

**2014**

# **Federal Employee Viewpoint Survey Results**

Employees Influencing Change

**GRAIN INSPECTION, PACKERS & STOCKYARDS  
ADMIN**

**2nd Level Subagency Report**

United States Office of  
Personnel Management

# Department of Agriculture

## GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN

### *2nd Level Subagency Report*

#### Response Summary

	Surveys Completed
Governmentwide	392,752
Department of Agriculture	20,162
Marketing and Regulatory Programs	1,982
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>252</b>

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or 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 separately.

*Note:* The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	391,977	59.1%	17.4%	23.5%
Department of Agriculture	20,127	61.1%	17.4%	21.5%
Marketing and Regulatory Programs	1,977	62.0%	17.8%	20.3%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>252</b>	<b>64.3%</b>	<b>12.7%</b>	<b>23.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	388,077	69.2%	15.2%	15.6%
Department of Agriculture	19,953	66.2%	17.0%	16.8%
Marketing and Regulatory Programs	1,968	72.9%	14.3%	12.9%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>248</b>	<b>75.9%</b>	<b>11.5%</b>	<b>12.5%</b>

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN**  
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**My Work Experience** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	385,690	55.2%	19.0%	25.8%
Department of Agriculture	19,818	55.2%	20.2%	24.6%
Marketing and Regulatory Programs	1,951	57.5%	20.1%	22.4%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>245</b>	<b>59.4%</b>	<b>16.4%</b>	<b>24.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	389,314	69.6%	15.0%	15.4%
Department of Agriculture	19,995	71.2%	15.5%	13.3%
Marketing and Regulatory Programs	1,971	69.8%	16.1%	14.1%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>248</b>	<b>68.4%</b>	<b>18.9%</b>	<b>12.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	384,679	82.2%	11.3%	6.5%
Department of Agriculture	19,743	84.5%	10.3%	5.3%
Marketing and Regulatory Programs	1,946	83.7%	11.0%	5.3%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>247</b>	<b>84.6%</b>	<b>10.9%</b>	<b>4.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	387,941	78.8%	11.5%	9.7%
Department of Agriculture	19,951	77.9%	12.5%	9.6%
Marketing and Regulatory Programs	1,955	77.4%	12.8%	9.7%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>252</b>	<b>81.3%</b>	<b>10.1%</b>	<b>8.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	389,516	95.6%	2.8%	1.6%
Department of Agriculture	20,024	96.4%	2.5%	1.1%
Marketing and Regulatory Programs	1,966	96.5%	2.3%	1.2%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>251</b>	<b>95.1%</b>	<b>3.3%</b>	<b>1.6%</b>

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**My Work Experience** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	390,789	90.2%	7.9%	1.9%
Department of Agriculture	20,065	90.1%	8.5%	1.4%
Marketing and Regulatory Programs	1,969	90.6%	7.6%	1.9%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>251</b>	<b>90.6%</b>	<b>7.9%</b>	<b>1.5%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,739	44.8%	16.5%	38.7%	935
Department of Agriculture	20,088	38.2%	16.8%	44.9%	26
Marketing and Regulatory Programs	1,976	50.8%	18.2%	31.1%	1
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>251</b>	<b>53.6%</b>	<b>14.8%</b>	<b>31.6%</b>	<b>0</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,209	56.5%	16.7%	26.8%	720
Department of Agriculture	19,936	48.3%	18.2%	33.5%	29
Marketing and Regulatory Programs	1,966	60.4%	15.6%	24.0%	2
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>248</b>	<b>67.4%</b>	<b>13.9%</b>	<b>18.6%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,178	56.5%	17.2%	26.3%	1,880
Department of Agriculture	19,368	57.2%	18.5%	24.3%	52
Marketing and Regulatory Programs	1,909	57.2%	17.1%	25.6%	7
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>244</b>	<b>55.4%</b>	<b>19.8%</b>	<b>24.8%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,298	81.9%	10.7%	7.4%	1,540
Department of Agriculture	19,958	81.4%	11.6%	7.0%	67
Marketing and Regulatory Programs	1,964	81.1%	12.4%	6.5%	6
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>251</b>	<b>88.7%</b>	<b>6.7%</b>	<b>4.5%</b>	<b>1</b>

