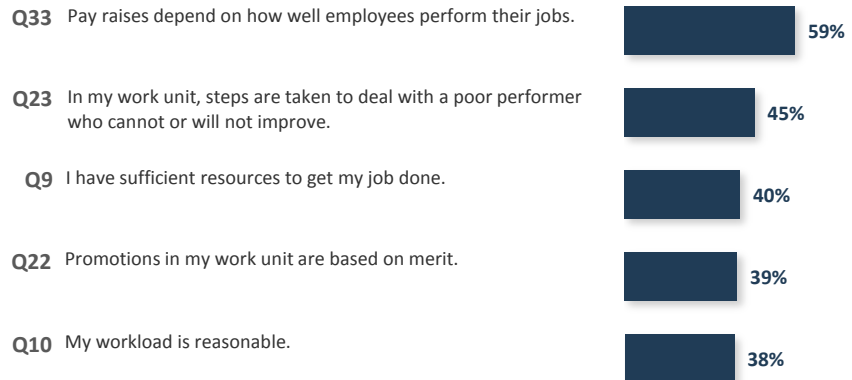
### Highest % Positive Items

Select: Highest % Positive



### Highest % Negative Items

Select: Highest % Negative



# 2016

## Federal Employee Viewpoint Survey



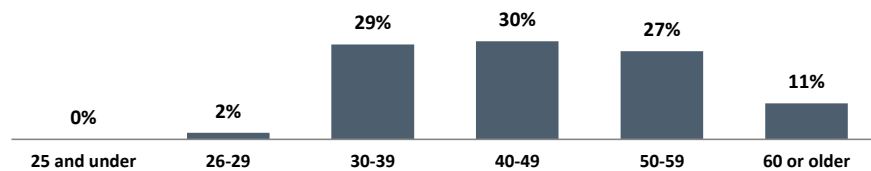
Annual Employee Survey (AES) Report

U.S. Agency for International Development

<b>GENDER</b> 53% Female	<b>HISPANIC/LATINO</b> 6% Hispanic/ Latino	<b>DISABILITY STATUS</b> 6% with a disability	<b>SEXUAL ORIENTATION / GENDER</b> 6% Gay, Lesbian, Bisexual, or Transgender
<b>LOCATION</b> 60% Headquarters	<b>MILITARY SERVICE</b> 11% Served	<b>RETIREMENT</b> 20% within next five years	<b>PLAN TO LEAVE</b> 33% within the next year

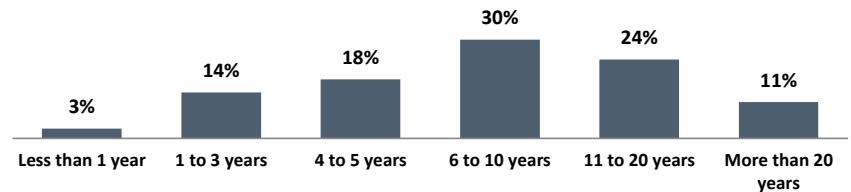
### Age Group

- Age Group
- Racial Category
- Education



### Agency Tenure

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade



## Core Survey

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	72.29%	23.74%	48.55%	13.44%	10.70%	3.57%	N/A
2	I have enough information to do my job well.	71.65%	17.38%	54.27%	13.69%	12.07%	2.59%	N/A
3	I feel encouraged to come up with new and better ways of doing things.	64.64%	22.76%	41.88%	17.51%	12.54%	5.31%	N/A
4	*My work gives me a feeling of personal accomplishment.	73.76%	31.58%	42.18%	14.23%	8.70%	3.31%	N/A
5	*I like the kind of work I do.	80.51%	36.37%	44.14%	12.39%	5.10%	2.00%	N/A
6	I know what is expected of me on the job.	75.40%	24.43%	50.96%	13.08%	8.19%	3.33%	N/A
7	When needed I am willing to put in the extra effort to get a job done.	96.81%	66.57%	30.24%	1.88%	1.00%	0.31%	N/A
8	I am constantly looking for ways to do my job better.	92.20%	50.66%	41.54%	6.58%	0.99%	0.23%	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	44.29%	8.35%	35.94%	15.49%	25.61%	14.61%	1
10	*My workload is reasonable.	45.57%	7.09%	38.49%	16.22%	23.35%	14.86%	0
11	*My talents are used well in the workplace.	56.71%	13.65%	43.07%	17.23%	16.30%	9.75%	2
12	*I know how my work relates to the agency's goals and priorities.	86.12%	32.23%	53.89%	8.01%	3.94%	1.93%	3
13	*The work I do is important.	87.18%	47.40%	39.78%	8.65%	2.99%	1.18%	4
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	59.94%	20.37%	39.57%	13.53%	15.11%	11.41%	7
15	*My performance appraisal is a fair reflection of my performance.	65.09%	23.58%	41.51%	15.71%	9.93%	9.28%	35
16	I am held accountable for achieving results.	74.94%	25.03%	49.91%	15.04%	7.02%	3.00%	11
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.06%	27.13%	40.93%	15.53%	8.87%	7.54%	114
18	*My training needs are assessed.	43.77%	10.68%	33.09%	23.80%	21.17%	11.25%	8

