

National Endowment for the Arts		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	65.64	15 24.77	24 40.87	9 16.38	7 12.96	3 5.02	58 100.00	NA
2. I have enough information to do my job well.	N %	74.87	9 14.35	35 60.51	9 15.91	4 7.36	1 1.87	58 100.00	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	69.55	21 35.17	20 34.38	6 10.70	7 12.10	4 7.65	58 100.00	NA
*4. My work gives me a feeling of personal accomplishment.	N %	81.54	24 41.73	23 39.81	5 9.27	4 7.30	1 1.89	57 100.00	NA
*5. I like the kind of work I do.	N %	85.34	27 46.79	22 38.54	6 10.87	0 0.00	2 3.79	57 100.00	NA
6. I know what is expected of me on the job.	N %	78.20	22 36.13	24 42.07	5 9.12	4 7.18	3 5.49	58 100.00	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	98.13	42 71.96	15 26.17	0 0.00	1 1.87	0 0.00	58 100.00	NA
8. I am constantly looking for ways to do my job better.	N %	94.22	35 58.75	20 35.47	3 5.78	0 0.00	0 0.00	58 100.00	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	60.12	6 10.23	28 49.89	8 13.15	11 18.78	4 7.95	57 100.00	1
*10. My workload is reasonable.	N %	57.40	9 15.85	24 41.55	6 10.96	10 17.22	8 14.42	57 100.00	0
*11. My talents are used well in the workplace.	N %	60.91	14 24.18	21 36.73	9 16.56	7 11.54	6 10.98	57 100.00	0
*12. I know how my work relates to the agency's goals and priorities.	N %	82.87	26 43.72	22 39.15	8 13.22	0 0.00	2 3.91	58 100.00	0

Survey Administration Period: May 4, 2015 to June 12, 2015

Sample or Census: Census

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\* AES prescribed items

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8. I am constantly looking for ways to do my job better.	N %	94.22	35 58.75	20 35.47	3 5.78	0 0.00	0 0.00	58 100.00	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	60.12	6 10.23	28 49.89	8 13.15	11 18.78	4 7.95	57 100.00	1
*10. My workload is reasonable.	N %	57.40	9 15.85	24 41.55	6 10.96	10 17.22	8 14.42	57 100.00	0
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*13. The work I do is important.	N		32	20	4	0	1	57	0
	%	91.18	55.99	35.19	6.73	0.00	2.09	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		20	22	7	4	5	58	0
	%	71.32	35.22	36.10	12.38	7.07	9.22	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		28	18	4	3	4	57	1
	%	79.65	47.96	31.70	7.70	5.43	7.22	100.00	
16. I am held accountable for achieving results.	N		28	22	5	3	0	58	0
	%	86.31	46.93	39.38	8.95	4.74	0.00	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		18	20	8	3	4	53	5
	%	71.17	32.65	38.51	15.25	5.51	8.06	100.00	
*18. My training needs are assessed.	N		12	23	12	5	5	57	0
	%	61.32	19.17	42.15	21.46	8.61	8.61	100.00	
*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		25	17	7	4	3	56	2
	%	73.62	42.70	30.91	13.04	7.64	5.70	100.00	
*20. The people I work with cooperate to get the job done.	N		27	23	3	2	2	57	NA
	%	87.35	47.18	40.17	5.91	3.52	3.23	100.00	
*21. My work unit is able to recruit people with the right skills.	N		9	19	12	10	6	56	2
	%	49.54	15.34	34.19	21.15	17.63	11.68	100.00	
*22. Promotions in my work unit are based on merit.	N		11	16	11	7	5	50	8
	%	54.51	21.15	33.36	21.52	13.55	10.42	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		10	11	14	8	6	49	9
	%	41.94	19.52	22.41	29.16	16.72	12.18	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		10	11	12	11	6	50	8
	%	42.33	19.17	23.16	23.62	22.12	11.92	100.00	

