### Federal Labor Relations Authority 2010 Federal Employee Viewpoint Survey: Trend Report

(2006 and 2008 results have been recalculated to exclude Do Not Know/No Basis to Judge responses)

Response Summary	
	Surveys Completed
2010 Governmentwide	263,475
2010 Federal Labor Relations Authority	81
2008 Federal Labor Relations Authority	79
2006 Federal Labor Relations Authority	89

This 2010 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. The results include Positive, Neutral, and Negative response percentages for each survey item. For each of the three response scales used in the survey, two responses were categorized as "Positive" (Strongly Agree and Agree, Very Satisfied and Satisfied, Very Good and Good), one response as "Neutral" (Neither Agree nor Disagree, Neither Satisfied nor Dissatisfied, Fair), two responses as "Negative" (Disagree and Strongly Disagree, Dissatisfied and Very Dissatisfied, Poor and Very Poor), and one response as "DNK" or "NBJ" (Do Not Know or No Basis to Judge). Respondents counted in the DNK/NBJ column are not included in the calculation of the Positive, Neutral and Negative percents.

1.	I am given a real opportunity to improve my skills in my organization.	N	Positive	Neutral	Negative
201	0 Governmentwide	262,929	65.9%	15.9%	18.2%
	2010 Federal Labor Relations Authority	81	67.7%	14.9%	17.4%
	2008 Federal Labor Relations Authority	79	35.5%	22.0%	42.5%
	2006 Federal Labor Relations Authority	89	33.7%	13.8%	52.5%
2.	I have enough information to do my job well.	N	Positive	Neutral	Negative
201	0 Governmentwide	262,810	72.9%	14.1%	13.0%
	2010 Federal Labor Relations Authority	80	83.7%	7.1%	9.2%
	2008 Federal Labor Relations Authority	79	55.0%	19.9%	25.1%
	2006 Federal Labor Relations Authority	89	50.6%	21.0%	28.4%
3.	I feel encouraged to come up with new and better ways of doing things.	N	Positive	Neutral	Negative
201	0 Governmentwide	262,091	59.9%	18.3%	21.8%
	2010 Federal Labor Relations Authority	80	59.8%	19.3%	20.8%
	2010 Federal Labor Relations Authority 2008 Federal Labor Relations Authority	80 79	59.8% 26.0%	19.3% 24.6%	20.8% 49.4%
	•				
<i>4</i> .	2008 Federal Labor Relations Authority	79	26.0%	24.6%	49.4%
	2008 Federal Labor Relations Authority 2006 Federal Labor Relations Authority	79 89	26.0% 24.3%	24.6% 16.9%	49.4% 58.8%
	2008 Federal Labor Relations Authority 2006 Federal Labor Relations Authority  My work gives me a feeling of personal accomplishment.	79 89 <b>N</b>	26.0% 24.3% Positive	24.6% 16.9% Neutral	49.4% 58.8% Negative
	2008 Federal Labor Relations Authority 2006 Federal Labor Relations Authority  My work gives me a feeling of personal accomplishment.  O Governmentwide	79 89 <b>N</b> 262,828	26.0% 24.3% Positive	24.6% 16.9% <b>Neutral</b> 13.5%	49.4% 58.8% <b>Negative</b> 11.9%
	2008 Federal Labor Relations Authority 2006 Federal Labor Relations Authority  My work gives me a feeling of personal accomplishment.  Governmentwide 2010 Federal Labor Relations Authority	79 89 <b>N</b> 262,828 81	26.0% 24.3% Positive 74.7% 78.8%	24.6% 16.9% Neutral 13.5% 7.6%	49.4% 58.8% <b>Negative</b> 11.9% 13.6%

5.	I like the kind of work I do.			N Positiv	ve Neutral	Negative
201	) Governmentwide		262,4	47 85.6%	% 9.6%	4.8%
	2010 Federal Labor Relations Authority			81 85.7%	6.4%	7.9%
	2008 Federal Labor Relations Authority			79 76.0%	% 7.4%	16.6%
	2006 Federal Labor Relations Authority			89 78.6%	% 10.5%	10.9%
6.	I know what is expected of me on the job.			N Positiv	/e Neutral	Negative
2010	) Governmentwide		262,0	73 80.8%	6 10.8%	8.4%
	2010 Federal Labor Relations Authority			81 90.3%	4.8%	5.0%
	2008 Federal Labor Relations Authority					
	2006 Federal Labor Relations Authority					
7.	When needed I am willing to put in the extra effort to get a job done.			N Positiv	ve Neutral	Negative
2010	) Governmentwide		262,6	14 96.7%	6 2.2%	1.0%
	2010 Federal Labor Relations Authority			81 99.0%	% 1.0%	0.0%
	2008 Federal Labor Relations Authority					
	2006 Federal Labor Relations Authority					
8.	I am constantly looking for ways to do my job better.			N Positiv	ve Neutral	Negative
201	) Governmentwide		262,5	44 91.7%	6.9%	1.5%
	2010 Federal Labor Relations Authority			81 83.8%	% 13.5%	2.7%
	2008 Federal Labor Relations Authority					
	2006 Federal Labor Relations Authority					
9.	I have sufficient resources (for example, people, materials, budget) to get my job done.	N	Positive	Neutral	Negative	DNK
201	0 Governmentwide	261,850	50.1%	16.5%	33.3%	850
	2010 Federal Labor Relations Authority	81	49.7%	11.5%	38.8%	0
	2008 Federal Labor Relations Authority	77	23.5%	11.1%	65.4%	2
	2006 Federal Labor Relations Authority	88	17.0%	5.7%	77.3%	1
10.	My workload is reasonable.	N	Positive	Neutral	Negative	DNK
201	0 Governmentwide	262,264	59.1%	16.4%	24.4%	612
	2010 Federal Labor Relations Authority	79	56.0%	8.5%	35.5%	0
	2008 Federal Labor Relations Authority	78	51.3%	11.2%	37.5%	1
	2006 Federal Labor Relations Authority	88	55.0%	15.2%	29.8%	1

