2018

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

1st Level Subagency Comparison Report

Office of Management and Budget

United States Office of Personnel Management

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This 2018 Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	598,003	40.6%
Office of Management and Budget	**338**	**79.9%**
Budget Review Division	44	81.5%
Economic Policy	<10	--
Education, Income Maintenance & Labor Division	26	96.3%
Energy, Science & Water Division	16	72.7%
Health Division	26	72.2%
Housing, Treasury & Commerce Division (GGP)	17	73.9%
International Affairs Division	13	86.7%
Legislative Reference Division	16	76.2%
Management and Operations Division	13	92.9%
National Security Division	24	64.9%
Natural Resources Division	18	85.7%
Office of Federal Financial Management	10	90.9%
Office of Federal Procurement Policy	15	93.8%
Office of General Counsel	10	90.9%
Office of Information and Regulatory Affairs	28	70.0%
Office of Performance and Personnel Management	12	100.0%
Office of the Chief Information Officer	21	80.8%
Other - Not Listed	<10	--
Transportation, Homeland, Justice & Services Division (GGP)	22	81.5%

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

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"* or *"Very Satisfied* and *Satisfied"* or *"Very Good* and *Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree* and *Strongly Disagree"* or *"Dissatisfied* and *Very Dissatisfied"* or *"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), No Basis to Judge (NBJ), Choose Not to Participate, Not Available to Me,* or *Unaware of Programs* responses, where applicable, is listed separately.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

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My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	593,452	65.8%	15.5%	18.7%
Office of Management and Budget	**336**	**81.6%**	**10.7%**	**7.7%**
Budget Review Division	43	90.7%	9.3%	0.0%
Education, Income Maintenance & Labor Division	26	88.0%	7.7%	4.3%
Energy, Science & Water Division	16	59.5%	17.5%	23.1%
Health Division	26	92.4%	4.1%	3.5%
Housing, Treasury & Commerce Division (GGP)	16	66.1%	11.6%	22.3%
International Affairs Division	13	86.2%	13.8%	0.0%
Legislative Reference Division	16	88.6%	6.3%	5.1%
Management and Operations Division	13	75.9%	13.7%	10.4%
National Security Division	24	87.2%	12.8%	0.0%
Natural Resources Division	18	82.1%	5.7%	12.2%
Office of Federal Financial Management	10	85.0%	15.0%	0.0%
Office of Federal Procurement Policy	15	87.0%	6.9%	6.1%
Office of General Counsel	10	90.1%	0.0%	9.9%
Office of Information and Regulatory Affairs	28	79.0%	15.4%	5.6%
Office of Performance and Personnel Management	12	78.6%	21.4%	0.0%
Office of the Chief Information Officer	21	64.5%	9.3%	26.2%
Transportation, Homeland, Justice & Services Division (GGP)	22	82.1%	14.0%	3.9%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	594,618	71.3%	14.4%	14.3%
Office of Management and Budget	**337**	**72.6%**	**14.6%**	**12.8%**
Budget Review Division	43	76.0%	19.6%	4.4%
Education, Income Maintenance & Labor Division	26	69.4%	7.3%	23.3%
Energy, Science & Water Division	16	69.6%	24.8%	5.5%
Health Division	26	83.6%	16.4%	0.0%
Housing, Treasury & Commerce Division (GGP)	17	62.9%	25.2%	11.9%
International Affairs Division	13	87.0%	0.0%	13.0%
Legislative Reference Division	16	94.9%	5.1%	0.0%
Management and Operations Division	13	61.9%	31.2%	6.8%
National Security Division	24	82.6%	12.8%	4.6%
Natural Resources Division	18	52.4%	15.9%	31.7%
Office of Federal Financial Management	10	56.4%	43.6%	0.0%
Office of Federal Procurement Policy	15	74.6%	9.6%	15.7%
Office of General Counsel	10	73.3%	17.1%	9.6%
Office of Information and Regulatory Affairs	28	67.1%	6.0%	26.9%
Office of Performance and Personnel Management	12	78.6%	12.9%	8.5%
Office of the Chief Information Officer	21	55.6%	8.1%	36.2%
Transportation, Homeland, Justice & Services Division (GGP)	22	65.3%	17.4%	17.3%

