

**National Endowment for the Arts**  
**2011 Federal Employee Viewpoint Survey: Comparison Report**

Response Summary	Response Rate
Governmentwide	49.3%
All Small Agencies	71.4%
<b>National Endowment for the Arts</b>	<b>74.6%</b>

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your agency. 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 / Very Satisfied and Satisfied / Very Good and Good*  
*Neutral: Neither Agree nor Disagree / Neither Satisfied nor Dissatisfied / Fair*  
*Negative: Disagree and Strongly Disagree / Dissatisfied and Very Dissatisfied / 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) or No Basis to Judge (NBJ) responses, where applicable, is listed

### My Work Experiences

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

	N	Positive	Neutral	Negative
Governmentwide	265,945	65.1%	16.5%	18.4%
All Small Agencies Combined	4,278	65.3%	15.9%	18.8%
National Endowment for the Arts	97	54.9%	23.0%	22.1%

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

	N	Positive	Neutral	Negative
Governmentwide	265,839	73.2%	14.3%	12.5%
All Small Agencies Combined	4,281	71.5%	14.5%	14.0%
National Endowment for the Arts	96	69.2%	19.6%	11.3%

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

	N	Positive	Neutral	Negative
Governmentwide	265,764	59.4%	18.7%	21.9%
All Small Agencies Combined	4,274	60.8%	18.4%	20.8%
National Endowment for the Arts	97	65.2%	17.5%	17.3%

## National Endowment for the Arts Comparison Report

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### My Work Experiences

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

	N	Positive	Neutral	Negative
Governmentwide	265,768	73.9%	14.1%	12.0%
All Small Agencies Combined	4,277	72.9%	14.5%	12.6%
National Endowment for the Arts	96	77.3%	12.4%	10.3%

5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	265,594	85.0%	10.1%	4.9%
All Small Agencies Combined	4,273	84.0%	10.3%	5.7%
National Endowment for the Arts	97	84.4%	8.1%	7.5%

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

	N	Positive	Neutral	Negative
Governmentwide	265,012	80.2%	11.3%	8.5%
All Small Agencies Combined	4,270	79.8%	10.3%	9.9%
National Endowment for the Arts	97	81.2%	10.0%	8.9%

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

	N	Positive	Neutral	Negative
Governmentwide	265,711	96.9%	2.2%	0.9%
All Small Agencies Combined	4,277	96.6%	2.1%	1.3%
National Endowment for the Arts	97	96.2%	2.4%	1.4%

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

	N	Positive	Neutral	Negative
Governmentwide	265,389	91.8%	6.9%	1.3%
All Small Agencies Combined	4,270	90.3%	7.9%	1.8%
National Endowment for the Arts	96	88.7%	7.8%	3.5%

## National Endowment for the Arts Comparison Report

### My Work Experiences

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,984	47.8%	18.1%	34.1%	883
All Small Agencies Combined	4,266	50.5%	17.4%	32.2%	16
National Endowment for the Arts	97	57.8%	20.0%	22.3%	0

10. *My workload is reasonable.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	265,001	59.0%	17.0%	24.0%	717
All Small Agencies Combined	4,269	62.3%	16.1%	21.6%	10
National Endowment for the Arts	97	65.8%	15.1%	19.0%	0

11. *My talents are used well in the workplace.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
All Small Agencies Combined	4,241	60.8%	15.6%	23.6%	26
National Endowment for the Arts	97	56.4%	19.0%	24.6%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
All Small Agencies Combined	4,243	85.4%	7.8%	6.8%	25
National Endowment for the Arts	97	85.0%	9.4%	5.6%	0

13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,040	91.8%	6.0%	2.3%	753
All Small Agencies Combined	4,238	88.0%	8.0%	4.0%	20
National Endowment for the Arts	97	88.3%	7.6%	4.1%	0