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**My Work Experience** (continued)

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,209	89.6%	7.1%	3.3%	1,147
Department of Agriculture	19,792	88.8%	8.3%	2.9%	49
Marketing and Regulatory Programs	1,939	88.2%	8.1%	3.7%	5
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>248</b>	<b>88.5%</b>	<b>9.3%</b>	<b>2.2%</b>	<b>0</b>

**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	389,314	65.6%	14.3%	20.1%	1,736
Department of Agriculture	20,048	69.5%	14.8%	15.7%	58
Marketing and Regulatory Programs	1,964	70.9%	16.1%	13.0%	12
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>249</b>	<b>72.8%</b>	<b>14.0%</b>	<b>13.2%</b>	<b>3</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,888	68.2%	14.9%	16.9%	4,845
Department of Agriculture	19,955	66.4%	16.1%	17.5%	134
Marketing and Regulatory Programs	1,962	68.6%	15.2%	16.2%	14
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>250</b>	<b>65.4%</b>	<b>13.2%</b>	<b>21.5%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,980	81.1%	12.5%	6.4%	1,810
Department of Agriculture	19,963	82.8%	11.8%	5.5%	79
Marketing and Regulatory Programs	1,961	80.9%	13.1%	5.9%	11
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>247</b>	<b>89.0%</b>	<b>7.8%</b>	<b>3.2%</b>	<b>3</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,094	60.3%	19.3%	20.4%	16,950
Department of Agriculture	19,297	57.8%	21.0%	21.1%	751
Marketing and Regulatory Programs	1,869	57.6%	21.0%	21.4%	98
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>245</b>	<b>62.5%</b>	<b>17.7%</b>	<b>19.8%</b>	<b>5</b>

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**My Work Experience** (continued)

*18. My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,903	49.6%	23.8%	26.5%	4,288
Department of Agriculture	19,900	49.9%	24.8%	25.2%	160
Marketing and Regulatory Programs	1,952	49.7%	26.2%	24.1%	19
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>248</b>	<b>47.9%</b>	<b>24.5%</b>	<b>27.7%</b>	<b>2</b>

*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	382,953	67.5%	14.6%	18.0%	8,987
Department of Agriculture	19,911	65.0%	14.3%	20.6%	223
Marketing and Regulatory Programs	1,959	66.9%	13.8%	19.2%	22
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>251</b>	<b>63.2%</b>	<b>13.5%</b>	<b>23.3%</b>	<b>1</b>

**My Work Unit**

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

	N	Positive	Neutral	Negative
Governmentwide	391,426	72.1%	14.2%	13.8%
Department of Agriculture	20,099	74.4%	13.3%	12.4%
Marketing and Regulatory Programs	1,976	75.8%	13.6%	10.6%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>252</b>	<b>79.1%</b>	<b>13.9%</b>	<b>7.0%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,727	40.6%	26.4%	33.0%	14,985
Department of Agriculture	19,456	34.1%	27.8%	38.0%	666
Marketing and Regulatory Programs	1,886	44.1%	26.9%	29.0%	91
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>240</b>	<b>45.6%</b>	<b>27.4%</b>	<b>27.0%</b>	<b>11</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,631	32.0%	28.7%	39.3%	26,462
Department of Agriculture	18,843	32.5%	29.6%	37.8%	1,133
Marketing and Regulatory Programs	1,829	32.5%	28.8%	38.7%	136
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>236</b>	<b>34.1%</b>	<b>24.8%</b>	<b>41.1%</b>	<b>15</b>

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**My Work Unit (continued)**