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25.	Awards in my work unit depend on how well employees perform their jobs.	N 62.48	11 21.29	20 41.19	8 15.65	5 9.91	6 11.96	50 100.00	6
26.	Employees in my work unit share job knowledge with each other.	N 82.58	25 41.38	23 41.21	6 9.76	3 5.60	1 2.05	58 100.00	0
27.	The skill level in my work unit has improved in the past year.	N 64.87	15 27.39	21 37.48	11 19.48	7 11.87	2 3.78	56 100.00	2
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28.	How would you rate the overall quality of work done by your work unit?	N 92.64	36 62.33	18 30.31	3 5.31	1 2.05	0 0.00	58 100.00	NA
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29.	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N 73.56	10 16.73	33 56.84	10 17.02	5 9.41	0 0.00	58 100.00	0
*30.	Employees have a feeling of personal empowerment with respect to work processes.	N 49.67	6 10.57	21 39.10	11 20.93	10 18.53	6 10.87	54 100.00	4
31.	Employees are recognized for providing high quality products and services.	N 65.04	11 19.09	26 45.95	8 14.86	7 12.92	4 7.18	56 100.00	2
*32.	Creativity and innovation are rewarded.	N 54.26	8 14.62	21 39.64	13 24.52	6 11.57	5 9.64	53 100.00	5
*33.	Pay raises depend on how well employees perform their jobs.	N 36.69	5 9.78	13 26.91	9 18.71	12 24.49	10 20.10	49 100.00	8

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		10	20	12	5	5	52	5
	%	55.39	17.99	37.40	24.53	10.30	9.78	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		17	30	3	4	2	56	1
	%	83.50	29.67	53.82	5.73	7.18	3.59	100.00	
*36. My organization has prepared employees for potential security threats.	N		13	24	12	6	3	58	0
	%	62.94	21.14	41.80	20.76	11.27	5.02	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		16	20	8	4	5	53	5
	%	66.60	28.29	38.32	15.60	8.21	9.59	100.00	
Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment).	N		17	24	7	2	3	53	5
	%	76.96	30.53	46.43	13.25	3.97	5.81	100.00	
39. My agency is successful at accomplishing its mission.	N		24	25	7	2	0	58	0
	%	83.80	40.19	43.61	12.10	4.10	0.00	100.00	
40. I recommend my organization as a good place to work.	N		21	24	8	3	2	58	NA
	%	77.28	36.00	41.28	13.68	5.31	3.73	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		9	16	15	12	5	57	1
	%	44.10	15.62	28.48	26.16	20.85	8.90	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		37	13	4	1	2	57	1
	%	87.36	63.30	24.05	7.51	1.61	3.52	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		30	15	6	1	6	58	0
	%	76.44	49.73	26.71	11.17	1.58	10.81	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		28	16	3	2	8	57	1
	%	76.72	47.50	29.22	5.11	3.21	14.96	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		25	17	7	0	3	52	6
	%	79.02	46.74	32.27	14.54	0.00	6.45	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance	N		24	14	7	5	6	56	2
	%	67.25	41.66	25.59	12.26	9.47	11.03	100.00	
*47. Supervisors in my work unit support employee development.	N		27	20	4	0	6	57	1
	%	81.93	45.76	36.17	7.22	0.00	10.85	100.00	
48. My supervisor listens to what I have to say.	N		35	12	4	4	3	58	NA
	%	80.25	58.09	22.16	6.89	7.37	5.49	100.00	
49. My supervisor treats me with respect.	N		36	13	2	1	6	58	NA
	%	83.70	60.14	23.55	3.63	1.87	10.81	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		34	18	4	0	2	58	NA
	%	88.72	56.23	32.49	7.55	0.00	3.73	100.00	
*51. I have trust and confidence in my supervisor.	N		33	10	7	0	8	58	NA
	%	72.53	55.35	17.18	12.75	0.00	14.72	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		35	9	6	5	2	57	NA
	%	75.35	60.36	14.99	11.32	9.65	3.68	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		8	16	15	11	8	58	0
	%	41.53	13.47	28.07	25.27	19.17	14.03	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		10	22	13	2	6	53	4
	%	59.88	18.52	41.37	25.54	3.23	11.34	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		12	21	13	2	3	51	7
	%	63.96	23.12	40.84	26.64	3.35	6.06	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		8	28	9	10	1	56	2
	%	63.84	13.95	49.89	16.54	17.69	1.93	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		7	22	15	5	1	50	7
	%	58.51	13.83	44.67	30.67	8.97	1.85	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		8	21	10	10	5	54	2
	%	52.61	14.23	38.39	18.99	18.94	9.46	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		12	24	11	7	3	57	1
	%	62.00	20.22	41.77	19.49	12.81	5.71	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		15	25	7	4	3	54	3
	%	74.59	28.48	46.10	12.93	7.11	5.37	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		12	19	16	6	5	58	0
	%	53.16	20.35	32.81	28.12	10.29	8.42	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
62. Senior leaders demonstrate support for Work/Life programs.	N		11	21	11	3	3	49	9
	%	64.56	22.45	42.11	22.70	7.06	5.68	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		11	19	12	8	8	58	NA
	%	50.48	18.78	31.71	21.75	13.80	13.97	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		9	22	6	19	2	58	NA
	%	52.13	15.74	36.39	10.57	33.39	3.91	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		16	15	14	5	8	58	NA
	%	53.92	27.67	26.24	24.16	7.96	13.96	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		5	20	18	8	6	57	NA
	%	43.17	9.02	34.15	31.57	14.48	10.78	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		5	10	20	9	14	58	NA
	%	25.85	8.48	17.37	34.91	14.46	24.77	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		9	20	19	6	4	58	NA
	%	49.78	14.63	35.14	33.28	10.05	6.90	100.00	
*69. Considering everything, how satisfied are you with your job?	N		16	24	7	6	4	57	NA
	%	69.87	27.00	42.87	12.65	9.97	7.51	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		17	23	9	5	4	58	NA
	%	68.44	27.70	40.74	15.73	9.23	6.60	100.00	
71. Considering everything, how satisfied are you with your organization?	N		12	24	11	6	4	57	NA
	%	63.47	20.68	42.79	19.61	9.63	7.29	100.00	