## Core Survey

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).	58.43%	23.83%	34.60%	16.08%	14.79%	10.71%	90
20	*The people I work with cooperate to get the job done.	77.13%	29.92%	47.21%	12.47%	7.68%	2.72%	N/A
21	*My work unit is able to recruit people with the right skills.	56.68%	10.84%	45.83%	18.56%	17.78%	6.98%	36
22	*Promotions in my work unit are based on merit.	33.54%	7.92%	25.62%	27.30%	21.78%	17.39%	144
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	30.41%	5.96%	24.44%	24.23%	24.40%	20.96%	162
24	*In my work unit, differences in performance are recognized in a meaningful way.	34.13%	6.61%	27.52%	27.72%	23.02%	15.13%	91
25	Awards in my work unit depend on how well employees perform their jobs.	44.40%	9.72%	34.69%	24.33%	18.76%	12.50%	179
26	Employees in my work unit share job knowledge with each other.	75.37%	22.66%	52.71%	12.41%	8.02%	4.20%	11
27	The skill level in my work unit has improved in the past year.	63.32%	18.65%	44.67%	23.61%	8.48%	4.59%	117
28	How would you rate the overall quality of work done by your work unit?	85.14%	42.28%	42.86%	12.06%	2.40%	0.40%	N/A
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	68.11%	12.63%	55.48%	16.56%	12.51%	2.82%	22
30	*Employees have a feeling of personal empowerment with respect to work processes.	46.51%	9.78%	36.73%	24.13%	21.13%	8.23%	34
31	Employees are recognized for providing high quality products and services.	54.18%	11.67%	42.51%	21.62%	17.09%	7.11%	32
32	*Creativity and innovation are rewarded.	45.49%	10.90%	34.59%	27.56%	18.30%	8.65%	46
33	*Pay raises depend on how well employees perform their jobs.	17.25%	3.75%	13.50%	24.17%	30.98%	27.59%	155
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	60.49%	16.08%	44.41%	22.87%	9.95%	6.68%	143
35	*Employees are protected from health and safety hazards on the job.	74.62%	22.25%	52.37%	14.27%	7.47%	3.64%	37
36	*My organization has prepared employees for potential security threats.	76.72%	23.40%	53.32%	13.60%	7.13%	2.55%	20

## Core Survey

37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.30%	18.23%	39.07%	19.73%	12.11%	10.85%	138
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.	75.00%	26.75%	48.25%	13.83%	5.68%	5.50%	186
39	My agency is successful at accomplishing its mission.	73.41%	17.19%	56.22%	18.25%	6.09%	2.25%	28
40	I recommend my organization as a good place to work.	67.61%	22.27%	45.34%	19.44%	9.40%	3.55%	N/A
41	I believe the results of this survey will be used to make my agency a better place to work.	43.49%	13.16%	30.32%	23.60%	19.86%	13.05%	148
42	*My supervisor supports my need to balance work and other life issues.	79.73%	38.85%	40.88%	9.55%	5.50%	5.22%	8
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	73.95%	35.89%	38.06%	11.85%	7.76%	6.44%	7
44	*Discussions with my supervisor about my performance are worthwhile.	63.67%	27.78%	35.89%	18.03%	9.92%	8.38%	31
45	My supervisor is committed to a workforce representative of all segments of society.	74.26%	34.52%	39.74%	17.33%	4.03%	4.38%	182
46	My supervisor provides me with constructive suggestions to improve my job performance.	61.27%	25.24%	36.02%	18.08%	12.38%	8.27%	15
47	*Supervisors in my work unit support employee development.	72.23%	29.46%	42.77%	14.69%	7.37%	5.72%	27
48	My supervisor listens to what I have to say.	79.94%	42.25%	37.70%	9.54%	7.35%	3.17%	N/A
49	My supervisor treats me with respect.	82.39%	47.06%	35.33%	8.26%	5.73%	3.62%	N/A
50	In the last six months, my supervisor has talked with me about my performance.	75.41%	34.93%	40.48%	10.00%	9.91%	4.68%	N/A
51	*I have trust and confidence in my supervisor.	70.19%	37.07%	33.12%	14.67%	8.01%	7.14%	N/A
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	71.89%	39.29%	32.61%	17.04%	6.27%	4.80%	N/A
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	46.38%	12.77%	33.61%	24.15%	19.16%	10.30%	21