*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	354,178	28.2%	26.9%	44.9%	35,600
Department of Agriculture	18,690	25.6%	28.2%	46.2%	1,369
Marketing and Regulatory Programs	1,800	27.9%	28.4%	43.7%	172
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>225</b>	<b>37.2%</b>	<b>20.3%</b>	<b>42.5%</b>	<b>25</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,267	31.5%	28.4%	40.1%	22,310
Department of Agriculture	19,186	29.3%	29.9%	40.7%	888
Marketing and Regulatory Programs	1,875	35.4%	25.1%	39.5%	97
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>242</b>	<b>36.0%</b>	<b>25.8%</b>	<b>38.2%</b>	<b>9</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,099	38.0%	25.7%	36.3%	25,833
Department of Agriculture	18,962	37.9%	25.8%	36.3%	1,092
Marketing and Regulatory Programs	1,852	44.3%	21.2%	34.5%	124
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>240</b>	<b>44.3%</b>	<b>19.2%</b>	<b>36.5%</b>	<b>11</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,041	71.9%	14.6%	13.5%	1,704
Department of Agriculture	20,007	72.8%	14.4%	12.8%	79
Marketing and Regulatory Programs	1,962	72.8%	14.6%	12.6%	11
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>250</b>	<b>76.0%</b>	<b>12.7%</b>	<b>11.2%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,813	50.8%	30.2%	19.0%	15,161
Department of Agriculture	19,520	47.8%	32.5%	19.6%	562
Marketing and Regulatory Programs	1,908	47.3%	33.5%	19.2%	63
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>240</b>	<b>53.2%</b>	<b>30.6%</b>	<b>16.2%</b>	<b>10</b>

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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative
Governmentwide	390,716	81.8%	14.6%	3.6%
Department of Agriculture	20,103	82.6%	14.5%	3.0%
Marketing and Regulatory Programs	1,975	84.5%	12.9%	2.7%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>252</b>	<b>84.3%</b>	<b>13.6%</b>	<b>2.1%</b>

**My Agency**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,647	68.5%	18.3%	13.2%	7,045
Department of Agriculture	19,609	63.9%	21.0%	15.1%	349
Marketing and Regulatory Programs	1,924	70.7%	17.9%	11.4%	38
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>249</b>	<b>72.0%</b>	<b>17.8%</b>	<b>10.2%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,805	41.9%	25.7%	32.4%	8,728
Department of Agriculture	19,482	37.9%	28.2%	33.9%	454
Marketing and Regulatory Programs	1,900	43.5%	25.6%	30.9%	55
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>245</b>	<b>45.7%</b>	<b>27.6%</b>	<b>26.7%</b>	<b>5</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,902	44.6%	24.2%	31.2%	7,530
Department of Agriculture	19,540	41.2%	26.7%	32.1%	363
Marketing and Regulatory Programs	1,916	48.3%	23.5%	28.1%	37
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>244</b>	<b>44.8%</b>	<b>26.0%</b>	<b>29.2%</b>	<b>5</b>

*32. Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,008	34.8%	29.5%	35.7%	12,026
Department of Agriculture	19,322	30.5%	32.8%	36.7%	540
Marketing and Regulatory Programs	1,891	37.5%	30.1%	32.4%	54
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>241</b>	<b>31.0%</b>	<b>33.6%</b>	<b>35.4%</b>	<b>7</b>

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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,757	19.6%	26.5%	54.0%	25,095
Department of Agriculture	18,738	16.4%	27.1%	56.4%	1,075
Marketing and Regulatory Programs	1,810	16.0%	29.0%	55.0%	140
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>241</b>	<b>17.8%</b>	<b>22.7%</b>	<b>59.5%</b>	<b>8</b>