11. M	ly talents are used well in the workplace.	N	Positive	Neutral	Negative	DNK
2010 G	overnmentwide	260,171	60.4%	16.8%	22.8%	1,613
20	010 Federal Labor Relations Authority	80	62.2%	16.5%	21.3%	0
20	008 Federal Labor Relations Authority	78	41.8%	20.8%	37.3%	1
20	006 Federal Labor Relations Authority	89	37.4%	15.9%	46.7%	0
12. I i	know how my work relates to the agency's goals and priorities.	N	Positive	Neutral	Negative	DNK
2010 G	overnmentwide	261,561	84.4%	10.0%	5.6%	1,097
20	010 Federal Labor Relations Authority	81	90.1%	5.0%	4.9%	0
20	008 Federal Labor Relations Authority	76	66.0%	9.8%	24.2%	3
20	006 Federal Labor Relations Authority	88	61.1%	13.3%	25.6%	1
13. Ti	he work I do is important.	N	Positive	Neutral	Negative	DNK
2010 G	overnmentwide	260,289	92.2%	5.7%	2.1%	788
20	010 Federal Labor Relations Authority	79	91.2%	6.1%	2.7%	0
20	008 Federal Labor Relations Authority	78	79.3%	8.9%	11.8%	1
20	006 Federal Labor Relations Authority	89	78.3%	14.9%	6.8%	0
14. Pi	Physical conditions (for example, noise level, temperature, lighting,				I	
cl	Physical conditions (for example, noise level, temperature, lighting, leanliness in the workplace) allow employees to perform their jobs well.	N	Positive	Neutral	Negative	DNK
cl w	leanliness in the workplace) allow employees to perform their jobs	N 261,756	Positive 67.0%	Neutral	Negative 18.4%	<b>DNK</b> 1,032
2010 G	leanliness in the workplace) allow employees to perform their jobs vell.					
2010 Ge	leanliness in the workplace) allow employees to perform their jobs well.  overnmentwide	261,756	67.0%	14.5%	18.4%	1,032
2010 Go 2010 20	deanliness in the workplace) allow employees to perform their jobs well.  overnmentwide  010 Federal Labor Relations Authority	261,756 81	67.0% 86.6%	14.5% 10.9%	18.4% 2.6%	1,032
2010 Go 2010 20 20 20 20	deanliness in the workplace) allow employees to perform their jobs well.  overnmentwide  010 Federal Labor Relations Authority  008 Federal Labor Relations Authority	261,756 81 77	67.0% 86.6% 75.5%	14.5% 10.9% 11.6%	18.4% 2.6% 12.9%	1,032 0 2
2010 Ge 20 20 20 20 20 20 20 20 20 20 20 20 20	deanliness in the workplace) allow employees to perform their jobs well.  overnmentwide  010 Federal Labor Relations Authority  008 Federal Labor Relations Authority  006 Federal Labor Relations Authority	261,756 81 77 89	67.0% 86.6% 75.5% 75.8%	14.5% 10.9% 11.6% 13.2%	18.4% 2.6% 12.9% 11.0%	1,032 0 2 0
2010 Go 20010 Go 20020 20020 15. M	deanliness in the workplace) allow employees to perform their jobs sell.  overnmentwide  010 Federal Labor Relations Authority  008 Federal Labor Relations Authority  006 Federal Labor Relations Authority  fly performance appraisal is a fair reflection of my performance.	261,756 81 77 89 <b>N</b>	67.0% 86.6% 75.5% 75.8% Positive	14.5% 10.9% 11.6% 13.2%	18.4% 2.6% 12.9% 11.0% Negative	1,032 0 2 0
2010 GC 2010 G	deanliness in the workplace) allow employees to perform their jobs well.  overnmentwide  010 Federal Labor Relations Authority  008 Federal Labor Relations Authority  006 Federal Labor Relations Authority  My performance appraisal is a fair reflection of my performance.  overnmentwide	261,756 81 77 89 <b>N</b> 259,202	67.0% 86.6% 75.5% 75.8% Positive 68.4%	14.5% 10.9% 11.6% 13.2% Neutral	18.4% 2.6% 12.9% 11.0% Negative	1,032 0 2 0 <b>DNK</b> 3,296