## National Endowment for the Arts Comparison Report

### My Work Experiences

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	264,418	67.3%	14.3%	18.3%	1,201
All Small Agencies Combined	4,248	76.1%	11.1%	12.9%	22
National Endowment for the Arts	97	39.8%	15.1%	45.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
All Small Agencies Combined	4,170	73.9%	12.8%	13.2%	110
National Endowment for the Arts	97	77.5%	11.1%	11.4%	0

16. *I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
All Small Agencies Combined	4,232	84.2%	10.8%	5.1%	31
National Endowment for the Arts	96	85.9%	9.8%	4.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
All Small Agencies Combined	3,981	60.9%	20.8%	18.4%	291
National Endowment for the Arts	89	60.0%	27.5%	12.5%	8

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
All Small Agencies Combined	4,171	45.5%	25.0%	29.5%	90
National Endowment for the Arts	96	44.0%	30.3%	25.7%	1

**My Work Experiences**

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).*

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>NBJ</b>
Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
All Small Agencies Combined	4,152	69.0%	14.7%	16.3%	119
National Endowment for the Arts	97	70.4%	14.7%	14.9%	0

## National Endowment for the Arts Comparison Report

### My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	255,715	74.6%	13.9%	11.5%
All Small Agencies Combined	4,027	77.1%	12.3%	10.6%
National Endowment for the Arts	91	85.4%	9.2%	5.4%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
All Small Agencies Combined	4,108	57.2%	23.3%	19.5%	166
National Endowment for the Arts	92	56.8%	28.8%	14.4%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
All Small Agencies Combined	3,890	44.1%	28.1%	27.8%	384
National Endowment for the Arts	86	39.9%	29.2%	30.9%	11

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	244,312	30.6%	28.7%	40.7%	21,336
All Small Agencies Combined	3,746	39.2%	29.1%	31.7%	525
National Endowment for the Arts	81	37.8%	29.4%	32.9%	15

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
All Small Agencies Combined	3,947	40.5%	27.9%	31.6%	325
National Endowment for the Arts	88	32.3%	32.5%	35.3%	9

## National Endowment for the Arts Comparison Report

### My Work Unit

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	250,339	43.5%	25.5%	30.9%	14,993
All Small Agencies Combined	3,908	48.3%	25.3%	26.4%	356
National Endowment for the Arts	92	47.7%	32.5%	19.8%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
All Small Agencies Combined	4,241	74.8%	12.6%	12.6%	28
National Endowment for the Arts	97	71.2%	17.7%	11.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
All Small Agencies Combined	4,070	58.7%	28.0%	13.2%	184
National Endowment for the Arts	90	56.2%	34.2%	9.6%	7

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

	N	Positive	Neutral	Negative
Governmentwide	265,011	82.2%	14.7%	3.0%
All Small Agencies Combined	4,265	85.9%	11.4%	2.7%
National Endowment for the Arts	97	94.2%	4.9%	0.9%

## National Endowment for the Arts Comparison Report

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
All Small Agencies Combined	4,172	76.9%	14.0%	9.1%	63
National Endowment for the Arts	95	80.7%	14.5%	4.9%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
All Small Agencies Combined	4,118	51.1%	22.5%	26.4%	114
National Endowment for the Arts	91	47.1%	28.8%	24.1%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
All Small Agencies Combined	4,132	56.6%	20.7%	22.7%	105
National Endowment for the Arts	95	53.0%	22.3%	24.7%	0

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
All Small Agencies Combined	4,077	44.7%	27.3%	28.0%	142
National Endowment for the Arts	91	47.6%	26.8%	25.6%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
All Small Agencies Combined	3,825	32.0%	29.5%	38.5%	403
National Endowment for the Arts	90	22.6%	37.4%	40.1%	5

## National Endowment for the Arts Comparison Report

### My Agency

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	245,219	58.7%	28.4%	12.9%	15,514
All Small Agencies Combined	3,892	58.2%	25.6%	16.2%	343
National Endowment for the Arts	84	43.1%	34.0%	22.9%	10