**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	354,225	55.5%	29.2%	15.4%	29,633
Department of Agriculture	19,163	64.1%	24.2%	11.8%	761
Marketing and Regulatory Programs	1,862	63.3%	25.0%	11.6%	91
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>240</b>	<b>60.1%</b>	<b>14.9%</b>	<b>25.0%</b>	<b>11</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,670	76.0%	13.7%	10.4%	5,777
Department of Agriculture	19,713	78.9%	13.0%	8.2%	197
Marketing and Regulatory Programs	1,928	76.0%	14.0%	10.0%	26
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>246</b>	<b>72.9%</b>	<b>11.0%</b>	<b>16.0%</b>	<b>3</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,944	76.0%	14.4%	9.6%	5,237
Department of Agriculture	19,594	71.3%	18.0%	10.7%	298
Marketing and Regulatory Programs	1,917	70.2%	18.6%	11.2%	35
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>244</b>	<b>69.0%</b>	<b>20.0%</b>	<b>11.1%</b>	<b>5</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,372	50.3%	23.1%	26.5%	21,762
Department of Agriculture	18,877	53.8%	23.6%	22.7%	996
Marketing and Regulatory Programs	1,817	51.9%	21.6%	26.5%	136
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>233</b>	<b>47.7%</b>	<b>19.3%</b>	<b>33.0%</b>	<b>15</b>

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**My Agency (continued)**

**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	347,433	65.2%	20.2%	14.6%	33,840
Department of Agriculture	18,497	68.9%	18.1%	13.0%	1,292
Marketing and Regulatory Programs	1,765	70.0%	17.1%	12.9%	179
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>224</b>	<b>59.7%</b>	<b>18.1%</b>	<b>22.2%</b>	<b>24</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,864	73.0%	18.2%	8.8%	7,407
Department of Agriculture	19,492	68.7%	20.9%	10.5%	415
Marketing and Regulatory Programs	1,900	75.1%	17.4%	7.5%	56
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>246</b>	<b>72.4%</b>	<b>20.5%</b>	<b>7.2%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative
Governmentwide	383,760	62.1%	21.6%	16.4%
Department of Agriculture	19,950	60.6%	22.9%	16.5%
Marketing and Regulatory Programs	1,963	63.5%	21.8%	14.8%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>250</b>	<b>63.7%</b>	<b>19.2%</b>	<b>17.1%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,655	38.1%	28.5%	33.4%	33,370
Department of Agriculture	18,250	37.2%	30.1%	32.7%	1,713
Marketing and Regulatory Programs	1,775	43.3%	28.4%	28.3%	186
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>230</b>	<b>40.1%</b>	<b>22.9%</b>	<b>36.9%</b>	<b>20</b>

**My Supervisor**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,621	77.3%	11.5%	11.2%	2,306
Department of Agriculture	19,836	83.1%	9.1%	7.8%	103
Marketing and Regulatory Programs	1,944	82.8%	8.8%	8.5%	15
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>247</b>	<b>77.5%</b>	<b>11.7%</b>	<b>10.7%</b>	<b>3</b>

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**My Supervisor (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,066	64.3%	17.9%	17.8%	2,012
Department of Agriculture	19,799	69.0%	17.2%	13.8%	102
Marketing and Regulatory Programs	1,942	66.9%	18.6%	14.5%	13
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>246</b>	<b>64.1%</b>	<b>16.2%</b>	<b>19.7%</b>	<b>4</b>

**44. Discussions with my supervisor about my performance are worthwhile.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,309	61.6%	19.2%	19.2%	4,317
Department of Agriculture	19,629	64.2%	18.6%	17.3%	151
Marketing and Regulatory Programs	1,918	63.8%	18.3%	17.9%	18
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>242</b>	<b>61.0%</b>	<b>20.5%</b>	<b>18.6%</b>	<b>6</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,672	66.2%	23.1%	10.7%	31,868
Department of Agriculture	18,591	71.7%	20.9%	7.4%	1,295
Marketing and Regulatory Programs	1,806	71.3%	20.3%	8.3%	145
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>237</b>	<b>66.4%</b>	<b>22.2%</b>	<b>11.4%</b>	<b>13</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,197	60.5%	20.4%	19.1%	2,159
Department of Agriculture	19,780	62.7%	20.6%	16.7%	96
Marketing and Regulatory Programs	1,938	62.5%	20.7%	16.8%	10
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>245</b>	<b>60.9%</b>	<b>20.7%</b>	<b>18.4%</b>	<b>4</b>