2010 GG 20 20 20 20 20 15. M 2010 GG 20	deanliness in the workplace) allow employees to perform their jobs sell.  overnmentwide  010 Federal Labor Relations Authority  008 Federal Labor Relations Authority  006 Federal Labor Relations Authority  dy performance appraisal is a fair reflection of my performance.  overnmentwide  010 Federal Labor Relations Authority	261,756 81 77 89 <b>N</b> 259,202 78	67.0% 86.6% 75.5% 75.8% Positive 68.4% 83.7%	14.5% 10.9% 11.6% 13.2% Neutral 14.5% 11.1%	18.4% 2.6% 12.9% 11.0%  Negative 17.1% 5.3%	1,032 0 2 0 <b>DNK</b> 3,296 1
2010 GG 20 20 20 20 20 15. M 2010 GG 20 20	deanliness in the workplace) allow employees to perform their jobs well.  overnmentwide  010 Federal Labor Relations Authority  008 Federal Labor Relations Authority  006 Federal Labor Relations Authority  dy performance appraisal is a fair reflection of my performance.  overnmentwide  010 Federal Labor Relations Authority  008 Federal Labor Relations Authority	261,756 81 77 89 <b>N</b> 259,202 78 71	67.0% 86.6% 75.5% 75.8% Positive 68.4% 83.7% 64.9%	14.5% 10.9% 11.6% 13.2% Neutral 14.5% 11.1% 18.3%	18.4% 2.6% 12.9% 11.0%  Negative 17.1% 5.3% 16.8%	1,032 0 2 0 <b>DNK</b> 3,296 1 8
2010 GC 2010 GC 2010 GC 2010 GC 2010 GC 2010 GC 2016 G	deanliness in the workplace) allow employees to perform their jobs well.  overnmentwide  010 Federal Labor Relations Authority  008 Federal Labor Relations Authority  006 Federal Labor Relations Authority  dy performance appraisal is a fair reflection of my performance.  overnmentwide  010 Federal Labor Relations Authority  008 Federal Labor Relations Authority  008 Federal Labor Relations Authority	261,756 81 77 89 <b>N</b> 259,202 78 71 86	67.0% 86.6% 75.5% 75.8% Positive 68.4% 83.7% 64.9% 58.6%	14.5% 10.9% 11.6% 13.2% Neutral 14.5% 11.1% 18.3% 28.7%	18.4% 2.6% 12.9% 11.0%  Negative 17.1% 5.3% 16.8% 12.7%	1,032 0 2 0 <b>DNK</b> 3,296 1 8 3
2010 Gc 20 20 20 20 20 20 20 20 20 20 20 20 20	deanliness in the workplace) allow employees to perform their jobs seell.  overnmentwide  010 Federal Labor Relations Authority  008 Federal Labor Relations Authority  006 Federal Labor Relations Authority  fly performance appraisal is a fair reflection of my performance.  overnmentwide  010 Federal Labor Relations Authority  008 Federal Labor Relations Authority  008 Federal Labor Relations Authority  006 Federal Labor Relations Authority  am held accountable for achieving results.	261,756 81 77 89 <b>N</b> 259,202 78 71 86	67.0% 86.6% 75.5% 75.8% Positive 68.4% 83.7% 64.9% 58.6%	14.5% 10.9% 11.6% 13.2% Neutral 14.5% 11.1% 18.3% 28.7%	18.4% 2.6% 12.9% 11.0%  Negative 17.1% 5.3% 16.8% 12.7%  Negative	1,032 0 2 0 <b>DNK</b> 3,296 1 8 3
2010 GC 2010 G	deanliness in the workplace) allow employees to perform their jobs well.  overnmentwide  010 Federal Labor Relations Authority  008 Federal Labor Relations Authority  006 Federal Labor Relations Authority  dy performance appraisal is a fair reflection of my performance.  overnmentwide  010 Federal Labor Relations Authority  008 Federal Labor Relations Authority  008 Federal Labor Relations Authority  006 Federal Labor Relations Authority  am held accountable for achieving results.  overnmentwide	261,756 81 77 89 <b>N</b> 259,202 78 71 86 <b>N</b> 261,232	67.0% 86.6% 75.5% 75.8% Positive 68.4% 64.9% 58.6% Positive 84.0%	14.5% 10.9% 11.6% 13.2% Neutral 14.5% 11.1% 18.3% 28.7% Neutral	18.4% 2.6% 12.9% 11.0%  Negative 17.1% 5.3% 16.8% 12.7%  Negative 4.8%	1,032 0 2 0 <b>DNK</b> 3,296 1 8 3 <b>DNK</b>

