

U.S. Agency for International Development

2011 Federal Employee Viewpoint Survey: Trend Report

Response Summary

	Surveys Completed
2011 Governmentwide	266,376
2011 U.S. Agency for International Development	1,243
2010 U.S. Agency for International Development	749
2008 U.S. Agency for International Development	831
2006 U.S. Agency for International Development	726

This 2011 Federal Employee Viewpoint Survey Report provides summary results for 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 agency 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
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
2011 U.S. Agency for International Development	1,242	70.5%	12.3%	17.2%
2010 U.S. Agency for International Development	748	68.2%	14.8%	17.0%
2008 U.S. Agency for International Development	831	67.5%	17.1%	15.4%
2006 U.S. Agency for International Development	726	64.8%	16.2%	19.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
2011 U.S. Agency for International Development	1,241	67.5%	15.6%	16.8%
2010 U.S. Agency for International Development	749	67.9%	15.9%	16.1%
2008 U.S. Agency for International Development	831	74.3%	14.5%	11.3%
2006 U.S. Agency for International Development	726	72.0%	15.8%	12.2%

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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
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
2011 U.S. Agency for International Development	1,240	58.6%	17.9%	23.5%
2010 U.S. Agency for International Development	745	62.5%	15.5%	22.0%
2008 U.S. Agency for International Development	831	65.4%	18.1%	16.5%
2006 U.S. Agency for International Development	726	68.6%	14.7%	16.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
2011 U.S. Agency for International Development	1,241	70.3%	15.5%	14.2%
2010 U.S. Agency for International Development	749	75.7%	14.6%	9.7%
2008 U.S. Agency for International Development	831	76.4%	14.1%	9.5%
2006 U.S. Agency for International Development	726	76.1%	12.2%	11.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
2011 U.S. Agency for International Development	1,241	81.2%	11.2%	7.7%
2010 U.S. Agency for International Development	747	83.5%	10.3%	6.1%
2008 U.S. Agency for International Development	831	83.6%	10.6%	5.8%
2006 U.S. Agency for International Development	726	83.3%	9.9%	6.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
2011 U.S. Agency for International Development	1,235	71.1%	14.9%	14.0%
2010 U.S. Agency for International Development	746	75.1%	14.2%	10.8%
2008 U.S. Agency for International Development	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
2011 U.S. Agency for International Development	1,242	97.8%	1.7%	0.5%
2010 U.S. Agency for International Development	749	97.7%	1.6%	0.7%
2008 U.S. Agency for International Development	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
2011 U.S. Agency for International Development	1,238	93.5%	5.8%	0.7%
2010 U.S. Agency for International Development	749	93.3%	5.5%	1.2%
2008 U.S. Agency for International Development	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
2011 U.S. Agency for International Development	1,237	40.3%	16.2%	43.6%	4
2010 U.S. Agency for International Development	745	40.8%	15.4%	43.8%	3
2008 U.S. Agency for International Development	827	42.0%	16.6%	41.4%	4
2006 U.S. Agency for International Development	718	40.9%	17.5%	41.6%	8

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
2011 U.S. Agency for International Development	1,237	45.4%	17.1%	37.5%	4
2010 U.S. Agency for International Development	745	43.1%	16.2%	40.7%	2
2008 U.S. Agency for International Development	828	48.6%	14.7%	36.7%	3
2006 U.S. Agency for International Development	720	52.4%	15.6%	32.0%	6

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
2011 U.S. Agency for International Development	1,233	53.4%	14.8%	31.7%	7
2010 U.S. Agency for International Development	742	56.7%	17.3%	26.0%	2
2008 U.S. Agency for International Development	824	63.2%	15.8%	21.0%	7
2006 U.S. Agency for International Development	715	64.1%	14.7%	21.3%	11

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
2011 U.S. Agency for International Development	1,236	81.9%	10.5%	7.6%	3
2010 U.S. Agency for International Development	746	84.2%	8.7%	7.1%	1
2008 U.S. Agency for International Development	829	89.3%	7.4%	3.3%	2
2006 U.S. Agency for International Development	722	85.3%	9.6%	5.1%	4