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,678	63.1%	19.3%	17.6%	6,028
Department of Agriculture	19,609	68.0%	18.5%	13.6%	278
Marketing and Regulatory Programs	1,924	69.3%	17.4%	13.3%	28
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>249</b>	<b>62.4%</b>	<b>21.9%</b>	<b>15.7%</b>	<b>0</b>

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**My Supervisor** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	381,761	75.0%	12.7%	12.2%
Department of Agriculture	19,906	78.3%	11.6%	10.2%
Marketing and Regulatory Programs	1,956	77.4%	12.6%	10.0%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>248</b>	<b>74.4%</b>	<b>14.1%</b>	<b>11.5%</b>

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
Department of Agriculture	19,851	82.6%	9.7%	7.7%
Marketing and Regulatory Programs	1,951	82.2%	10.4%	7.4%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>249</b>	<b>80.7%</b>	<b>9.9%</b>	<b>9.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
Department of Agriculture	19,857	86.0%	6.8%	7.1%
Marketing and Regulatory Programs	1,949	87.0%	6.9%	6.1%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>248</b>	<b>77.6%</b>	<b>6.1%</b>	<b>16.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
Department of Agriculture	19,857	67.8%	16.1%	16.0%
Marketing and Regulatory Programs	1,950	66.8%	16.8%	16.4%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>248</b>	<b>67.8%</b>	<b>15.1%</b>	<b>17.1%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
Department of Agriculture	19,867	70.5%	18.6%	10.9%
Marketing and Regulatory Programs	1,949	70.1%	18.8%	11.1%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>249</b>	<b>71.1%</b>	<b>14.6%</b>	<b>14.4%</b>

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**Leadership**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,179	37.5%	25.2%	37.3%	6,901
Department of Agriculture	19,469	31.0%	27.6%	41.4%	370
Marketing and Regulatory Programs	1,912	35.5%	28.2%	36.3%	38
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>245</b>	<b>39.0%</b>	<b>22.1%</b>	<b>38.9%</b>	<b>6</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
Department of Agriculture	18,545	43.9%	30.0%	26.1%	1,281
Marketing and Regulatory Programs	1,813	46.1%	30.1%	23.8%	137
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>239</b>	<b>52.5%</b>	<b>22.9%</b>	<b>24.5%</b>	<b>12</b>

*55. Supervisors work well with employees of different backgrounds.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
Department of Agriculture	18,712	63.5%	24.5%	12.0%	970
Marketing and Regulatory Programs	1,816	64.0%	23.7%	12.3%	116
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>238</b>	<b>62.6%</b>	<b>19.1%</b>	<b>18.3%</b>	<b>12</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,472	58.2%	21.5%	20.3%	4,914
Department of Agriculture	19,517	55.6%	24.1%	20.2%	237
Marketing and Regulatory Programs	1,918	59.1%	22.9%	18.1%	22
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>246</b>	<b>53.9%</b>	<b>22.5%</b>	<b>23.6%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	351,864	58.0%	25.2%	16.8%	25,427
Department of Agriculture	18,557	55.2%	28.1%	16.6%	1,197
Marketing and Regulatory Programs	1,805	56.2%	28.1%	15.7%	136
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>232</b>	<b>56.7%</b>	<b>24.8%</b>	<b>18.5%</b>	<b>14</b>