## Core Survey

54	My organization's senior leaders maintain high standards of honesty and integrity.	61.12%	19.12%	42.01%	22.90%	8.10%	7.88%	139
55	*Supervisors work well with employees of different backgrounds.	68.68%	19.26%	49.42%	19.62%	7.29%	4.42%	87
56	*Managers communicate the goals and priorities of the organization.	65.25%	15.16%	50.09%	18.85%	9.97%	5.92%	13
57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62.53%	14.31%	48.22%	21.45%	10.61%	5.42%	83
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	57.23%	13.86%	43.37%	21.68%	13.50%	7.59%	44
59	Managers support collaboration across work units to accomplish work objectives.	61.71%	15.36%	46.35%	19.51%	12.01%	6.77%	35
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.05%	27.35%	36.70%	20.87%	8.28%	6.80%	90
61	*I have a high level of respect for my organization's senior leaders.	58.39%	20.89%	37.50%	23.34%	11.90%	6.37%	18
62	Senior leaders demonstrate support for Work/Life programs.	58.85%	18.70%	40.15%	22.18%	11.87%	7.10%	121
63	*How satisfied are you with your involvement in decisions that affect your work?	56.74%	15.37%	41.37%	20.28%	17.49%	5.49%	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	55.54%	15.40%	40.14%	22.64%	16.85%	4.97%	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	50.20%	13.94%	36.26%	23.29%	17.90%	8.60%	N/A
66	*How satisfied are you with the policies and practices of your senior leaders?	46.72%	10.53%	36.19%	30.20%	16.26%	6.83%	N/A
67	*How satisfied are you with your opportunity to get a better job in your organization?	40.52%	11.03%	29.49%	27.92%	19.81%	11.75%	N/A
68	*How satisfied are you with the training you receive for your present job?	53.61%	13.29%	40.33%	25.51%	15.01%	5.87%	N/A
69	*Considering everything, how satisfied are you with your job?	65.33%	19.33%	46.00%	18.49%	11.77%	4.41%	N/A

Core Survey

70	*Considering everything, how satisfied are you with your pay?	61.73%	17.07%	44.66%	16.44%	14.82%	7.00%	N/A
71	Considering everything, how satisfied are you with your organization?	61.18%	14.99%	46.19%	21.60%	12.72%	4.50%	N/A
79	How satisfied are you with the following Work/Life programs in your agency? Telework	77.36%	35.26%	42.10%	12.60%	7.54%	2.50%	71
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	90.34%	52.89%	37.45%	6.13%	2.67%	0.86%	17
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)	83.50%	31.19%	52.31%	14.91%	1.59%	0.00%	49
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	78.81%	35.91%	42.90%	17.33%	3.29%	0.57%	33
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)	89.19%	44.08%	45.12%	8.55%	1.53%	0.72%	18
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	82.40%	35.46%	46.94%	9.72%	7.87%	0.00%	14