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
2011 U.S. Agency for International Development	1,236	85.6%	9.3%	5.1%	1
2010 U.S. Agency for International Development	740	89.2%	7.4%	3.4%	1
2008 U.S. Agency for International Development	829	91.2%	6.1%	2.7%	2
2006 U.S. Agency for International Development	724	89.1%	7.4%	3.6%	2

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
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
2011 U.S. Agency for International Development	1,231	63.3%	12.8%	23.8%	6
2010 U.S. Agency for International Development	744	59.3%	14.3%	26.4%	4
2008 U.S. Agency for International Development	827	63.2%	13.8%	23.0%	4
2006 U.S. Agency for International Development	720	62.6%	13.2%	24.1%	6

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
2011 U.S. Agency for International Development	1,208	69.6%	16.0%	14.4%	32
2010 U.S. Agency for International Development	740	70.9%	14.9%	14.2%	7
2008 U.S. Agency for International Development	828	72.1%	15.6%	12.4%	3
2006 U.S. Agency for International Development	719	77.6%	12.3%	10.2%	7

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
2011 U.S. Agency for International Development	1,229	77.0%	13.8%	9.2%	8
2010 U.S. Agency for International Development	747	80.4%	12.0%	7.6%	1
2008 U.S. Agency for International Development	824	85.6%	9.7%	4.7%	7
2006 U.S. Agency for International Development	725	81.2%	12.6%	6.2%	1

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
2011 U.S. Agency for International Development	1,165	61.8%	18.7%	19.6%	73
2010 U.S. Agency for International Development	712	62.2%	17.2%	20.5%	36
2008 U.S. Agency for International Development	751	60.5%	20.4%	19.2%	80
2006 U.S. Agency for International Development	654	55.6%	25.8%	18.6%	72

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
2011 U.S. Agency for International Development	1,214	45.3%	20.9%	33.7%	19
2010 U.S. Agency for International Development	732	38.3%	26.2%	35.4%	11
2008 U.S. Agency for International Development	821	41.8%	25.5%	32.7%	10
2006 U.S. Agency for International Development	717	41.0%	22.2%	36.8%	9

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
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
2011 U.S. Agency for International Development	1,189	61.9%	16.9%	21.3%	51
2010 U.S. Agency for International Development	731	63.7%	13.4%	22.8%	18
2008 U.S. Agency for International Development	803	66.9%	14.8%	18.3%	28
2006 U.S. Agency for International Development	--	--	--	--	--

My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
2011 U.S. Agency for International Development	1,227	75.6%	14.3%	10.0%
2010 U.S. Agency for International Development	716	78.9%	12.4%	8.7%
2008 U.S. Agency for International Development	831	86.8%	7.3%	5.9%
2006 U.S. Agency for International Development	726	87.3%	6.1%	6.6%

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
2011 U.S. Agency for International Development	1,206	52.1%	22.1%	25.8%	34
2010 U.S. Agency for International Development	732	50.6%	20.0%	29.4%	15
2008 U.S. Agency for International Development	822	55.7%	21.5%	22.8%	9
2006 U.S. Agency for International Development	708	54.2%	21.6%	24.2%	18

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
2011 U.S. Agency for International Development	1,148	41.2%	27.4%	31.3%	92
2010 U.S. Agency for International Development	715	43.4%	24.3%	32.3%	33
2008 U.S. Agency for International Development	803	47.7%	23.2%	29.2%	28
2006 U.S. Agency for International Development	696	46.7%	23.9%	29.4%	30

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
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
2011 U.S. Agency for International Development	1,148	26.1%	28.5%	45.4%	92
2010 U.S. Agency for International Development	704	29.0%	27.4%	43.6%	44
2008 U.S. Agency for International Development	780	33.2%	25.9%	40.9%	51
2006 U.S. Agency for International Development	676	34.6%	24.1%	41.3%	50

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
2011 U.S. Agency for International Development	1,173	32.9%	29.4%	37.7%	69
2010 U.S. Agency for International Development	728	37.5%	25.9%	36.6%	20
2008 U.S. Agency for International Development	800	39.2%	27.8%	33.0%	31
2006 U.S. Agency for International Development	688	38.9%	30.7%	30.5%	38