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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,473	49.9%	23.9%	26.2%	13,214
Department of Agriculture	19,190	47.3%	26.1%	26.5%	591
Marketing and Regulatory Programs	1,879	48.7%	25.4%	25.9%	66
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>244</b>	<b>44.0%</b>	<b>26.8%</b>	<b>29.2%</b>	<b>5</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,241	53.5%	24.0%	22.5%	13,338
Department of Agriculture	19,153	53.3%	25.1%	21.6%	612
Marketing and Regulatory Programs	1,875	55.5%	23.5%	21.1%	67
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>241</b>	<b>49.5%</b>	<b>25.3%</b>	<b>25.1%</b>	<b>7</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,344	56.0%	24.5%	19.4%	22,457
Department of Agriculture	18,597	53.3%	27.8%	18.9%	1,203
Marketing and Regulatory Programs	1,819	54.3%	26.3%	19.4%	127
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>240</b>	<b>56.3%</b>	<b>24.1%</b>	<b>19.6%</b>	<b>9</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,771	50.1%	25.1%	24.9%	5,069
Department of Agriculture	19,523	43.9%	28.4%	27.7%	276
Marketing and Regulatory Programs	1,927	48.3%	27.3%	24.4%	20
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>245</b>	<b>45.7%</b>	<b>29.6%</b>	<b>24.7%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,150	52.3%	28.3%	19.4%	35,524
Department of Agriculture	18,077	55.2%	29.9%	15.0%	1,718
Marketing and Regulatory Programs	1,761	59.1%	28.0%	12.9%	186
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>232</b>	<b>52.1%</b>	<b>27.6%</b>	<b>20.2%</b>	<b>18</b>

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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	375,988	48.4%	24.0%	27.6%
Department of Agriculture	19,754	47.7%	25.0%	27.4%
Marketing and Regulatory Programs	1,939	49.3%	23.6%	27.1%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>250</b>	<b>51.6%</b>	<b>21.6%</b>	<b>26.8%</b>

**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	375,120	45.6%	24.5%	29.9%
Department of Agriculture	19,727	41.0%	26.4%	32.6%
Marketing and Regulatory Programs	1,939	47.6%	25.5%	26.9%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>249</b>	<b>45.7%</b>	<b>21.0%</b>	<b>33.3%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	373,823	44.6%	24.5%	31.0%
Department of Agriculture	19,639	43.8%	25.9%	30.3%
Marketing and Regulatory Programs	1,932	48.3%	22.0%	29.7%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>249</b>	<b>50.2%</b>	<b>15.4%</b>	<b>34.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	374,396	39.6%	30.4%	30.0%
Department of Agriculture	19,678	32.7%	34.4%	32.8%
Marketing and Regulatory Programs	1,927	38.4%	32.4%	29.2%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>248</b>	<b>40.0%</b>	<b>28.5%</b>	<b>31.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	374,391	33.1%	28.1%	38.8%
Department of Agriculture	19,712	34.1%	29.1%	36.7%
Marketing and Regulatory Programs	1,935	32.3%	27.5%	40.3%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>250</b>	<b>31.5%</b>	<b>26.6%</b>	<b>42.0%</b>

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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	374,483	49.8%	24.3%	25.9%
Department of Agriculture	19,703	49.6%	25.6%	24.8%
Marketing and Regulatory Programs	1,934	53.4%	25.0%	21.6%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>247</b>	<b>50.6%</b>	<b>24.2%</b>	<b>25.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	374,286	64.1%	18.6%	17.3%
Department of Agriculture	19,693	65.4%	18.6%	16.0%
Marketing and Regulatory Programs	1,933	67.1%	18.0%	14.9%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>248</b>	<b>72.6%</b>	<b>12.6%</b>	<b>14.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
Department of Agriculture	19,718	56.6%	18.4%	25.0%
Marketing and Regulatory Programs	1,942	55.4%	18.0%	26.5%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>250</b>	<b>57.9%</b>	<b>18.6%</b>	<b>23.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	375,127	54.5%	22.8%	22.7%
Department of Agriculture	19,732	51.3%	24.4%	24.3%
Marketing and Regulatory Programs	1,941	55.4%	23.8%	20.8%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>249</b>	<b>56.6%</b>	<b>20.6%</b>	<b>22.8%</b>