17.	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	249,856	61.6%	19.6%	18.8%	12,270
	2010 Federal Labor Relations Authority	73	64.7%	21.6%	13.7%	8
	2008 Federal Labor Relations Authority	65	33.9%	37.7%	28.4%	14
	2006 Federal Labor Relations Authority	69	20.6%	27.1%	52.3%	20
18.	My training needs are assessed.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	257,637	53.8%	23.5%	22.8%	3,506
	2010 Federal Labor Relations Authority	78	46.2%	30.7%	23.1%	1
	2008 Federal Labor Relations Authority	78	25.1%	20.0%	54.9%	1
	2006 Federal Labor Relations Authority	87	15.6%	23.2%	61.2%	2
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
2010	O Governmentwide	258,886	67.8%	14.0%	18.2%	3,813
	2010 Federal Labor Relations Authority	72	78.2%	13.2%	8.7%	8
	2008 Federal Labor Relations Authority	66	51.5%	21.1%	27.5%	13
	2006 Federal Labor Relations Authority					

#### My Work Unit

20.	The people I work with cooperate to get the job done.			N Posi	tive Neutral	Negative
2010	) Governmentwide		256,0	068 74.7	7% 13.2%	12.1%
	2010 Federal Labor Relations Authority			77 81.5	5% 10.2%	8.3%
	2008 Federal Labor Relations Authority			79 80.3	9.5%	10.2%
	2006 Federal Labor Relations Authority			89 83.4	4% 3.1%	13.5%
21.	My work unit is able to recruit people with the right skills.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	254,002	45.8%	26.9%	27.3%	8,804
	2010 Federal Labor Relations Authority	75	44.9%	21.8%	33.3%	5
	2008 Federal Labor Relations Authority	69	20.6%	25.9%	53.5%	10
	2006 Federal Labor Relations Authority	80	20.6%	27.6%	51.7%	9
22.	Promotions in my work unit are based on merit.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	247,778	35.4%	28.4%	36.2%	14,914
	2010 Federal Labor Relations Authority	66	48.7%	22.0%	29.3%	13
	2008 Federal Labor Relations Authority	67	34.0%	29.6%	36.4%	12
	2006 Federal Labor Relations Authority	77	45.3%	24.4%	30.2%	12
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
2010	) Governmentwide	241,373	30.8%	27.5%	41.7%	21,290
	2010 Federal Labor Relations Authority	66	41.3%	27.3%	31.4%	14
	2008 Federal Labor Relations Authority	67	25.1%	25.5%	49.4%	12
	2006 Federal Labor Relations Authority	75	28.7%	38.4%	33.0%	14
24.	In my work unit, differences in performance are recognized in a meaningful way.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	249,067	36.2%	28.7%	35.1%	13,517
	2010 Federal Labor Relations Authority	73	50.7%	24.4%	24.9%	8
	2008 Federal Labor Relations Authority	71	26.4%	27.1%	46.5%	8
	2006 Federal Labor Relations Authority	85	34.1%	21.8%	44.1%	4
25.	Awards in my work unit depend on how well employees perform their jobs.	N	Positive	Neutral	Negative	DNK
		240,000	43 50/	24.1%	32.3%	13,526
2010	) Governmentwide	248,800	43.5%	24.170	32.370	13,320
2010	O Governmentwide  2010 Federal Labor Relations Authority	248,800 73	43.5% 60.7%	15.0%	24.3%	8
2010					24.3%	

#### My Work Unit

26.	Employees in my work unit share job knowledge with each other.	N	Positive	N	eutral	Negative	DNK
2010	) Governmentwide	260,780	73.1%	1	4.5%	12.4%	1,480
	2010 Federal Labor Relations Authority	81	81.6%	8	3.1%	10.3%	0
	2008 Federal Labor Relations Authority	79	76.0%	7	7.7%	16.3%	0
	2006 Federal Labor Relations Authority	88	79.7%	1	2.4%	7.9%	1
27.	The skill level in my work unit has improved in the past year?	N	Positive	N	eutral	Negative	DNK
2010	) Governmentwide	252,402	55.7%	2	8.0%	16.4%	9,299
	2010 Federal Labor Relations Authority	74	58.0%	3	2.2%	9.8%	6
	2008 Federal Labor Relations Authority	77	33.8%	3	1.1%	35.1%	2
	2006 Federal Labor Relations Authority	87	28.5%	3	8.4%	33.2%	2
28.	How would you rate the overall quality of work done by your work unit?			N	Positive	Neutral	Negative
2010	Governmentwide		262,3	11	82.2%	14.8%	3.0%
	2010 Federal Labor Relations Authority			80	93.9%	6.1%	0.0%
	2008 Federal Labor Relations Authority			79	79.0%	17.6%	3.4%
	2006 Federal Labor Relations Authority			89	89.5%	8.0%	2.5%

#### My Agency

29.	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	255,156	72.5%	16.9%	10.6%	4,104
	2010 Federal Labor Relations Authority	81	84.5%	10.2%	5.2%	0
	2008 Federal Labor Relations Authority	77	69.5%	13.0%	17.5%	2
	2006 Federal Labor Relations Authority	87	68.6%	20.0%	11.5%	2
30.	Employees have a feeling of personal empowerment with respect to work processes.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	253,074	47.6%	26.0%	26.5%	6,181
	2010 Federal Labor Relations Authority	76	58.7%	14.9%	26.4%	5
	2008 Federal Labor Relations Authority	76	20.7%	12.0%	67.3%	3
	2006 Federal Labor Relations Authority	85	15.7%	22.1%	62.2%	4
31.	Employees are recognized for providing high quality products and services.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	254,607	51.1%	23.4%	25.5%	4,674
	2010 Federal Labor Relations Authority	79	69.0%	14.8%	16.2%	2
	2008 Federal Labor Relations Authority					
	2006 Federal Labor Relations Authority					
32.	Creativity and innovation are rewarded.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	251,507	41.1%	28.9%	30.0%	7,479
	2010 Federal Labor Relations Authority	76	45.6%	27.1%	27.3%	4
	2008 Federal Labor Relations Authority	75	17.1%	26.4%	56.5%	4
	2006 Federal Labor Relations Authority	85	20.5%	22.0%	57.5%	4
33.	Pay raises depend on how well employees perform their jobs.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	244,075	26.3%	28.9%	44.9%	14,814
	2010 Federal Labor Relations Authority	71	31.8%	31.9%	36.3%	9
	2008 Federal Labor Relations Authority	72	21.1%	27.7%	51.2%	7
	2006 Federal Labor Relations Authority	79	27.3%	27.1%	45.6%	10
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	242,918	58.0%	28.0%	14.0%	16,123
2010						
2010	2010 Federal Labor Relations Authority	67	49.4%	25.8%	24.8%	13
2010	2010 Federal Labor Relations Authority 2008 Federal Labor Relations Authority	67 63	49.4% 30.1%	25.8% 36.9%	24.8% 33.0%	13 16