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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	592,301	60.8%	17.5%	21.7%
Office of Management and Budget	**334**	**76.6%**	**11.1%**	**12.4%**
Budget Review Division	43	91.1%	2.5%	6.4%
Education, Income Maintenance & Labor Division	26	76.6%	11.3%	12.1%
Energy, Science & Water Division	15	59.0%	6.4%	34.6%
Health Division	26	80.4%	14.4%	5.2%
Housing, Treasury & Commerce Division (GGP)	17	71.9%	22.0%	6.1%
International Affairs Division	13	81.3%	18.7%	0.0%
Legislative Reference Division	16	83.5%	5.1%	11.4%
Management and Operations Division	13	82.7%	0.0%	17.3%
National Security Division	24	82.6%	3.7%	13.7%
Natural Resources Division	18	73.4%	10.4%	16.2%
Office of Federal Financial Management	10	74.3%	25.7%	0.0%
Office of Federal Procurement Policy	15	87.0%	6.9%	6.1%
Office of General Counsel	10	90.1%	0.0%	9.9%
Office of Information and Regulatory Affairs	28	59.1%	18.7%	22.2%
Office of Performance and Personnel Management	11	76.6%	23.4%	0.0%
Office of the Chief Information Officer	20	68.8%	5.5%	25.7%
Transportation, Homeland, Justice & Services Division (GGP)	22	82.7%	13.3%	4.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	595,361	71.7%	14.6%	13.7%
Office of Management and Budget	**337**	**80.1%**	**11.3%**	**8.6%**
Budget Review Division	43	93.6%	4.0%	2.4%
Education, Income Maintenance & Labor Division	26	81.5%	7.7%	10.8%
Energy, Science & Water Division	16	82.0%	18.0%	0.0%
Health Division	26	80.4%	10.9%	8.7%
Housing, Treasury & Commerce Division (GGP)	17	61.0%	19.3%	19.7%
International Affairs Division	13	92.7%	7.3%	0.0%
Legislative Reference Division	16	88.6%	0.0%	11.4%
Management and Operations Division	13	72.3%	20.8%	6.8%
National Security Division	24	82.5%	4.6%	13.0%
Natural Resources Division	18	78.7%	10.4%	10.9%
Office of Federal Financial Management	10	100.0%	0.0%	0.0%
Office of Federal Procurement Policy	15	68.3%	22.1%	9.6%
Office of General Counsel	10	60.0%	8.3%	31.6%
Office of Information and Regulatory Affairs	28	68.7%	23.8%	7.5%
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%
Office of the Chief Information Officer	21	77.6%	4.0%	18.4%
Transportation, Homeland, Justice & Services Division (GGP)	22	78.7%	17.3%	4.0%

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My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	594,820	82.8%	11.2%	6.0%
Office of Management and Budget	**337**	**88.5%**	**7.0%**	**4.4%**
Budget Review Division	43	97.6%	0.0%	2.4%
Education, Income Maintenance & Labor Division	26	92.3%	7.7%	0.0%
Energy, Science & Water Division	16	88.6%	11.4%	0.0%
Health Division	26	96.5%	0.0%	3.5%
Housing, Treasury & Commerce Division (GGP)	17	71.2%	15.0%	13.8%
International Affairs Division	13	100.0%	0.0%	0.0%
Legislative Reference Division	16	94.9%	5.1%	0.0%
Management and Operations Division	13	79.2%	10.4%	10.4%
National Security Division	24	91.6%	8.4%	0.0%
Natural Resources Division	18	73.6%	16.0%	10.4%
Office of Federal Financial Management	10	100.0%	0.0%	0.0%
Office of Federal Procurement Policy	15	90.4%	9.6%	0.0%
Office of General Counsel	10	78.3%	9.1%	12.7%
Office of Information and Regulatory Affairs	28	79.3%	12.5%	8.2%
Office of Performance and Personnel Management	12	100.0%	0.0%	0.0%
Office of the Chief Information Officer	21	87.9%	4.1%	8.0%
Transportation, Homeland, Justice & Services Division (GGP)	22	91.5%	8.5%	0.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	594,967	80.3%	10.7%	9.0%
Office of Management and Budget	**336**	**80.7%**	**10.1%**	**9.2%**
Budget Review Division	42	82.3%	13.1%	4.5%
Education, Income Maintenance & Labor Division	26	80.9%	7.6%	11.5%
Energy, Science & Water Division	16	66.5%	12.1%	21.4%
Health Division	26	91.4%	3.3%	5.2%
Housing, Treasury & Commerce Division (GGP)	17	78.8%	15.1%	6.1%
International Affairs Division	13	93.5%	6.5%	0.0%
Legislative Reference Division	16	100.0%	0.0%	0.0%
Management and Operations Division	13	77.2%	22.8%	0.0%
National Security Division	24	87.8%	3.8%	8.4%
Natural Resources Division	18	89.1%	0.0%	10.9%
Office of Federal Financial Management	10	100.0%	0.0%	0.0%
Office of Federal Procurement Policy	15	74.6%	19.2%	6.1%
Office of General Counsel	10	80.5%	0.0%	19.5%
Office of Information and Regulatory Affairs	28	78.6%	10.2%	11.2%
Office of Performance and Personnel Management	12	100.0%	0.0%	0.0%
Office of the Chief Information Officer	21	45.9%	21.5%	32.6%
Transportation, Homeland, Justice & Services Division (GGP)	22	69.9%	18.2%	11.9%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	595,789	95.7%	2.8%	1.5%
Office of Management and Budget	**337**	**99.0%**	**1.0%**	**0.0%**
Budget Review Division	43	98.0%	2.0%	0.0%
Education, Income Maintenance & Labor Division	26	100.0%	0.0%	0.0%
Energy, Science & Water Division	16	100.0%	0.0%	0.0%
Health Division	26	100.0%	0.0%	0.0%
Housing, Treasury & Commerce Division (GGP)	17	100.0%	0.0%	0.0%
International Affairs Division	13	100.0%	0.0%	0.0%
Legislative Reference Division	16	100.0%	0.0%	0.0%
Management and Operations Division	13	100.0%	0.0%	0.0%
National Security Division	24	100.0%	0.0%	0.0%
Natural Resources Division	18	94.9%	5.1%	0.0%
Office of Federal Financial Management	10	100.0%	0.0%	0.0%
Office of Federal Procurement Policy	15	100.0%	0.0%	0.0%
Office of General Counsel	10	90.9%	9.1%	0.0%
Office of Information and Regulatory Affairs	28	100.0%	0.0%	0.0%
Office of Performance and Personnel Management	12	100.0%	0.0%	0.0%
Office of the Chief Information Officer	21	96.0%	4.0%	0.0%
Transportation, Homeland, Justice & Services Division (GGP)	22	100.0%	0.0%	0.0%