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**Work/Life**

**72. Have you been notified whether or not you are eligible to telework?**

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
Department of Agriculture	19,720	71.5%	15.1%	7.9%	5.5%
Marketing and Regulatory Programs	1,933	78.9%	14.7%	3.4%	2.9%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>248</b>	<b>56.9%</b>	<b>38.6%</b>	<b>2.7%</b>	<b>1.8%</b>

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
Department of Agriculture	19,623	5.3%	15.6%	7.4%	21.8%
Marketing and Regulatory Programs	1,925	12.8%	24.5%	5.4%	19.2%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>240</b>	<b>5.6%</b>	<b>13.5%</b>	<b>8.2%</b>	<b>17.1%</b>

*(continued)*

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
Department of Agriculture	19,623	18.6%	5.0%	7.4%	18.9%
Marketing and Regulatory Programs	1,925	16.5%	3.0%	6.5%	12.1%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>240</b>	<b>29.4%</b>	<b>4.2%</b>	<b>13.7%</b>	<b>8.3%</b>

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**Work/Life (continued)**

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

	N	Yes	No	Not Available To Me
Governmentwide	372,726	33.0%	45.2%	21.8%
Department of Agriculture	19,608	42.3%	44.5%	13.2%
Marketing and Regulatory Programs	1,922	34.3%	50.4%	15.3%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>248</b>	<b>58.5%</b>	<b>31.5%</b>	<b>9.9%</b>

**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 To Me
Governmentwide	371,495	28.0%	59.9%	12.2%
Department of Agriculture	19,583	30.5%	55.2%	14.3%
Marketing and Regulatory Programs	1,922	26.0%	60.6%	13.4%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>245</b>	<b>23.3%</b>	<b>51.2%</b>	<b>25.5%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	368,151	14.3%	80.3%	5.4%
Department of Agriculture	19,397	18.7%	78.2%	3.1%
Marketing and Regulatory Programs	1,898	18.1%	78.0%	4.0%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>245</b>	<b>17.8%</b>	<b>77.0%</b>	<b>5.3%</b>

**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 To Me
Governmentwide	372,753	3.9%	78.7%	17.4%
Department of Agriculture	19,654	1.8%	75.2%	23.0%
Marketing and Regulatory Programs	1,932	2.2%	80.7%	17.1%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>249</b>	<b>1.3%</b>	<b>74.3%</b>	<b>24.5%</b>

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**Work/Life (continued)**

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

	N	Yes	No	Not Available To Me
Governmentwide	373,277	2.5%	79.8%	17.7%
Department of Agriculture	19,654	1.7%	76.2%	22.1%
Marketing and Regulatory Programs	1,932	2.6%	82.0%	15.4%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>248</b>	<b>3.9%</b>	<b>73.4%</b>	<b>22.7%</b>

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	167,341	76.6%	14.0%	9.5%	7,571
Department of Agriculture	10,334	75.1%	15.5%	9.4%	252
Marketing and Regulatory Programs	1,291	76.9%	14.4%	8.7%	40
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>135</b>	<b>66.7%</b>	<b>21.5%</b>	<b>11.8%</b>	<b>13</b>

\*The results for this item only include employees who indicated that they participated in this program.

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	138,977	89.1%	7.5%	3.4%	3,202
Department of Agriculture	9,113	90.6%	7.2%	2.1%	188
Marketing and Regulatory Programs	790	90.2%	7.9%	1.9%	23
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>179</b>	<b>95.1%</b>	<b>4.5%</b>	<b>0.4%</b>	<b>1</b>

\*The results for this item only include employees who indicated that they participated in this program.

**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	100,599	79.5%	16.7%	3.8%	7,562
Department of Agriculture	5,873	83.8%	13.5%	2.7%	305
Marketing and Regulatory Programs	495	81.1%	16.1%	2.7%	24
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>47</b>	<b>67.0%</b>	<b>31.4%</b>	<b>1.6%</b>	<b>2</b>

\*The results for this item only include employees who indicated that they participated in this program.