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
2011 U.S. Agency for International Development	1,147	42.8%	29.5%	27.7%	91
2010 U.S. Agency for International Development	708	49.7%	21.6%	28.8%	38
2008 U.S. Agency for International Development	799	53.9%	20.9%	25.2%	32
2006 U.S. Agency for International Development	687	51.6%	25.1%	23.3%	39

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
2011 U.S. Agency for International Development	1,233	72.6%	14.2%	13.2%	5
2010 U.S. Agency for International Development	741	72.1%	13.6%	14.3%	5
2008 U.S. Agency for International Development	826	75.1%	11.7%	13.1%	5
2006 U.S. Agency for International Development	721	72.5%	14.1%	13.4%	5

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
2011 U.S. Agency for International Development	1,158	58.2%	26.7%	15.1%	76
2010 U.S. Agency for International Development	733	55.9%	27.0%	17.0%	15
2008 U.S. Agency for International Development	810	53.8%	28.5%	17.7%	21
2006 U.S. Agency for International Development	696	54.7%	26.1%	19.2%	30

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
2011 U.S. Agency for International Development	1,238	79.2%	18.0%	2.8%
2010 U.S. Agency for International Development	746	82.9%	14.1%	3.1%
2008 U.S. Agency for International Development	831	87.2%	11.0%	1.8%
2006 U.S. Agency for International Development	726	85.3%	11.9%	2.8%

My Agency

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
2011 U.S. Agency for International Development	1,186	63.8%	19.7%	16.5%	15
2010 U.S. Agency for International Development	725	60.2%	20.7%	19.1%	6
2008 U.S. Agency for International Development	824	67.4%	16.1%	16.4%	7
2006 U.S. Agency for International Development	717	66.5%	17.8%	15.7%	9

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Trend Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
2011 U.S. Agency for International Development	1,177	44.0%	24.9%	31.1%	23
2010 U.S. Agency for International Development	719	45.2%	23.4%	31.4%	13
2008 U.S. Agency for International Development	814	54.6%	22.9%	22.5%	17
2006 U.S. Agency for International Development	706	50.5%	26.9%	22.6%	20

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
2011 U.S. Agency for International Development	1,175	52.4%	24.3%	23.3%	24
2010 U.S. Agency for International Development	724	54.6%	23.6%	21.8%	7
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
2011 U.S. Agency for International Development	1,159	42.4%	27.8%	29.8%	37
2010 U.S. Agency for International Development	720	46.8%	25.5%	27.7%	8
2008 U.S. Agency for International Development	817	51.7%	24.7%	23.6%	14
2006 U.S. Agency for International Development	714	47.0%	28.6%	24.4%	12

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
2011 U.S. Agency for International Development	1,103	19.4%	27.8%	52.8%	98
2010 U.S. Agency for International Development	699	21.9%	30.8%	47.3%	31
2008 U.S. Agency for International Development	797	24.9%	30.5%	44.7%	34
2006 U.S. Agency for International Development	686	27.0%	30.6%	42.4%	40

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My Agency (continued)

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
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
2011 U.S. Agency for International Development	1,146	62.6%	23.2%	14.1%	52
2010 U.S. Agency for International Development	711	65.7%	21.5%	12.8%	20
2008 U.S. Agency for International Development	810	71.0%	18.0%	11.0%	21
2006 U.S. Agency for International Development	691	61.5%	23.7%	14.8%	35

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
2011 U.S. Agency for International Development	1,184	76.1%	15.9%	8.0%	14
2010 U.S. Agency for International Development	717	76.2%	16.3%	7.5%	11
2008 U.S. Agency for International Development	814	80.0%	12.8%	7.3%	17
2006 U.S. Agency for International Development	709	73.7%	17.6%	8.7%	17

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
2011 U.S. Agency for International Development	1,195	76.5%	14.2%	9.3%	7
2010 U.S. Agency for International Development	725	73.2%	15.6%	11.1%	6
2008 U.S. Agency for International Development	824	82.9%	11.1%	6.0%	7
2006 U.S. Agency for International Development	719	76.0%	15.5%	8.6%	7