#### My Agency

	Employees are protected from health and safety hazards on the job.	N	Positive	Neutral	Negative	DNK
201	) Governmentwide	255,119	76.4%	13.7%	9.9%	3,676
	2010 Federal Labor Relations Authority	77	78.7%	16.5%	4.8%	2
	2008 Federal Labor Relations Authority	74	71.8%	25.4%	2.8%	5
	2006 Federal Labor Relations Authority	88	70.0%	26.8%	3.2%	1
36.	My organization has prepared employees for potential security threats.	N	Positive	Neutral	Negative	DNK
201	) Governmentwide	254,534	76.3%	14.8%	8.9%	4,197
	2010 Federal Labor Relations Authority	74	64.3%	23.7%	12.0%	5
	2008 Federal Labor Relations Authority	73	42.5%	27.1%	30.4%	6
	2006 Federal Labor Relations Authority	86	38.4%	27.3%	34.3%	3
<i>37</i> .	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	244,525	51.3%	24.5%	24.2%	14,196
	2010 Federal Labor Relations Authority	75	56.0%	21.9%	22.1%	5
	2008 Federal Labor Relations Authority	61	27.6%	24.1%	48.3%	18
	2006 Federal Labor Relations Authority	75	26.8%	29.1%	44.1%	14
<i>38</i> .	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
201	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating	N 239,180	Positive 65.7%	Neutral	Negative	<b>DNK</b> 19,348
201	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.					
201	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.  Governmentwide	239,180	65.7%	20.3%	13.9%	19,348
201	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.  Governmentwide  2010 Federal Labor Relations Authority	239,180 74	65.7% 69.4%	20.3%	13.9% 7.8%	19,348 5
	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority	239,180 74 58	65.7% 69.4% 46.3%	20.3% 22.9% 28.1%	13.9% 7.8% 25.6%	19,348 5 21
39.	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2006 Federal Labor Relations Authority	239,180 74 58 62	65.7% 69.4% 46.3% 44.3%	20.3% 22.9% 28.1% 41.8%	13.9% 7.8% 25.6% 13.9%	19,348 5 21 27
39.	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2006 Federal Labor Relations Authority  My agency is successful at accomplishing its mission.	239,180 74 58 62 <b>N</b>	65.7% 69.4% 46.3% 44.3% Positive	20.3% 22.9% 28.1% 41.8%	13.9% 7.8% 25.6% 13.9% Negative	19,348 5 21 27 <b>DNK</b>
39.	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.  O Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2006 Federal Labor Relations Authority  My agency is successful at accomplishing its mission.	239,180 74 58 62 <b>N</b> 252,313	65.7% 69.4% 46.3% 44.3% Positive	20.3% 22.9% 28.1% 41.8% Neutral	13.9% 7.8% 25.6% 13.9% Negative 6.8%	19,348 5 21 27 <b>DNK</b> 4,142
39.	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2006 Federal Labor Relations Authority  My agency is successful at accomplishing its mission.  Governmentwide  2010 Federal Labor Relations Authority	239,180 74 58 62 <b>N</b> 252,313	65.7% 69.4% 46.3% 44.3% Positive	20.3% 22.9% 28.1% 41.8% Neutral	13.9% 7.8% 25.6% 13.9% Negative 6.8%	19,348 5 21 27 <b>DNK</b> 4,142
39. 2010	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2006 Federal Labor Relations Authority  My agency is successful at accomplishing its mission.  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority	239,180 74 58 62 <b>N</b> 252,313	65.7% 69.4% 46.3% 44.3% Positive	20.3% 22.9% 28.1% 41.8% Neutral	13.9% 7.8% 25.6% 13.9%  Negative 6.8% 9.3%	19,348 5 21 27 <b>DNK</b> 4,142 1
39. 2010	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2006 Federal Labor Relations Authority  My agency is successful at accomplishing its mission.  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2008 Federal Labor Relations Authority	239,180 74 58 62 <b>N</b> 252,313	65.7% 69.4% 46.3% 44.3% Positive	20.3% 22.9% 28.1% 41.8%  Neutral  15.6% 16.5% N Positive	13.9% 7.8% 25.6% 13.9%  Negative 6.8% 9.3%	19,348 5 21 27 <b>DNK</b> 4,142 1 
39. 2010	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2006 Federal Labor Relations Authority  My agency is successful at accomplishing its mission.  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  1006 Federal Labor Relations Authority  1107 Federal Labor Relations Authority  1108 Federal Labor Relations Authority	239,180 74 58 62 <b>N</b> 252,313	65.7% 69.4% 46.3% 44.3% Positive 77.6% 74.2%	20.3% 22.9% 28.1% 41.8%  Neutral 15.6% 16.5% N Positive	13.9% 7.8% 25.6% 13.9%  Negative 6.8% 9.3% Neutral	19,348 5 21 27 <b>DNK</b> 4,142 1 
39. 2010	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2006 Federal Labor Relations Authority  My agency is successful at accomplishing its mission.  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  1 recommend my organization as a good place to work.  Governmentwide	239,180 74 58 62 <b>N</b> 252,313	65.7% 69.4% 46.3% 44.3% Positive 77.6% 74.2%  	20.3% 22.9% 28.1% 41.8%  Neutral 15.6% 16.5% N Positive	13.9% 7.8% 25.6% 13.9%  Negative 6.8% 9.3% Neutral 18.8%	19,348 5 21 27 DNK 4,142 1   Negative 11.5%