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<b>72. Have you been notified whether or not you are eligible to telework?</b>	<b>N</b>	<b>%</b>
Yes, I was notified that I was eligible to telework.	53	91.25
Yes, I was notified that I was not eligible to telework.	0	0.00
No, I was not notified of my telework eligibility.	2	3.44
Not sure if I was notified of my telework eligibility.	3	5.31
<b>Total</b>	<b>58</b>	<b>100.00</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	<b>N</b>	<b>%</b>
I telework 3 or more days per week.	1	2.05
I telework 1 or 2 days per week.	24	39.95
I telework, but no more than 1 or 2 days per month.	9	15.97
I telework very infrequently, on an unscheduled or short-term basis.	15	25.49
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	2	3.73
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	0	0.00
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	1	1.87
I do not telework because I choose not to telework.	6	10.95
<b>Total</b>	<b>58</b>	<b>100.00</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>	<b>N</b>	<b>%</b>
Yes	25	43.25
No	32	54.89
Not available to me	1	1.87
<b>Total</b>	<b>58</b>	<b>100.00</b>

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<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</b>		
	<b>N</b>	<b>%</b>
Yes	7	11.13
No	47	83.45
Not available to me	3	5.42
<b>Total</b>	<b>57</b>	<b>100.00</b>

  

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)</b>		
	<b>N</b>	<b>%</b>
Yes	7	12.95
No	49	85.16
Not available to me	1	1.89
<b>Total</b>	<b>57</b>	<b>100.00</b>

  

<b>77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</b>		
	<b>N</b>	<b>%</b>
Yes	1	2.05
No	44	75.62
Not available to me	13	22.33
<b>Total</b>	<b>58</b>	<b>100.00</b>

  

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups)</b>		
	<b>N</b>	<b>%</b>
Yes	0	0.00
No	46	81.82
Not available to me	10	18.18
<b>Total</b>	<b>56</b>	<b>100.00</b>

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		25	15	6	2	0	48	1
	%	83.24	51.99	31.25	12.32	4.45	0.00	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		14	9	2	0	0	25	0
	%	92.03	55.67	36.37	7.97	0.00	0.00	100.00	
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		4	2	1	0	0	7	1
	%	85.51	54.33	31.18	14.49	0.00	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		4	3	0	0	0	7	1
	%	100.00	56.67	43.33	0.00	0.00	0.00	100.00	
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		0	1	0	0	0	1	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		1	0	0	0	0	1	1
	%	100.00	100.00	0.00	0.00	0.00	0.00	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

Sample or Census: Census

The work/life satisfaction results only include employees who indicated that they participated in the program.

Number of surveys completed: 58

Percentages are weighted to represent the Agency's population.

Number of surveys administered: 85

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Response Rate: 61.1%