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
2011 U.S. Agency for International Development	1,127	52.7%	23.3%	24.0%	69
2010 U.S. Agency for International Development	702	51.7%	24.8%	23.6%	29
2008 U.S. Agency for International Development	760	56.8%	21.7%	21.5%	71
2006 U.S. Agency for International Development	672	50.3%	26.4%	23.3%	54

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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
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
2011 U.S. Agency for International Development	1,111	71.6%	17.4%	11.0%	89
2010 U.S. Agency for International Development	681	68.5%	17.8%	13.7%	48
2008 U.S. Agency for International Development	760	74.0%	14.6%	11.3%	71
2006 U.S. Agency for International Development	651	70.2%	18.9%	11.0%	75

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
2011 U.S. Agency for International Development	1,181	69.9%	20.2%	9.9%	18
2010 U.S. Agency for International Development	716	68.3%	20.5%	11.2%	5
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
2011 U.S. Agency for International Development	1,199	62.8%	21.8%	15.3%
2010 U.S. Agency for International Development	730	66.2%	20.8%	13.1%
2008 U.S. Agency for International Development	831	69.4%	18.5%	12.2%
2006 U.S. Agency for International Development	726	61.4%	20.4%	18.1%

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
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
2011 U.S. Agency for International Development	1,061	44.7%	30.0%	25.4%	136
2010 U.S. Agency for International Development	666	42.4%	33.5%	24.1%	66
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

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Trend Report

My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
2011 U.S. Agency for International Development	1,171	73.7%	12.1%	14.1%	6
2010 U.S. Agency for International Development	726	75.9%	12.5%	11.6%	4
2008 U.S. Agency for International Development	824	80.9%	11.1%	8.1%	7
2006 U.S. Agency for International Development	717	83.5%	9.5%	7.0%	9

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
2011 U.S. Agency for International Development	1,171	69.9%	13.2%	16.8%	5
2010 U.S. Agency for International Development	724	72.0%	13.3%	14.6%	4
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
2011 U.S. Agency for International Development	1,158	63.2%	17.9%	18.9%	18
2010 U.S. Agency for International Development	716	61.0%	19.8%	19.2%	12
2008 U.S. Agency for International Development	821	60.8%	22.1%	17.1%	10
2006 U.S. Agency for International Development	715	65.0%	17.9%	17.1%	11

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
2011 U.S. Agency for International Development	1,091	68.8%	22.4%	8.7%	81
2010 U.S. Agency for International Development	687	71.3%	18.9%	9.7%	40
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
2011 U.S. Agency for International Development	1,170	56.0%	21.7%	22.3%	7
2010 U.S. Agency for International Development	721	57.6%	20.1%	22.3%	7
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

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Trend Report

My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
2011 U.S. Agency for International Development	1,164	69.9%	15.6%	14.5%	12
2010 U.S. Agency for International Development	721	69.0%	17.9%	13.2%	5
2008 U.S. Agency for International Development	821	72.0%	17.4%	10.6%	10
2006 U.S. Agency for International Development	723	70.6%	15.0%	14.4%	3

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
2011 U.S. Agency for International Development	1,175	76.0%	12.2%	11.8%
2010 U.S. Agency for International Development	730	78.3%	10.8%	10.9%
2008 U.S. Agency for International Development	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
2011 U.S. Agency for International Development	1,174	78.2%	11.7%	10.1%
2010 U.S. Agency for International Development	729	79.8%	10.7%	9.5%
2008 U.S. Agency for International Development	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
2011 U.S. Agency for International Development	1,176	69.7%	12.0%	18.2%
2010 U.S. Agency for International Development	726	70.8%	12.1%	17.1%
2008 U.S. Agency for International Development	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
2011 U.S. Agency for International Development	1,172	66.7%	16.4%	16.9%
2010 U.S. Agency for International Development	728	65.5%	15.6%	18.9%
2008 U.S. Agency for International Development	831	69.6%	15.3%	15.1%
2006 U.S. Agency for International Development	726	68.5%	15.7%	15.8%