#### My Agency

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
2010 Governmentwide	235,857	44.5%	29.8%	25.7%	23,296
2010 Federal Labor Relations Authority	70	67.3%	18.1%	14.6%	11
2008 Federal Labor Relations Authority					
2006 Federal Labor Relations Authority					

#### My Supervisor/Team Leader

42.	My supervisor supports my need to balance work and other life issues.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	256,654	76.2%	12.8%	11.0%	1,745
	2010 Federal Labor Relations Authority	80	85.3%	4.0%	10.7%	1
	2008 Federal Labor Relations Authority	79	71.2%	17.5%	11.3%	0
	2006 Federal Labor Relations Authority	86	78.2%	14.9%	6.9%	3
<i>43</i> .	My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	256,966	66.0%	17.7%	16.3%	1,253
	2010 Federal Labor Relations Authority	80	69.4%	11.6%	19.0%	1
	2008 Federal Labor Relations Authority					
	2006 Federal Labor Relations Authority					
44.	Discussions with my supervisor/team leader about my performance are worthwhile.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	255,217	62.4%	19.2%	18.3%	2,809
	2010 Federal Labor Relations Authority	79	68.2%	14.0%	17.8%	2
	2008 Federal Labor Relations Authority	74	48.7%	29.9%	21.4%	5
	2006 Federal Labor Relations Authority	84	42.6%	36.7%	20.7%	5
<i>45</i> .	My supervisor/team leader is committed to a workforce representative of all segments of society.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	238,137	65.3%	24.0%	10.7%	19,679
	2010 Federal Labor Relations Authority	70	68.6%	19.5%	12.0%	10
	2008 Federal Labor Relations Authority					
	2006 Federal Labor Relations Authority					
46.	My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	256,318	60.9%	20.7%	18.4%	1,456
	2010 Federal Labor Relations Authority	79	65.1%	17.9%	17.0%	1
	2008 Federal Labor Relations Authority					
	2006 Federal Labor Relations Authority					
47.	Supervisors/team leaders in my work unit support employee development.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	254,400	65.9%	18.6%	15.5%	3,158
	2010 Federal Labor Delations Authority	77	75.7%	12.3%	12.0%	1
	2010 Federal Labor Relations Authority	• •	73.770			
	2008 Federal Labor Relations Authority	78	62.8%	19.3%	17.9%	1

#### My Supervisor/Team Leader

48.	My supervisor/team leader listens to what I have to say.	N	Positive	Neutral	Negative
2010	) Governmentwide	258,139	74.8%	13.2%	12.0%
	2010 Federal Labor Relations Authority	80	73.8%	13.6%	12.6%
	2008 Federal Labor Relations Authority				
	2006 Federal Labor Relations Authority	-			
49.	My supervisor/team leader treats me with respect.	N	Positive	Neutral	Negative
2010	) Governmentwide	258,058	79.9%	10.7%	9.3%
	2010 Federal Labor Relations Authority	80	78.9%	10.9%	10.2%
	2008 Federal Labor Relations Authority				
	2006 Federal Labor Relations Authority				
<i>50</i> .	In the last six months, my supervisor/team leader has talked with me about my performance.	N	Positive	Neutral	Negative
2010	) Governmentwide	257,683	76.4%	10.9%	12.7%
	2010 Federal Labor Relations Authority	80	78.1%	6.6%	15.3%
	2008 Federal Labor Relations Authority				
	2006 Federal Labor Relations Authority	-			
<i>51</i> .	I have trust and confidence in my supervisor.	N	Positive	Neutral	Negative
2010	) Governmentwide	256,935	66.5%	17.1%	16.3%
	2010 Federal Labor Relations Authority	80	66.2%	19.4%	14.4%
	2008 Federal Labor Relations Authority	79	50.7%	16.5%	32.8%
	2006 Federal Labor Relations Authority	89	56.1%	17.6%	26.3%
52.	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N	Positive	Neutral	Negative
2010	) Governmentwide	257,701	68.4%	19.1%	12.5%
	2010 Federal Labor Relations Authority	80	72.4%	16.4%	11.2%
	2008 Federal Labor Relations Authority	79	58.3%	16.6%	25.0%
	2006 Federal Labor Relations Authority	89	60.7%	15.8%	23.5%

#### Leadership

53.	In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	253,406	44.5%	27.0%	28.5%	2,944
	2010 Federal Labor Relations Authority	77	67.5%	20.6%	11.9%	2
	2008 Federal Labor Relations Authority	76	10.7%	19.6%	69.7%	3
	2006 Federal Labor Relations Authority	86	9.2%	10.4%	80.4%	3
<i>54</i> .	My organization's leaders maintain high standards of honesty and integrity.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	247,681	55.7%	23.7%	20.6%	8,613
	2010 Federal Labor Relations Authority	74	82.0%	7.9%	10.2%	5
	2008 Federal Labor Relations Authority	73	16.5%	23.5%	60.0%	6
	2006 Federal Labor Relations Authority	78	11.1%	24.1%	64.8%	11
<i>55</i> .	Managers/supervisors/team leaders work well with employees of different backgrounds.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	246,242	63.5%	22.5%	13.9%	9,918
	2010 Federal Labor Relations Authority	72	73.6%	18.0%	8.4%	7
	2008 Federal Labor Relations Authority	76	54.5%	30.0%	15.5%	3
	2006 Federal Labor Relations Authority	86	54.4%	31.1%	14.5%	3
56.	Managers communicate the goals and priorities of the organization.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	253,737	64.2%	19.9%	16.0%	2,293
	2010 Federal Labor Relations Authority	78	79.8%	12.6%	7.6%	1
	2008 Federal Labor Relations Authority	74	33.6%	12.5%	53.8%	5
	2006 Federal Labor Relations Authority	87	14.6%	9.4%	76.0%	2
<i>57</i> .	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	242,010	63.5%	23.2%	13.3%	13,560
	2010 Federal Labor Relations Authority	75	78.9%	14.4%	6.7%	4
	2008 Federal Labor Relations Authority	66	30.3%	24.3%	45.4%	13
	2006 Federal Labor Relations Authority	75	25.8%	28.2%	46.0%	14
58.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N	Positive	Neutral	Negative	DNK
2010	) Governmentwide	249,252	54.5%	23.2%	22.3%	6,513
	2040 Federal Labor Beleffers A. Berti	76	71.4%	16.0%	12.6%	3
	2010 Federal Labor Relations Authority	, 0			1	
	2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority	75	26.5%	16.4%	57.1%	4