## Demographics

<b>Where do you work?</b>	<b>N</b>	<b>%</b>
Headquarters	1,314	59.95%
Field	878	40.05%
Total	2,192	100.00%
<b>*What is your supervisory status?</b>	<b>N</b>	<b>%</b>
Non-Supervisor	853	38.88%
Team Leader	303	13.81%
Supervisor	527	24.02%
Manager	369	16.82%
Senior Leader	142	6.47%
Total	2,194	100.00%
<b>*Are you:</b>	<b>N</b>	<b>%</b>
Male	1,034	47.43%
Female	1,146	52.57%
Total	2,180	100.00%
<b>*Are you Hispanic or Latino?</b>	<b>N</b>	<b>%</b>
Yes	140	6.48%
No	2,022	93.52%
Total	2,162	100.00%
<b>*Please select the racial category or categories with which you most closely identify.</b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	5	0.24%
Asian	149	7.10%
Black or African American	366	17.44%
Native Hawaiian or Other Pacific Islander	6	0.29%
White	1,494	71.18%
Two or more races	79	3.76%
Total	2,099	100.00%
<b>What is the highest degree or level of education you have completed?</b>	<b>N</b>	<b>%</b>
Less than High School	3	0.14%
High School Diploma/GED or equivalent	23	1.06%
Trade or Technical Certificate	4	0.18%
Some College (no degree)	70	3.21%
Associate's Degree (e.g., AA, AS)	31	1.42%
Bachelor's Degree (e.g., BA, BS)	292	13.40%
Master's Degree (e.g., MA, MS, MBA)	1,379	63.29%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	377	17.30%
Total	2,179	100.00%
<b>What is your pay category/grade?</b>	<b>N</b>	<b>%</b>
Federal Wage System	20	0.92%
GS 1-6	9	0.42%
GS 7-12	237	10.93%
GS 13-15	1,161	53.55%
Senior Executive Service	111	5.12%
Senior Level (SL) or Scientific or Professional (ST)	20	0.92%
Other	610	28.14%
Total	2,168	100.00%
<b>How long have you been with the Federal Government (excluding military service)?</b>	<b>N</b>	<b>%</b>
Less than 1 year	22	1.01%
1 to 3 years	166	7.60%



Demographics

4 to 5 years	259	11.85%
6 to 10 years	647	29.61%
11 to 14 years	387	17.71%
15 to 20 years	292	13.36%
More than 20 years	412	18.86%
<b>Total</b>	<b>2,185</b>	<b>100.00%</b>

<b>How long have you been with your current agency (for example, Department of Justice, Environment</b>	<b>N</b>	<b>%</b>
Less than 1 year	58	2.66%
1 to 3 years	301	13.83%
4 to 5 years	385	17.68%
6 to 10 years	663	30.45%
11 to 20 years	521	23.93%
More than 20 years	249	11.44%
<b>Total</b>	<b>2,177</b>	<b>100.00%</b>

<b>Are you considering leaving your organization within the next year, and if so, why?</b>	<b>N</b>	<b>%</b>
No	1,457	67.02%
Yes, to retire	94	4.32%
Yes, to take another job within the Federal Government	292	13.43%
Yes, to take another job outside the Federal Government	170	7.82%
Yes, other	161	7.41%
<b>Total</b>	<b>2,174</b>	<b>100.00%</b>

<b>I am planning to retire:</b>	<b>N</b>	<b>%</b>
Within one year	65	3.01%
Between one and three years	150	6.95%
Between three and five years	208	9.64%
Five or more years	1,734	80.39%
<b>Total</b>	<b>2,157</b>	<b>100.00%</b>

<b>Self-Identify as:</b>	<b>N</b>	<b>%</b>
Heterosexual or Straight	1,744	83.33%
Gay, Lesbian, Bisexual, or Transgender	123	5.88%
I prefer not to say	226	10.80%
<b>Total</b>	<b>2,093</b>	<b>100.00%</b>

<b>What is your US military service status?</b>	<b>N</b>	<b>%</b>
No Prior Military Service	1,915	88.66%
Currently in National Guard or Reserves	12	0.56%
Retired	65	3.01%
Separated or Discharged	168	7.78%
<b>Total</b>	<b>2,160</b>	<b>100.00%</b>

<b>Are you an individual with a disability?</b>	<b>N</b>	<b>%</b>
Yes	137	6.34%
No	2,025	93.66%
<b>Total</b>	<b>2,162</b>	<b>100.00%</b>

<b>What is your age group?</b>	<b>N</b>	<b>%</b>
25 and under	5	0.22%
26-29	50	2.19%
30-39	672	29.41%
40-49	687	30.07%
50-59	609	26.65%
60 or older	262	11.47%

## Demographics

---

Total	2,285	100.00%
-------	-------	---------

Percentages for demographic questions are unweighted.

\* AES prescribed items