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
All Small Agencies Combined	4,132	77.1%	14.2%	8.7%	101
National Endowment for the Arts	92	48.1%	26.8%	25.1%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
All Small Agencies Combined	4,103	66.1%	19.5%	14.4%	112
National Endowment for the Arts	93	62.0%	22.5%	15.4%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
All Small Agencies Combined	3,942	53.9%	22.8%	23.3%	287
National Endowment for the Arts	89	45.7%	36.7%	17.6%	6

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	240,999	67.0%	20.0%	13.0%	18,981
All Small Agencies Combined	3,782	68.2%	18.5%	13.2%	438
National Endowment for the Arts	83	66.3%	18.7%	15.0%	12

**National Endowment for the Arts Comparison Report**

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**My Agency**

39. *My agency is successful at accomplishing its mission.*

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
All Small Agencies Combined	4,141	78.4%	14.1%	7.4%	63
National Endowment for the Arts	94	84.3%	12.5%	3.3%	0

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	260,072	68.9%	19.5%	11.6%
All Small Agencies Combined	4,217	67.4%	19.2%	13.3%
National Endowment for the Arts	95	66.2%	27.5%	6.3%

41. *I believe the results of this survey will be used to make my agency a better place to work.*

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
All Small Agencies Combined	3,869	49.8%	26.5%	23.7%	360
National Endowment for the Arts	84	36.3%	31.6%	32.1%	11

## National Endowment for the Arts Comparison Report

### My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
All Small Agencies Combined	4,189	82.6%	9.2%	8.2%	28
National Endowment for the Arts	93	84.7%	10.4%	4.9%	1

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
All Small Agencies Combined	4,190	69.1%	15.4%	15.5%	22
National Endowment for the Arts	93	65.7%	15.0%	19.3%	2

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
All Small Agencies Combined	4,152	65.9%	17.4%	16.7%	57
National Endowment for the Arts	94	73.7%	13.0%	13.3%	1

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
All Small Agencies Combined	3,861	69.5%	21.9%	8.6%	343
National Endowment for the Arts	88	78.3%	15.1%	6.6%	7

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
All Small Agencies Combined	4,170	63.4%	19.4%	17.2%	38
National Endowment for the Arts	93	72.2%	13.6%	14.2%	2

**National Endowment for the Arts Comparison Report**

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**My Supervisor/Team Leader**

47. *Supervisors/team leaders in my work unit support employee development.*

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
All Small Agencies Combined	4,142	68.8%	17.6%	13.6%	56
National Endowment for the Arts	92	68.4%	19.1%	12.4%	2

48. *My supervisor/team leader listens to what I have to say.*

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	258,503	75.2%	13.4%	11.4%
All Small Agencies Combined	4,211	78.6%	11.7%	9.7%
National Endowment for the Arts	95	84.6%	10.6%	4.8%

49. *My supervisor/team leader treats me with respect.*

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	258,213	80.2%	11.4%	8.5%
All Small Agencies Combined	4,208	81.9%	10.1%	8.0%
National Endowment for the Arts	95	87.5%	5.9%	6.7%

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	258,363	76.9%	10.6%	12.5%
All Small Agencies Combined	4,201	81.1%	8.7%	10.2%
National Endowment for the Arts	94	91.1%	6.1%	2.8%

51. *I have trust and confidence in my supervisor.*

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	257,365	67.2%	17.1%	15.7%
All Small Agencies Combined	4,179	69.2%	15.5%	15.3%
National Endowment for the Arts	95	72.7%	17.3%	10.1%

**My Supervisor/Team Leader**

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	258,024	69.3%	18.8%	11.9%
All Small Agencies Combined	4,207	72.1%	16.7%	11.2%
National Endowment for the Arts	94	80.8%	10.9%	8.2%

## National Endowment for the Arts Comparison Report

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### Leadership

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

	N	Positive	Neutral	Negative
Governmentwide	253,376	45.0%	26.8%	28.2%
All Small Agencies Combined	4,123	46.4%	23.8%	29.8%
National Endowment for the Arts	92	32.9%	19.0%	48.1%