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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	596,179	91.0%	7.3%	1.7%
Office of Management and Budget	**337**	**93.1%**	**5.5%**	**1.4%**
Budget Review Division	43	95.2%	2.4%	2.5%
Education, Income Maintenance & Labor Division	26	96.3%	3.7%	0.0%
Energy, Science & Water Division	16	88.8%	11.2%	0.0%
Health Division	26	89.1%	10.9%	0.0%
Housing, Treasury & Commerce Division (GGP)	17	78.0%	15.9%	6.1%
International Affairs Division	13	100.0%	0.0%	0.0%
Legislative Reference Division	16	100.0%	0.0%	0.0%
Management and Operations Division	13	100.0%	0.0%	0.0%
National Security Division	24	96.2%	3.8%	0.0%
Natural Resources Division	18	83.8%	10.4%	5.7%
Office of Federal Financial Management	10	100.0%	0.0%	0.0%
Office of Federal Procurement Policy	15	100.0%	0.0%	0.0%
Office of General Counsel	10	90.9%	9.1%	0.0%
Office of Information and Regulatory Affairs	28	87.5%	12.5%	0.0%
Office of Performance and Personnel Management	12	100.0%	0.0%	0.0%
Office of the Chief Information Officer	21	100.0%	0.0%	0.0%
Transportation, Homeland, Justice & Services Division (GGP)	22	96.0%	4.0%	0.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,167	47.4%	16.0%	36.6%	1,282
Office of Management and Budget	**336**	**59.2%**	**17.5%**	**23.4%**	**0**
Budget Review Division	44	43.8%	31.4%	24.8%	0
Education, Income Maintenance & Labor Division	26	72.9%	7.4%	19.7%	0
Energy, Science & Water Division	16	47.6%	30.7%	21.7%	0
Health Division	26	72.8%	14.9%	12.3%	0
Housing, Treasury & Commerce Division (GGP)	17	90.1%	4.9%	4.9%	0
International Affairs Division	13	78.9%	6.5%	14.6%	0
Legislative Reference Division	16	76.0%	6.8%	17.2%	0
Management and Operations Division	13	66.6%	12.6%	20.8%	0
National Security Division	23	73.6%	18.4%	8.0%	0
Natural Resources Division	18	50.4%	22.0%	27.6%	0
Office of Federal Financial Management	10	43.4%	10.7%	45.9%	0
Office of Federal Procurement Policy	15	71.1%	19.3%	9.6%	0
Office of General Counsel	10	55.6%	8.1%	36.3%	0
Office of Information and Regulatory Affairs	28	23.9%	27.3%	48.8%	0
Office of Performance and Personnel Management	12	53.8%	14.1%	32.1%	0
Office of the Chief Information Officer	20	47.0%	17.3%	35.7%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	74.1%	12.7%	13.3%	0

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,960	58.9%	16.0%	25.1%	962
Office of Management and Budget	**338**	**58.7%**	**13.9%**	**27.4%**	**0**
Budget Review Division	44	50.3%	18.0%	31.7%	0
Education, Income Maintenance & Labor Division	26	80.3%	4.0%	15.7%	0
Energy, Science & Water Division	16	55.0%	12.0%	33.1%	0
Health Division	26	72.2%	3.5%	24.4%	0
Housing, Treasury & Commerce Division (GGP)	17	68.2%	9.9%	21.9%	0
International Affairs Division	13	36.9%	14.5%	48.6%	0
Legislative Reference Division	16	82.8%	0.0%	17.2%	0
Management and Operations Division	13	37.2%	24.7%	38.1%	0
National Security Division	24	73.5%	17.4%	9.1%	0
Natural Resources Division	18	77.3%	6.1%	16.6%	0
Office of Federal Financial Management	10	34.4%	0.0%	65.6%	0
Office of Federal Procurement Policy	15	72.8%	17.6%	9.6%	0
Office of General Counsel	10	31.3%	23.1%	45.5%	0
Office of Information and Regulatory Affairs	28	42.8%	28.3%	28.9%	0
Office of Performance and Personnel Management	12	50.9%	8.2%	40.9%	0
Office of the Chief Information Officer	21	37.0%	21.0%	42.0%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	66.1%	11.9%	21.9%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,043	60.3%	16.6%	23.1%	2,392
Office of Management and Budget	**337**	**67.5%**	**15.5%**	**17.0%**	**0**
Budget Review Division	44	84.8%	8.9%	6.2%	0
Education, Income Maintenance & Labor Division	26	64.9%	15.7%	19.4%	0
Energy, Science & Water Division	16	42.6%	38.4%	18.9%	0
Health Division	26	65.9%	18.6%	15.5%	0
Housing, Treasury & Commerce Division (GGP)	17	52.7%	35.4%	11.9%	0
International Affairs Division	12	64.5%	28.4%	7.1%	0
Legislative Reference Division	16	77.3%	11.4%	11.4%	0
Management and Operations Division	13	82.7%	0.0%	17.3%	0
National Security Division	24	78.6%	12.2%	9.1%	0
Natural Resources Division	18	50.7%	17.5%	31.7%	0
Office of Federal Financial Management	10	76.0%	9.0%	15.0%	0
Office of Federal Procurement Policy	15	55.1%	28.9%	15.9%	0
Office of General Counsel	10	77.4%	0.0%	22.6%	0
Office of Information and Regulatory Affairs	28	56.7%	10.6%	32.7%	0
Office of Performance and Personnel Management	12	84.6%	15.4%	0.0%	0
Office of the Chief Information Officer	21	46.1%	9.7%	44.2%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	77.8%	17.4%	4.8%	0