#### Leadership

59.	Managers support collaboration across work units to accomplish work objectives.	N	Positive	Neutral	Negative	DNK
201	0 Governmentwide	247,307	57.5%	23.4%	19.1%	6,760
	2010 Federal Labor Relations Authority	76	78.0%	14.3%	7.7%	3
	2008 Federal Labor Relations Authority					
	2006 Federal Labor Relations Authority					
50.	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
201	0 Governmentwide	246,566	57.3%	25.1%	17.6%	9,176
	2010 Federal Labor Relations Authority	74	80.0%	7.9%	12.1%	4
	2008 Federal Labor Relations Authority					
	2006 Federal Labor Relations Authority					
51.	I have a high level of respect for my organization's senior leaders.	N	Positive	Neutral	Negative	DNK
201	0 Governmentwide	250,987	55.6%	22.8%	21.5%	2,468
	2010 Federal Labor Relations Authority	78	77.4%	12.4%	10.2%	0
	2008 Federal Labor Relations Authority	76	16.9%	17.7%	65.3%	3
	2006 Federal Labor Relations Authority	87	10.3%	9.3%	80.4%	2
52.	Senior leaders demonstrate support for Work/Life programs.	N	Positive	Neutral	Negative	DNK
201	0 Governmentwide	233,907	54.7%	26.9%	18.4%	21,420
	2010 Federal Labor Relations Authority	76	76.5%	16.6%	6.9%	3
	2008 Federal Labor Relations Authority					
	· · · · · · · · · · · · · · · · · · ·					

#### My Satisfaction

2010	How satisfied are you with your involvement in decisions that affect your work?	N	Positive	Neutral	Negative
	Governmentwide	255,655	54.8%	23.0%	22.2%
	2010 Federal Labor Relations Authority	79	52.8%	22.4%	24.8%
	2008 Federal Labor Relations Authority	79	23.7%	17.1%	59.2%
	2006 Federal Labor Relations Authority	89	15.6%	16.8%	67.6%
64.	How satisfied are you with the information you receive from management on what's going on in your organization?	N	Positive	Neutral	Negative
2010	Governmentwide	255,641	51.0%	23.3%	25.7%
	2010 Federal Labor Relations Authority	80	67.3%	14.7%	18.0%
	2008 Federal Labor Relations Authority	79	12.4%	8.9%	78.7%
	2006 Federal Labor Relations Authority	89	5.4%	9.1%	85.5%
65.	How satisfied are you with the recognition you receive for doing a good job?	N	Positive	Neutral	Negative
2010	Governmentwide	255,513	52.2%	21.8%	26.0%
	2010 Federal Labor Relations Authority	80	67.7%	11.8%	20.4%
	2008 Federal Labor Relations Authority	79	32.8%	20.1%	47.1%
	2006 Federal Labor Relations Authority	89	31.3%	26.2%	42.5%
66.	How satisfied are you with the policies and practices of your senior leaders?	N	Positive	Neutral	Negative
2010	Governmentwide	255,336	45.1%	28.8%	26.2%
	2010 Federal Labor Relations Authority	79	66.2%	21.3%	12.4%
	2008 Federal Labor Relations Authority	79	9.9%	12.5%	77.6%
	2006 Federal Labor Relations Authority	89	6.8%	12.8%	80.4%
67.	How satisfied are you with your opportunity to get a better job in your organization?	N	Positive	Neutral	Negative
		N 255,249	Positive 41.7%	Neutral 27.0%	Negative 31.3%
	organization?				
	organization?  Governmentwide	255,249	41.7%	27.0%	31.3%
	Organization?  Governmentwide  2010 Federal Labor Relations Authority	255,249 77	41.7% 31.1%	27.0% 31.6%	31.3% 37.3%
	organization?  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority	255,249 77 79	41.7% 31.1% 5.1%	27.0% 31.6% 36.7%	31.3% 37.3% 58.2%
2010 68.	Organization?  Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2006 Federal Labor Relations Authority	255,249 77 79 89	41.7% 31.1% 5.1% 5.6%	27.0% 31.6% 36.7% 33.1%	31.3% 37.3% 58.2% 61.3%
2010 68.	Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2006 Federal Labor Relations Authority  How satisfied are you with the training you receive for your present job?	255,249 77 79 89 <b>N</b>	41.7% 31.1% 5.1% 5.6% Positive	27.0% 31.6% 36.7% 33.1% Neutral	31.3% 37.3% 58.2% 61.3% Negative
2010 68.	Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2006 Federal Labor Relations Authority  How satisfied are you with the training you receive for your present job?  Governmentwide	255,249 77 79 89 <b>N</b> 255,351	41.7% 31.1% 5.1% 5.6% Positive	27.0% 31.6% 36.7% 33.1%  Neutral 22.8%	31.3% 37.3% 58.2% 61.3% Negative
2010 68.	Governmentwide  2010 Federal Labor Relations Authority  2008 Federal Labor Relations Authority  2006 Federal Labor Relations Authority  How satisfied are you with the training you receive for your present job?  Governmentwide  2010 Federal Labor Relations Authority	255,249 77 79 89 <b>N</b> 255,351 80	41.7% 31.1% 5.1% 5.6%  Positive 55.8% 57.0%	27.0% 31.6% 36.7% 33.1%  Neutral 22.8% 18.2%	31.3% 37.3% 58.2% 61.3% Negative 21.4% 24.8%