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Trend Report

My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
2011 U.S. Agency for International Development	1,174	67.2%	17.7%	15.1%
2010 U.S. Agency for International Development	730	66.6%	21.4%	12.0%
2008 U.S. Agency for International Development	831	71.3%	19.8%	8.9%
2006 U.S. Agency for International Development	726	72.5%	15.7%	11.8%

Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
2011 U.S. Agency for International Development	1,144	43.6%	25.5%	30.9%	12
2010 U.S. Agency for International Development	716	39.8%	26.5%	33.8%	3
2008 U.S. Agency for International Development	825	42.8%	26.0%	31.2%	6
2006 U.S. Agency for International Development	721	32.5%	30.8%	36.6%	5

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
2011 U.S. Agency for International Development	1,113	63.0%	21.0%	16.0%	43
2010 U.S. Agency for International Development	702	57.8%	23.9%	18.3%	19
2008 U.S. Agency for International Development	800	58.0%	25.1%	16.9%	31
2006 U.S. Agency for International Development	696	54.4%	27.5%	18.1%	30

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
2011 U.S. Agency for International Development	1,136	71.1%	16.8%	12.1%	18
2010 U.S. Agency for International Development	711	68.7%	18.2%	13.1%	9
2008 U.S. Agency for International Development	821	74.9%	14.5%	10.6%	10
2006 U.S. Agency for International Development	712	73.6%	14.6%	11.9%	14

U.S. Agency for International Development

Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
2011 U.S. Agency for International Development	1,145	62.9%	18.2%	18.9%	3
2010 U.S. Agency for International Development	718	58.4%	20.8%	20.8%	2
2008 U.S. Agency for International Development	826	62.3%	21.2%	16.5%	5
2006 U.S. Agency for International Development	721	58.1%	23.1%	18.8%	5

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
2011 U.S. Agency for International Development	1,119	59.2%	22.7%	18.1%	34
2010 U.S. Agency for International Development	689	56.7%	24.2%	19.1%	26
2008 U.S. Agency for International Development	808	60.1%	24.6%	15.3%	23
2006 U.S. Agency for International Development	694	57.8%	26.7%	15.5%	32

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
2011 U.S. Agency for International Development	1,135	53.9%	21.8%	24.3%	16
2010 U.S. Agency for International Development	708	51.8%	25.8%	22.4%	11
2008 U.S. Agency for International Development	824	62.5%	19.1%	18.4%	7
2006 U.S. Agency for International Development	712	56.9%	23.6%	19.4%	14

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
2011 U.S. Agency for International Development	1,134	57.3%	19.9%	22.8%	15
2010 U.S. Agency for International Development	706	57.5%	22.1%	20.4%	6
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
2011 U.S. Agency for International Development	1,116	57.1%	25.3%	17.6%	32
2010 U.S. Agency for International Development	693	54.0%	27.4%	18.6%	22
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

U.S. Agency for International Development

Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
2011 U.S. Agency for International Development	1,146	52.6%	25.0%	22.4%	7
2010 U.S. Agency for International Development	699	50.8%	25.5%	23.6%	11
2008 U.S. Agency for International Development	825	53.9%	23.6%	22.5%	6
2006 U.S. Agency for International Development	722	44.9%	27.4%	27.8%	4

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
2011 U.S. Agency for International Development	1,070	50.8%	25.4%	23.8%	78
2010 U.S. Agency for International Development	655	45.4%	30.5%	24.1%	64
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
2011 U.S. Agency for International Development	1,143	52.0%	22.0%	26.0%
2010 U.S. Agency for International Development	714	54.4%	22.7%	22.9%
2008 U.S. Agency for International Development	831	60.1%	19.2%	20.6%
2006 U.S. Agency for International Development	726	58.4%	19.4%	22.2%

64. *How satisfied are you with the information you receive from management on what's going on in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
2011 U.S. Agency for International Development	1,142	51.9%	21.4%	26.6%
2010 U.S. Agency for International Development	715	47.3%	23.3%	29.4%
2008 U.S. Agency for International Development	831	52.3%	23.1%	24.7%
2006 U.S. Agency for International Development	726	47.9%	20.8%	31.3%