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,215	84.9%	9.1%	6.1%	1,706
Office of Management and Budget	**337**	**84.6%**	**9.3%**	**6.1%**	**0**
Budget Review Division	44	95.6%	2.0%	2.4%	0
Education, Income Maintenance & Labor Division	26	65.5%	12.1%	22.4%	0
Energy, Science & Water Division	16	89.3%	5.5%	5.1%	0
Health Division	26	96.7%	3.3%	0.0%	0
Housing, Treasury & Commerce Division (GGP)	17	71.0%	23.0%	6.1%	0
International Affairs Division	13	93.5%	0.0%	6.5%	0
Legislative Reference Division	16	88.6%	6.3%	5.1%	0
Management and Operations Division	13	93.2%	6.8%	0.0%	0
National Security Division	24	79.5%	16.0%	4.6%	0
Natural Resources Division	18	72.6%	16.5%	10.9%	0
Office of Federal Financial Management	10	100.0%	0.0%	0.0%	0
Office of Federal Procurement Policy	15	84.3%	9.6%	6.1%	0
Office of General Counsel	10	90.9%	9.1%	0.0%	0
Office of Information and Regulatory Affairs	28	81.8%	12.2%	6.1%	0
Office of Performance and Personnel Management	11	90.2%	9.8%	0.0%	0
Office of the Chief Information Officer	21	76.2%	17.5%	6.3%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	82.4%	0.0%	17.6%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,152	90.0%	6.8%	3.1%	1,432
Office of Management and Budget	**338**	**86.0%**	**9.9%**	**4.2%**	**0**
Budget Review Division	44	87.9%	10.1%	2.0%	0
Education, Income Maintenance & Labor Division	26	81.4%	11.4%	7.2%	0
Energy, Science & Water Division	16	87.5%	5.9%	6.6%	0
Health Division	26	90.0%	10.0%	0.0%	0
Housing, Treasury & Commerce Division (GGP)	17	76.1%	10.1%	13.8%	0
International Affairs Division	13	100.0%	0.0%	0.0%	0
Legislative Reference Division	16	76.3%	23.7%	0.0%	0
Management and Operations Division	13	82.7%	10.4%	6.8%	0
National Security Division	24	87.2%	12.8%	0.0%	0
Natural Resources Division	18	77.9%	6.1%	16.0%	0
Office of Federal Financial Management	10	100.0%	0.0%	0.0%	0
Office of Federal Procurement Policy	15	77.9%	15.9%	6.1%	0
Office of General Counsel	10	90.9%	0.0%	9.1%	0
Office of Information and Regulatory Affairs	28	92.9%	3.5%	3.5%	0
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%	0
Office of the Chief Information Officer	21	87.7%	8.1%	4.1%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	78.5%	17.5%	4.0%	0

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My Work Experience (continued)

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	593,484	66.4%	14.2%	19.4%	2,668
Office of Management and Budget	**336**	**66.9%**	**12.6%**	**20.5%**	**2**
Budget Review Division	44	60.1%	9.0%	30.9%	0
Education, Income Maintenance & Labor Division	26	15.3%	30.5%	54.2%	0
Energy, Science & Water Division	16	13.6%	40.4%	46.0%	0
Health Division	26	39.8%	18.8%	41.4%	0
Housing, Treasury & Commerce Division (GGP)	17	89.2%	4.9%	5.9%	0
International Affairs Division	13	100.0%	0.0%	0.0%	0
Legislative Reference Division	16	70.0%	5.1%	24.9%	0
Management and Operations Division	13	100.0%	0.0%	0.0%	0
National Security Division	24	87.8%	4.6%	7.7%	0
Natural Resources Division	18	55.9%	10.6%	33.5%	0
Office of Federal Financial Management	10	64.8%	35.2%	0.0%	0
Office of Federal Procurement Policy	15	87.0%	13.0%	0.0%	0
Office of General Counsel	9	100.0%	0.0%	0.0%	1
Office of Information and Regulatory Affairs	28	89.9%	6.5%	3.5%	0
Office of Performance and Personnel Management	12	100.0%	0.0%	0.0%	0
Office of the Chief Information Officer	20	35.4%	24.4%	40.2%	1
Transportation, Homeland, Justice & Services Division (GGP)	22	78.8%	12.7%	8.5%	0

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,120	71.2%	14.3%	14.5%	7,286
Office of Management and Budget	**324**	**80.7%**	**11.8%**	**7.5%**	**13**
Budget Review Division	40	83.4%	16.6%	0.0%	4
Education, Income Maintenance & Labor Division	24	74.8%	13.6%	11.7%	2
Energy, Science & Water Division	15	51.8%	25.6%	22.6%	1
Health Division	24	89.8%	5.7%	4.5%	2
Housing, Treasury & Commerce Division (GGP)	16	79.5%	20.5%	0.0%	1
International Affairs Division	13	93.5%	0.0%	6.5%	0
Legislative Reference Division	16	94.9%	5.1%	0.0%	0
Management and Operations Division	12	65.2%	23.2%	11.6%	1
National Security Division	23	95.3%	0.0%	4.7%	1
Natural Resources Division	18	67.9%	16.7%	15.4%	0
Office of Federal Financial Management	10	81.1%	18.9%	0.0%	0
Office of Federal Procurement Policy	15	87.5%	12.5%	0.0%	0
Office of General Counsel	9	77.7%	0.0%	22.3%	0
Office of Information and Regulatory Affairs	28	87.9%	3.5%	8.5%	0
Office of Performance and Personnel Management	12	87.1%	0.0%	12.9%	0
Office of the Chief Information Officer	21	56.0%	19.5%	24.5%	0
Transportation, Homeland, Justice & Services Division (GGP)	21	82.7%	17.3%	0.0%	1