#### My Satisfaction

69.	Considering everything, how satisfied are you with your job?	N	Positive	Neutral	Negative
2010	2010 Governmentwide 2		71.5%	16.4%	12.1%
	2010 Federal Labor Relations Authority	79	75.2%	10.9%	13.9%
	2008 Federal Labor Relations Authority	79	33.5%	30.2%	36.3%
	2006 Federal Labor Relations Authority	89	32.7%	20.9%	46.4%
70.	Considering everything, how satisfied are you with your pay?	N	Positive	Neutral	Negative
2010	2010 Governmentwide		65.8%	15.7%	18.5%
	2010 Federal Labor Relations Authority	80	78.1%	9.1%	12.8%
	2008 Federal Labor Relations Authority	79	54.6%	14.0%	31.4%
	2006 Federal Labor Relations Authority	89	55.7%	16.8%	27.5%
71.	Considering everything, how satisfied are you with your organization?	N	Positive	Neutral	Negative
2010	) Governmentwide	255,060	62.4%	20.8%	16.7%
	2010 Federal Labor Relations Authority	79	70.6%	17.1%	12.3%
	2008 Federal Labor Relations Authority	79	11.0%	13.7%	75.3%
	2006 Federal Labor Relations Authority	89	10.2%	11.5%	78.3%

#### Work/Life

72.	Please select the response below that BEST describes your teleworking situation.	N	Telework on a Regular Basis	Telew Infrequ	ork F	Do Not Felework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework
2010	) Governmentwide	247,268	9.7%	11.6	%	36.1%	7.3%	23.0%	12.3%
	2010 Federal Labor Relations Authority	75	11.8%	23.1	%	15.6%	4.0%	9.4%	36.1%
	2008 Federal Labor Relations Authority								
	2006 Federal Labor Relations Authority								
73.	How satisfied are you with the following Work/Life prograyour agency Telework?	ms in		N	Positi	ve Neut	tral Neg	jative	NBJ
2010	) Governmentwide			172,843	35.49	% 41.8	3% 22	8%	80,124
	2010 Federal Labor Relations Authority			64	64.79	% 29.5	5% 5.	7%	15
	2008 Federal Labor Relations Authority			55	21.19	% 19.2	2% 59	.7%	24
	2006 Federal Labor Relations Authority			56	23.99	% 24.7	7% 51	.4%	33
74.	How satisfied are you with the following Work/Life progra your agency Alternative Work Schedules (AWS)?	ms in		N	Positi	ve Neut	tral Neg	jative	NBJ
2010	) Governmentwide			204,698	59.59	% 24.8	3% 15	.6%	49,250
	2010 Federal Labor Relations Authority			68	84.39	% 10.4	1% 5.	4%	10
	2008 Federal Labor Relations Authority			73	68.79	% 13.7	7% 17	.6%	6
	2006 Federal Labor Relations Authority			83	77.19	% 12.1	1% 10	.8%	6
<i>75</i> .	How satisfied are you with the following Work/Life prograyour agency Health and Wellness Programs (for example exercise, medical screening, quit smoking programs)?			N	Positi	ve <b>N</b> eut	tral Neg	jative	NBJ
2010	) Governmentwide			201,710	51.29	% 31.2	2% 17	7.5%	52,428
	2010 Federal Labor Relations Authority			57	46.89	% 36.1	1% 17	.2%	22
	2008 Federal Labor Relations Authority								
	2006 Federal Labor Relations Authority								
76.	How satisfied are you with the following Work/Life progra your agency Employee Assistance Program (EAP)?	ms in		N	Positi	ve Neut	tral Neg	jative	NBJ
2010	) Governmentwide			154,266	48.19	% 43.1	1% 8.	8%	99,806
	2010 Federal Labor Relations Authority			44	50.69	% 40.8	8% 8.	7%	34
	2008 Federal Labor Relations Authority								
	2006 Federal Labor Relations Authority								

#### Work/Life

77. 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
2010 Governmentwide	99,582	23.1%	60.0%	16.9%	154,397
2010 Federal Labor Relations Authority	28	22.4%	69.9%	7.7%	51
2008 Federal Labor Relations Authority					
2006 Federal Labor Relations Authority					
78. 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
2010 Governmentwide	94,393	19.9%	66.7%	13.4%	159,106
2010 Federal Labor Relations Authority	29	21.1%	61.9%	17.0%	49
2008 Federal Labor Relations Authority					
2006 Federal Labor Relations Authority					