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Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
2011 U.S. Agency for International Development	1,143	52.4%	23.9%	23.7%
2010 U.S. Agency for International Development	713	49.4%	23.2%	27.5%
2008 U.S. Agency for International Development	831	52.4%	23.7%	23.9%
2006 U.S. Agency for International Development	726	55.3%	22.6%	22.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
2011 U.S. Agency for International Development	1,142	42.9%	29.2%	27.9%
2010 U.S. Agency for International Development	712	39.0%	32.3%	28.7%
2008 U.S. Agency for International Development	831	46.1%	26.0%	27.9%
2006 U.S. Agency for International Development	726	37.6%	29.1%	33.3%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
2011 U.S. Agency for International Development	1,140	43.4%	29.0%	27.7%
2010 U.S. Agency for International Development	713	44.2%	28.3%	27.5%
2008 U.S. Agency for International Development	831	43.3%	26.9%	29.7%
2006 U.S. Agency for International Development	726	41.0%	27.8%	31.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
2011 U.S. Agency for International Development	1,137	52.9%	22.7%	24.4%
2010 U.S. Agency for International Development	711	47.9%	25.6%	26.5%
2008 U.S. Agency for International Development	831	49.6%	26.2%	24.1%
2006 U.S. Agency for International Development	726	47.5%	26.3%	26.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
2011 U.S. Agency for International Development	1,141	66.0%	16.5%	17.5%
2010 U.S. Agency for International Development	711	65.2%	17.8%	17.0%
2008 U.S. Agency for International Development	831	70.9%	15.7%	13.4%
2006 U.S. Agency for International Development	726	68.6%	15.8%	15.6%

U.S. Agency for International Development

Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
2011 U.S. Agency for International Development	1,139	63.4%	17.3%	19.3%
2010 U.S. Agency for International Development	712	70.2%	17.2%	12.5%
2008 U.S. Agency for International Development	831	63.7%	16.6%	19.7%
2006 U.S. Agency for International Development	726	65.4%	18.1%	16.5%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
2011 U.S. Agency for International Development	1,140	58.1%	20.4%	21.5%
2010 U.S. Agency for International Development	713	56.9%	20.6%	22.5%
2008 U.S. Agency for International Development	831	63.9%	18.3%	17.9%
2006 U.S. Agency for International Development	726	55.2%	21.8%	23.1%

Work/Life

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

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
2011 U.S. Agency for International Development	1,141	52.7%	40.7%	6.6%
2010 U.S. Agency for International Development	--	--	--	--
2008 U.S. Agency for International Development	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--

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
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
2011 U.S. Agency for International Development	1,110	0.7%	5.3%	6.3%	30.4%
2010 U.S. Agency for International Development	--	--	--	--	--
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

(continued)

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Trend Report

Work/Life (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
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
2011 U.S. Agency for International Development	1,110	14.5%	6.2%	21.3%	15.4%
2010 U.S. Agency for International Development	--	--	--	--	--
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

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

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
2011 U.S. Agency for International Development	1,140	28.6%	48.7%	22.7%
2010 U.S. Agency for International Development	--	--	--	--
2008 U.S. Agency for International Development	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--

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
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
2011 U.S. Agency for International Development	1,137	15.9%	65.2%	19.0%
2010 U.S. Agency for International Development	--	--	--	--
2008 U.S. Agency for International Development	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--

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

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
2011 U.S. Agency for International Development	1,131	4.3%	80.0%	15.7%
2010 U.S. Agency for International Development	--	--	--	--
2008 U.S. Agency for International Development	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--

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Trend Report

Work/Life (continued)

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
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
2011 U.S. Agency for International Development	1,135	1.6%	74.9%	23.5%
2010 U.S. Agency for International Development	--	--	--	--
2008 U.S. Agency for International Development	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--

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
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
2011 U.S. Agency for International Development	1,130	0.9%	75.6%	23.5%
2010 U.S. Agency for International Development	--	--	--	--
2008 U.S. Agency for International Development	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--

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

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
2011 U.S. Agency for International Development	713	47.9%	30.6%	21.5%	426
2010 U.S. Agency for International Development	496	41.0%	28.4%	30.6%	209
2008 U.S. Agency for International Development	512	41.5%	27.9%	30.6%	319
2006 U.S. Agency for International Development	460	47.5%	26.4%	26.1%	266