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,755	83.0%	11.4%	5.6%	2,295
Office of Management and Budget	**336**	**84.9%**	**11.0%**	**4.1%**	**2**
Budget Review Division	44	93.4%	4.6%	2.0%	0
Education, Income Maintenance & Labor Division	26	92.0%	8.0%	0.0%	0
Energy, Science & Water Division	16	59.9%	19.7%	20.4%	0
Health Division	26	95.9%	4.1%	0.0%	0
Housing, Treasury & Commerce Division (GGP)	17	83.7%	16.3%	0.0%	0
International Affairs Division	13	93.5%	0.0%	6.5%	0
Legislative Reference Division	16	100.0%	0.0%	0.0%	0
Management and Operations Division	13	89.6%	10.4%	0.0%	0
National Security Division	24	77.9%	13.7%	8.4%	0
Natural Resources Division	18	67.3%	22.4%	10.3%	0
Office of Federal Financial Management	10	100.0%	0.0%	0.0%	0
Office of Federal Procurement Policy	15	93.9%	6.1%	0.0%	0
Office of General Counsel	10	58.8%	21.7%	19.5%	0
Office of Information and Regulatory Affairs	27	92.1%	7.9%	0.0%	1
Office of Performance and Personnel Management	12	78.6%	12.9%	8.5%	0
Office of the Chief Information Officer	21	56.6%	35.4%	8.0%	0
Transportation, Homeland, Justice & Services Division (GGP)	21	86.8%	13.2%	0.0%	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
Governmentwide	572,729	66.1%	16.9%	17.0%	22,712
Office of Management and Budget	**307**	**77.3%**	**13.0%**	**9.7%**	**30**
Budget Review Division	40	86.9%	13.1%	0.0%	4
Education, Income Maintenance & Labor Division	23	86.7%	4.5%	8.8%	3
Energy, Science & Water Division	16	53.8%	25.0%	21.2%	0
Health Division	22	85.5%	8.2%	6.3%	4
Housing, Treasury & Commerce Division (GGP)	15	66.5%	21.1%	12.4%	2
International Affairs Division	10	76.7%	23.3%	0.0%	3
Legislative Reference Division	14	92.9%	0.0%	7.1%	2
Management and Operations Division	13	89.6%	0.0%	10.4%	0
National Security Division	23	82.4%	8.8%	8.8%	1
Natural Resources Division	18	77.7%	6.3%	16.0%	0
Office of Federal Financial Management	9	53.7%	18.9%	27.5%	1
Office of Federal Procurement Policy	15	93.1%	6.9%	0.0%	0
Office of General Counsel	8	86.7%	0.0%	13.3%	2
Office of Information and Regulatory Affairs	24	81.5%	15.1%	3.4%	3
Office of Performance and Personnel Management	12	90.8%	9.2%	0.0%	0
Office of the Chief Information Officer	21	51.4%	15.6%	33.0%	0
Transportation, Homeland, Justice & Services Division (GGP)	18	53.3%	42.1%	4.6%	4

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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,634	55.3%	22.5%	22.3%	5,274
Office of Management and Budget	**336**	**54.7%**	**22.5%**	**22.8%**	**1**
Budget Review Division	44	67.3%	19.5%	13.2%	0
Education, Income Maintenance & Labor Division	26	62.5%	11.0%	26.6%	0
Energy, Science & Water Division	16	28.8%	30.4%	40.8%	0
Health Division	26	62.7%	17.8%	19.5%	0
Housing, Treasury & Commerce Division (GGP)	17	22.8%	45.3%	32.0%	0
International Affairs Division	12	55.2%	22.2%	22.6%	1
Legislative Reference Division	16	64.3%	17.6%	18.0%	0
Management and Operations Division	12	69.1%	30.9%	0.0%	0
National Security Division	24	62.1%	22.7%	15.2%	0
Natural Resources Division	18	61.8%	11.6%	26.6%	0
Office of Federal Financial Management	10	52.8%	37.3%	9.9%	0
Office of Federal Procurement Policy	15	60.8%	23.5%	15.7%	0
Office of General Counsel	10	64.6%	16.2%	19.2%	0
Office of Information and Regulatory Affairs	28	48.5%	11.2%	40.3%	0
Office of Performance and Personnel Management	12	47.0%	29.0%	23.9%	0
Office of the Chief Information Officer	21	51.5%	23.9%	24.6%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	43.9%	25.8%	30.3%	0

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My Work Experience (continued)