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

	N	Positive	Neutral	Negative
Governmentwide	248,067	57.0%	23.3%	19.7%
All Small Agencies Combined	4,018	58.8%	21.5%	19.7%
National Endowment for the Arts	89	46.5%	27.8%	25.6%

55. *Managers/supervisors/team leaders work well with employees of different backgrounds.*

	N	Positive	Neutral	Negative
Governmentwide	246,564	65.3%	21.9%	12.8%
All Small Agencies Combined	3,962	65.6%	20.7%	13.7%
National Endowment for the Arts	85	70.1%	15.8%	14.1%

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative
Governmentwide	253,364	64.4%	19.7%	15.8%
All Small Agencies Combined	4,129	61.2%	19.6%	19.1%
National Endowment for the Arts	93	56.4%	20.3%	23.3%

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

	N	Positive	Neutral	Negative
Governmentwide	242,666	64.0%	23.1%	12.9%
All Small Agencies Combined	3,882	61.1%	23.6%	15.2%
National Endowment for the Arts	86	59.7%	22.9%	17.4%

## National Endowment for the Arts Comparison Report

### Leadership

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

	N	Positive	Neutral	Negative
Governmentwide	249,144	55.2%	23.2%	21.5%
All Small Agencies Combined	4,048	52.1%	21.9%	26.0%
National Endowment for the Arts	89	39.5%	26.5%	34.0%

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

	N	Positive	Neutral	Negative
Governmentwide	247,893	58.4%	23.2%	18.4%
All Small Agencies Combined	4,042	56.4%	21.9%	21.7%
National Endowment for the Arts	89	49.7%	27.9%	22.4%

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
All Small Agencies Combined	4,003	58.7%	23.1%	18.3%	151
National Endowment for the Arts	87	53.2%	24.2%	22.7%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
All Small Agencies Combined	4,143	55.6%	21.1%	23.4%	28
National Endowment for the Arts	92	31.2%	33.2%	35.7%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
All Small Agencies Combined	3,872	60.9%	24.1%	15.0%	299
National Endowment for the Arts	78	40.8%	30.6%	28.6%	16

## National Endowment for the Arts Comparison Report

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### My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	254,203	53.4%	23.9%	22.8%
All Small Agencies Combined	4,172	55.0%	22.8%	22.2%
National Endowment for the Arts	94	45.9%	26.5%	27.6%

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	254,125	50.7%	24.6%	24.7%
All Small Agencies Combined	4,170	50.7%	22.4%	26.9%
National Endowment for the Arts	94	35.2%	24.3%	40.5%

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

	N	Positive	Neutral	Negative
Governmentwide	254,057	50.7%	23.9%	25.4%
All Small Agencies Combined	4,165	55.0%	21.8%	23.2%
National Endowment for the Arts	94	55.3%	21.5%	23.2%

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

	N	Positive	Neutral	Negative
Governmentwide	253,587	45.6%	29.2%	25.3%
All Small Agencies Combined	4,157	46.4%	27.4%	26.2%
National Endowment for the Arts	94	33.8%	26.5%	39.7%

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

	N	Positive	Neutral	Negative
Governmentwide	253,853	39.7%	28.4%	31.9%
All Small Agencies Combined	4,160	34.5%	31.8%	33.7%
National Endowment for the Arts	94	23.7%	37.4%	38.9%

## National Endowment for the Arts Comparison Report

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### My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	253,771	54.9%	23.6%	21.5%
All Small Agencies Combined	4,159	49.8%	26.7%	23.5%
National Endowment for the Arts	94	47.8%	33.8%	18.3%

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

	N	Positive	Neutral	Negative
Governmentwide	253,348	70.7%	16.7%	12.5%
All Small Agencies Combined	4,163	70.4%	16.1%	13.5%
National Endowment for the Arts	93	73.2%	10.6%	16.2%