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**Work/Life (continued)**

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	52,178	74.1%	21.6%	4.3%	8,882
Department of Agriculture	3,585	77.9%	18.1%	3.9%	442
Marketing and Regulatory Programs	354	81.2%	15.6%	3.2%	39
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>43</b>	<b>67.3%</b>	<b>31.3%</b>	<b>1.4%</b>	<b>4</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**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	10,509	71.7%	23.9%	4.4%	4,356
Department of Agriculture	317	67.1%	29.5%	3.4%	168
Marketing and Regulatory Programs	42	70.2%	29.8%	0.0%	20
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>4</b>	<b>25.6%</b>	<b>74.4%</b>	<b>0.0%</b>	<b>1</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**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	7,385	67.6%	29.5%	2.9%	3,459
Department of Agriculture	293	67.9%	28.9%	3.1%	161
Marketing and Regulatory Programs	48	74.3%	22.4%	3.3%	18
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN</b>	<b>7</b>	<b>71.6%</b>	<b>28.4%</b>	<b>0.0%</b>	<b>2</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

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**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	93	37.5%
Field	155	62.5%

***What is your supervisory status?***

	N	%
Non-Supervisor	161	65.7%
Team Leader	29	11.8%
Supervisor	34	13.9%
Manager	14	5.7%
Senior Leader	7	2.9%

***Are you:***

	N	%
Male	135	56.7%
Female	103	43.3%

***Are you Hispanic or Latino?***

	N	%
Yes	14	5.9%
No	222	94.1%

***Race***

	N	%
American Indian or Alaska Native	3	1.3%
Asian	11	4.9%
Black or African American	45	20.2%
Native Hawaiian or Other Pacific Islander	3	1.3%
White	147	65.9%
Two or more races (Not Hispanic or Latino)	14	6.3%

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**Demographic Questions** (continued)

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

	N	%
Less than High School	1	0.4%
High School Diploma/GED or equivalent	15	6.1%
Trade or Technical Certificate	1	0.4%
Some College (no degree)	30	12.3%
Associate's Degree (e.g., AA, AS)	11	4.5%
Bachelor's Degree (e.g., BA, BS)	118	48.4%
Master's Degree (e.g., MA, MS, MBA)	50	20.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	18	7.4%

***What is your pay category/grade?***

	N	%
Federal Wage System	0	0.0%
GS 1-6	9	3.7%
GS 7-12	149	61.8%
GS 13-15	78	32.4%
Senior Executive Service	4	1.7%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.4%

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	6	2.5%
4 to 5 years	32	13.2%
6 to 10 years	52	21.4%
11 to 14 years	32	13.2%
15 to 20 years	20	8.2%
More than 20 years	101	41.6%

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**Demographic Questions** (continued)

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

	N	%
Less than 1 year	1	0.4%
1 to 3 years	15	6.3%
4 to 5 years	40	16.7%
6 to 10 years	60	25.1%
11 to 20 years	43	18.0%
More than 20 years	80	33.5%

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

	N	%
No	164	68.0%
Yes, to retire	7	2.9%
Yes, to take another job within the Federal Government	42	17.4%
Yes, to take another job outside the Federal Government	12	5.0%
Yes, other	16	6.6%

*I am planning to retire:*

	N	%
Within one year	4	1.7%
Between one and three years	30	12.7%
Between three and five years	25	10.5%
Five or more years	178	75.1%

*What is your US military service status?*

	N	%
No Prior Military Service	209	88.9%
Currently in National Guard or Reserves	2	0.9%
Retired	5	2.1%
Separated or Discharged	19	8.1%

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**Demographic Questions** (continued)

*Are you an individual with a disability?*

	N	%
Yes	27	11.4%
No	210	88.6%

*What is your age group?*

	N	%
25 and under	1	0.4%
26-29	10	4.0%
30-39	47	18.7%
40-49	55	21.8%
50-59	107	42.5%
60 or older	32	12.7%