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	584,495	71.2%	13.3%	15.5%	12,078
Office of Management and Budget	**324**	**71.8%**	**12.5%**	**15.7%**	**13**
Budget Review Division	41	72.3%	23.2%	4.5%	3
Education, Income Maintenance & Labor Division	24	79.4%	9.0%	11.7%	2
Energy, Science & Water Division	14	55.1%	6.8%	38.1%	2
Health Division	26	86.7%	0.0%	13.3%	0
Housing, Treasury & Commerce Division (GGP)	16	64.1%	19.7%	16.1%	1
International Affairs Division	12	85.2%	7.4%	7.4%	0
Legislative Reference Division	16	82.4%	12.5%	5.1%	0
Management and Operations Division	12	76.8%	0.0%	23.2%	1
National Security Division	23	83.4%	12.6%	4.0%	1
Natural Resources Division	18	56.8%	5.7%	37.4%	0
Office of Federal Financial Management	10	91.0%	0.0%	9.0%	0
Office of Federal Procurement Policy	15	77.9%	6.3%	15.7%	0
Office of General Counsel	9	68.4%	9.3%	22.3%	1
Office of Information and Regulatory Affairs	28	59.2%	15.5%	25.3%	0
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%	0
Office of the Chief Information Officer	21	52.8%	14.1%	33.1%	0
Transportation, Homeland, Justice & Services Division (GGP)	20	62.3%	24.6%	13.1%	2

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My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	596,010	76.3%	12.5%	11.2%
Office of Management and Budget	**337**	**92.6%**	**3.3%**	**4.1%**
Budget Review Division	44	96.1%	2.0%	1.9%
Education, Income Maintenance & Labor Division	26	96.4%	0.0%	3.6%
Energy, Science & Water Division	16	87.9%	5.5%	6.6%
Health Division	26	92.7%	4.0%	3.3%
Housing, Treasury & Commerce Division (GGP)	17	100.0%	0.0%	0.0%
International Affairs Division	13	81.3%	18.7%	0.0%
Legislative Reference Division	16	88.6%	6.3%	5.1%
Management and Operations Division	13	69.3%	13.5%	17.3%
National Security Division	24	100.0%	0.0%	0.0%
Natural Resources Division	18	94.9%	0.0%	5.1%
Office of Federal Financial Management	10	100.0%	0.0%	0.0%
Office of Federal Procurement Policy	15	93.7%	6.3%	0.0%
Office of General Counsel	9	90.7%	9.3%	0.0%
Office of Information and Regulatory Affairs	28	100.0%	0.0%	0.0%
Office of Performance and Personnel Management	12	100.0%	0.0%	0.0%
Office of the Chief Information Officer	21	61.6%	8.5%	30.0%
Transportation, Homeland, Justice & Services Division (GGP)	22	100.0%	0.0%	0.0%

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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
Governmentwide	575,379	42.1%	25.9%	32.1%	20,045
Office of Management and Budget	**333**	**75.9%**	**13.7%**	**10.4%**	**4**
Budget Review Division	44	74.9%	10.2%	14.9%	0
Education, Income Maintenance & Labor Division	26	80.5%	8.1%	11.4%	0
Energy, Science & Water Division	16	49.4%	28.7%	21.9%	0
Health Division	26	66.4%	21.5%	12.0%	0
Housing, Treasury & Commerce Division (GGP)	17	78.0%	11.2%	10.8%	0
International Affairs Division	13	93.5%	6.5%	0.0%	0
Legislative Reference Division	16	61.2%	21.4%	17.4%	0
Management and Operations Division	11	63.4%	36.6%	0.0%	1
National Security Division	24	96.2%	0.0%	3.8%	0
Natural Resources Division	18	77.6%	22.4%	0.0%	0
Office of Federal Financial Management	10	48.0%	34.4%	17.6%	0
Office of Federal Procurement Policy	14	100.0%	0.0%	0.0%	1
Office of General Counsel	9	80.4%	9.3%	10.4%	1
Office of Information and Regulatory Affairs	27	80.1%	10.4%	9.4%	1
Office of Performance and Personnel Management	12	80.2%	19.8%	0.0%	0
Office of the Chief Information Officer	21	54.0%	13.2%	32.8%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	86.9%	13.1%	0.0%	0

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,796	37.5%	28.3%	34.3%	37,646
Office of Management and Budget	**312**	**65.9%**	**19.8%**	**14.3%**	**24**
Budget Review Division	42	55.8%	34.8%	9.3%	2
Education, Income Maintenance & Labor Division	24	84.3%	11.8%	3.9%	1
Energy, Science & Water Division	15	42.4%	45.3%	12.3%	1
Health Division	26	81.2%	3.3%	15.5%	0
Housing, Treasury & Commerce Division (GGP)	15	61.1%	32.4%	6.5%	2
International Affairs Division	12	85.7%	0.0%	14.3%	1
Legislative Reference Division	14	80.0%	7.1%	12.9%	2
Management and Operations Division	12	74.4%	18.3%	7.4%	1
National Security Division	23	68.6%	23.4%	8.0%	1
Natural Resources Division	18	56.0%	28.4%	15.6%	0
Office of Federal Financial Management	10	47.4%	27.8%	24.8%	0
Office of Federal Procurement Policy	12	74.3%	8.2%	17.5%	3
Office of General Counsel	8	49.3%	23.7%	27.0%	2
Office of Information and Regulatory Affairs	24	88.5%	0.0%	11.5%	4
Office of Performance and Personnel Management	9	72.2%	27.8%	0.0%	3
Office of the Chief Information Officer	20	34.4%	17.0%	48.5%	0
Transportation, Homeland, Justice & Services Division (GGP)	21	54.1%	32.0%	14.0%	1