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

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
2011 U.S. Agency for International Development	710	62.9%	23.1%	14.0%	422
2010 U.S. Agency for International Development	558	65.0%	18.0%	17.0%	147
2008 U.S. Agency for International Development	625	66.6%	16.4%	17.0%	206
2006 U.S. Agency for International Development	598	73.4%	14.4%	12.2%	128

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Trend Report

Work/Life (continued)

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
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
2011 U.S. Agency for International Development	482	41.5%	39.9%	18.5%	650
2010 U.S. Agency for International Development	496	44.5%	34.8%	20.7%	211
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

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

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
2011 U.S. Agency for International Development	318	22.5%	63.2%	14.3%	817
2010 U.S. Agency for International Development	329	38.1%	46.7%	15.2%	377
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

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
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
2011 U.S. Agency for International Development	259	10.7%	71.4%	17.9%	876
2010 U.S. Agency for International Development	228	18.5%	59.6%	21.9%	478
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

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
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
2011 U.S. Agency for International Development	253	9.4%	75.8%	14.8%	880
2010 U.S. Agency for International Development	219	17.1%	63.0%	19.9%	487
2008 U.S. Agency for International Development	--	--	--	--	--
2006 U.S. Agency for International Development	--	--	--	--	--

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Trend Report

Demographic Questions

85. Where do you work?

	<i>N</i>	<i>%</i>
Headquarters	607	53.6%
Field	526	46.4%

86. What is your supervisory status?

	<i>N</i>	<i>%</i>
Non-Supervisor	552	48.6%
Team Leader	143	12.6%
Supervisor	213	18.8%
Manager	150	13.2%
Executive	78	6.9%

87. Are you:

	<i>N</i>	<i>%</i>
Male	519	45.6%
Female	619	54.4%

88. Are you Hispanic or Latino?

	<i>N</i>	<i>%</i>
Yes	63	5.6%
No	1,066	94.4%

89. Race

	<i>N</i>	<i>%</i>
American Indian or Alaska Native	2	0.2%
Asian	55	5.0%
Black or African American	210	19.1%
Native Hawaiian or Other Pacific Islander	2	0.2%
White	792	72.1%
Two or more races (Not Hispanic or Latino)	38	3.5%

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Trend Report

Demographic Questions

90. What is your age group?

	<i>N</i>	<i>%</i>
25 and under	11	1.0%
26-29	51	4.5%
30-39	308	27.3%
40-49	307	27.2%
50-59	317	28.1%
60 or older	136	12.0%

91. What is your pay category/grade?

	<i>N</i>	<i>%</i>
Federal Wage System	10	0.9%
GS 1-6	9	0.8%
GS 7-12	136	12.1%
GS 13-15	562	49.9%
Senior Executive Service	61	5.4%
Senior Level (SL) or Scientific or Professional (ST)	3	0.3%
Other	346	30.7%

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

	<i>N</i>	<i>%</i>
Less than 1 year	35	3.1%
1 to 3 years	239	21.2%
4 to 5 years	107	9.5%
6 to 10 years	229	20.3%
11 to 14 years	112	9.9%
15 to 20 years	109	9.6%
More than 20 years	299	26.5%

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

	<i>N</i>	<i>%</i>
Less than 1 year	53	4.7%
1 to 3 years	367	32.5%
4 to 5 years	86	7.6%
6 to 10 years	260	23.0%
11 to 20 years	170	15.0%
More than 20 years	194	17.2%

U.S. Agency for International Development

Trend Report

Demographic Questions

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

	<i>N</i>	<i>%</i>
No	762	67.3%
Yes, to retire	73	6.4%
Yes, to take another job within the Federal Government	152	13.4%
Yes, to take another job outside the Federal Government	85	7.5%
Yes, other	60	5.3%

95. *I am planning to retire:*

	<i>N</i>	<i>%</i>
Within one year	46	4.1%
Between one and three years	109	9.8%
Between three and five years	86	7.7%
Five or more years	870	78.3%