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

	N	Positive	Neutral	Negative
Governmentwide	253,704	62.5%	17.1%	20.4%
All Small Agencies Combined	4,162	62.2%	17.7%	20.1%
National Endowment for the Arts	94	74.4%	9.9%	15.7%

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

	N	Positive	Neutral	Negative
Governmentwide	253,622	62.3%	20.9%	16.8%
All Small Agencies Combined	4,155	63.6%	19.1%	17.3%
National Endowment for the Arts	94	64.0%	20.4%	15.7%

## National Endowment for the Arts Comparison Report

### Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours.

	N	Yes	No	Not Sure
Governmentwide	253,632	5.5%	67.3%	27.2%
All Small Agencies Combined	4,153	5.2%	28.5%	66.4%
National Endowment for the Arts	94	11.9%	31.2%	56.9%

73. Please select the response below that BEST describes your current teleworking situation:

	N	3 or More Days a Week	1 or 2 Days a Week	<= 2 Days a Month Infrequently	
Governmentwide	247,588	3.4%	11.5%	6.0%	16.0%
All Small Agencies Combined	4,108	4.8%	14.6%	11.2%	25.2%
National Endowment for the Arts	94	1.1%	8.5%	10.6%	33.0%

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Physical Presence Required	Technical Issues	Not Received Approval	I Choose Not To
Governmentwide	247,588	23.0%	5.5%	20.5%	14.1%
All Small Agencies Combined	4,108	11.9%	3.5%	13.4%	15.3%
National Endowment for the Arts	94	8.5%	3.2%	13.8%	21.3%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available
Governmentwide	251,340	20.3%	46.9%	32.7%
All Small Agencies Combined	4,148	13.1%	47.2%	39.7%
National Endowment for the Arts	94	3.7%	41.9%	54.3%

## National Endowment for the Arts Comparison Report

### Work/Life

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available
Governmentwide	250,755	11.8%	59.3%	29.0%
All Small Agencies Combined	4,135	12.7%	60.6%	26.8%
National Endowment for the Arts	93	12.3%	78.9%	8.8%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available
Governmentwide	250,174	6.0%	81.3%	12.7%
All Small Agencies Combined	4,129	4.6%	82.3%	13.1%
National Endowment for the Arts	92	1.5%	94.2%	4.3%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available
Governmentwide	250,015	16.3%	80.5%	3.1%
All Small Agencies Combined	4,127	21.4%	77.2%	1.4%
National Endowment for the Arts	93	21.7%	78.3%	0.0%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available
Governmentwide	249,620	17.0%	81.1%	1.9%
All Small Agencies Combined	4,122	20.8%	77.4%	1.8%
National Endowment for the Arts	93	21.0%	79.0%	0.0%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
All Small Agencies Combined	3,251	60.1%	22.3%	17.6%	906
National Endowment for the Arts	73	58.4%	21.9%	19.8%	21

## National Endowment for the Arts Comparison Report

### Work/Life

80. How satisfied are you with the following Work/Life programs in your agency? *Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
All Small Agencies Combined	2,931	68.9%	20.8%	10.3%	1,198
National Endowment for the Arts	74	74.0%	20.9%	5.1%	19

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)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
All Small Agencies Combined	2,420	51.4%	37.5%	11.2%	1,722
National Endowment for the Arts	44	26.5%	51.2%	22.3%	50

82. How satisfied are you with the following Work/Life programs in your agency? *Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
All Small Agencies Combined	1,874	44.1%	51.1%	4.8%	2,274
National Endowment for the Arts	38	23.4%	63.8%	12.8%	55

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)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
All Small Agencies Combined	1,161	15.6%	69.5%	14.9%	2,970
National Endowment for the Arts	27	3.7%	76.2%	20.0%	67

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
All Small Agencies Combined	1,130	16.6%	74.2%	9.3%	3,010
National Endowment for the Arts	24	4.1%	91.7%	4.1%	70