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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	538,448	32.4%	28.2%	39.4%	56,413
Office of Management and Budget	**277**	**46.5%**	**24.3%**	**29.3%**	**60**
Budget Review Division	40	41.9%	29.9%	28.2%	4
Education, Income Maintenance & Labor Division	21	68.8%	9.3%	21.9%	5
Energy, Science & Water Division	12	16.6%	23.2%	60.2%	4
Health Division	22	40.9%	26.8%	32.3%	4
Housing, Treasury & Commerce Division (GGP)	12	63.8%	13.6%	22.5%	5
International Affairs Division	12	35.8%	7.8%	56.4%	1
Legislative Reference Division	13	60.5%	19.2%	20.3%	3
Management and Operations Division	11	48.4%	35.3%	16.3%	2
National Security Division	22	38.1%	34.7%	27.2%	2
Natural Resources Division	16	50.6%	12.9%	36.5%	2
Office of Federal Financial Management	7	41.6%	16.4%	42.0%	3
Office of Federal Procurement Policy	11	65.4%	34.6%	0.0%	4
Office of General Counsel	7	43.6%	25.6%	30.9%	3
Office of Information and Regulatory Affairs	18	32.1%	50.8%	17.1%	9
Office of Performance and Personnel Management	10	76.4%	15.4%	8.3%	2
Office of the Chief Information Officer	19	16.7%	19.9%	63.4%	2
Transportation, Homeland, Justice & Services Division (GGP)	18	68.5%	15.3%	16.2%	4

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	561,187	37.6%	28.5%	33.9%	34,106
Office of Management and Budget	**314**	**57.7%**	**19.5%**	**22.7%**	**24**
Budget Review Division	40	67.7%	23.4%	9.0%	4
Education, Income Maintenance & Labor Division	25	68.7%	23.7%	7.6%	1
Energy, Science & Water Division	14	28.6%	13.5%	58.0%	2
Health Division	25	60.7%	11.0%	28.3%	1
Housing, Treasury & Commerce Division (GGP)	16	66.1%	16.1%	17.8%	1
International Affairs Division	12	80.8%	19.2%	0.0%	1
Legislative Reference Division	15	82.5%	5.4%	12.1%	1
Management and Operations Division	13	58.9%	30.7%	10.4%	0
National Security Division	24	47.0%	32.5%	20.5%	0
Natural Resources Division	18	33.9%	27.3%	38.8%	0
Office of Federal Financial Management	10	48.6%	24.0%	27.5%	0
Office of Federal Procurement Policy	11	63.3%	27.9%	8.9%	4
Office of General Counsel	7	56.4%	0.0%	43.6%	3
Office of Information and Regulatory Affairs	25	53.6%	19.0%	27.3%	3
Office of Performance and Personnel Management	10	64.5%	25.7%	9.9%	2
Office of the Chief Information Officer	21	43.2%	4.1%	52.7%	0
Transportation, Homeland, Justice & Services Division (GGP)	21	56.5%	25.4%	18.1%	1

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,999	46.1%	24.7%	29.2%	37,127
Office of Management and Budget	**308**	**68.7%**	**17.3%**	**14.0%**	**29**
Budget Review Division	39	79.0%	14.0%	7.0%	5
Education, Income Maintenance & Labor Division	26	69.9%	19.4%	10.8%	0
Energy, Science & Water Division	16	34.9%	32.1%	33.1%	0
Health Division	23	76.3%	16.0%	7.7%	3
Housing, Treasury & Commerce Division (GGP)	14	80.8%	19.2%	0.0%	3
International Affairs Division	11	100.0%	0.0%	0.0%	2
Legislative Reference Division	16	83.5%	5.1%	11.4%	0
Management and Operations Division	11	60.8%	27.3%	11.9%	1
National Security Division	23	73.3%	18.1%	8.6%	1
Natural Resources Division	18	49.8%	28.0%	22.3%	0
Office of Federal Financial Management	10	48.6%	41.6%	9.9%	0
Office of Federal Procurement Policy	11	72.4%	8.9%	18.8%	4
Office of General Counsel	7	43.6%	12.8%	43.6%	3
Office of Information and Regulatory Affairs	24	76.8%	7.8%	15.4%	4
Office of Performance and Personnel Management	11	86.1%	13.9%	0.0%	1
Office of the Chief Information Officer	21	34.1%	31.9%	34.0%	0
Transportation, Homeland, Justice & Services Division (GGP)	20	71.9%	14.2%	13.9%	2

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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
Governmentwide	593,011	75.7%	12.9%	11.4%	2,454
Office of Management and Budget	**338**	**88.4%**	**5.4%**	**6.2%**	**0**
Budget Review Division	44	95.7%	4.3%	0.0%	0
Education, Income Maintenance & Labor Division	26	96.4%	0.0%	3.6%	0
Energy, Science & Water Division	16	68.9%	11.2%	19.9%	0
Health Division	26	89.9%	3.3%	6.8%	0
Housing, Treasury & Commerce Division (GGP)	17	94.9%	5.1%	0.0%	0
International Affairs Division	13	93.5%	6.5%	0.0%	0
Legislative Reference Division	16	88.6%	6.3%	5.1%	0
Management and Operations Division	13	70.5%	17.0%	12.4%	0
National Security Division	24	91.7%	8.3%	0.0%	0
Natural Resources Division	18	89.7%	0.0%	10.3%	0
Office of Federal Financial Management	10	75.5%	15.0%	9.6%	0
Office of Federal Procurement Policy	15	83.5%	6.9%	9.6%	0
Office of General Counsel	10	100.0%	0.0%	0.0%	0
Office of Information and Regulatory Affairs	28	90.5%	6.5%	3.0%	0
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%	0
Office of the Chief Information Officer	21	59.4%	4.5%	36.1%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	100.0%	0.0%	0.0%	0

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	573,295	56.5%	27.6%	16.0%	21,143
Office of Management and Budget	**329**	**74.2%**	**17.7%**	**8.0%**	**9**
Budget Review Division	43	80.2%	15.4%	4.4%	1
Education, Income Maintenance & Labor Division	26	85.0%	7.8%	7.2%	0
Energy, Science & Water Division	15	56.0%	20.3%	23.7%	1
Health Division	26	75.0%	10.8%	14.2%	0
Housing, Treasury & Commerce Division (GGP)	17	73.2%	15.0%	11.8%	0
International Affairs Division	12	78.7%	21.3%	0.0%	1
Legislative Reference Division	16	82.6%	12.3%	5.1%	0
Management and Operations Division	13	76.1%	17.0%	6.8%	0
National Security Division	24	73.6%	26.4%	0.0%	0
Natural Resources Division	18	71.4%	12.6%	16.0%	0
Office of Federal Financial Management	9	77.3%	22.7%	0.0%	1
Office of Federal Procurement Policy	13	65.8%	34.2%	0.0%	2
Office of General Counsel	9	89.6%	10.4%	0.0%	1
Office of Information and Regulatory Affairs	27	61.8%	27.7%	10.5%	1
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%	0
Office of the Chief Information Officer	21	57.4%	17.9%	24.6%	0
Transportation, Homeland, Justice & Services Division (GGP)	21	86.0%	14.0%	0.0%	1

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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	594,870	83.7%	13.2%	3.1%
Office of Management and Budget	**338**	**95.5%**	**3.7%**	**0.8%**
Budget Review Division	44	100.0%	0.0%	0.0%
Education, Income Maintenance & Labor Division	26	96.4%	3.6%	0.0%
Energy, Science & Water Division	16	82.8%	17.2%	0.0%
Health Division	26	100.0%	0.0%	0.0%
Housing, Treasury & Commerce Division (GGP)	17	100.0%	0.0%	0.0%
International Affairs Division	13	100.0%	0.0%	0.0%
Legislative Reference Division	16	100.0%	0.0%	0.0%
Management and Operations Division	13	86.5%	13.5%	0.0%
National Security Division	24	100.0%	0.0%	0.0%
Natural Resources Division	18	94.9%	0.0%	5.1%
Office of Federal Financial Management	10	100.0%	0.0%	0.0%
Office of Federal Procurement Policy	15	100.0%	0.0%	0.0%
Office of General Counsel	10	100.0%	0.0%	0.0%
Office of Information and Regulatory Affairs	28	100.0%	0.0%	0.0%
Office of Performance and Personnel Management	12	100.0%	0.0%	0.0%
Office of the Chief Information Officer	21	58.9%	33.0%	8.1%
Transportation, Homeland, Justice & Services Division (GGP)	22	100.0%	0.0%	0.0%

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My Work Unit (continued)

29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,167	80.1%	12.2%	7.7%	4,925
Office of Management and Budget	**338**	**93.8%**	**4.1%**	**2.1%**	**0**
Budget Review Division	44	97.6%	2.4%	0.0%	0
Education, Income Maintenance & Labor Division	26	100.0%	0.0%	0.0%	0
Energy, Science & Water Division	16	81.3%	12.1%	6.6%	0
Health Division	26	96.0%	4.0%	0.0%	0
Housing, Treasury & Commerce Division (GGP)	17	85.8%	14.2%	0.0%	0
International Affairs Division	13	100.0%	0.0%	0.0%	0
Legislative Reference Division	16	100.0%	0.0%	0.0%	0
Management and Operations Division	13	100.0%	0.0%	0.0%	0
National Security Division	24	100.0%	0.0%	0.0%	0
Natural Resources Division	18	100.0%	0.0%	0.0%	0
Office of Federal Financial Management	10	89.3%	10.7%	0.0%	0
Office of Federal Procurement Policy	15	84.3%	15.7%	0.0%	0
Office of General Counsel	10	100.0%	0.0%	0.0%	0
Office of Information and Regulatory Affairs	28	100.0%	0.0%	0.0%	0
Office of Performance and Personnel Management	12	100.0%	0.0%	0.0%	0
Office of the Chief Information Officer	21	53.6%	18.8%	27.7%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	100.0%	0.0%	0.0%	0

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My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	574,941	48.6%	24.1%	27.3%	12,568
Office of Management and Budget	**331**	**65.5%**	**15.0%**	**19.5%**	**5**
Budget Review Division	44	83.1%	8.3%	8.6%	0
Education, Income Maintenance & Labor Division	25	53.1%	15.1%	31.8%	0
Energy, Science & Water Division	16	39.2%	12.1%	48.6%	0
Health Division	25	61.7%	21.7%	16.5%	0
Housing, Treasury & Commerce Division (GGP)	17	54.1%	15.0%	30.9%	0
International Affairs Division	13	71.1%	21.6%	7.3%	0
Legislative Reference Division	16	65.3%	12.5%	22.2%	0
Management and Operations Division	12	68.7%	31.3%	0.0%	1
National Security Division	24	62.2%	24.8%	13.0%	0
Natural Resources Division	18	44.5%	11.6%	43.9%	0
Office of Federal Financial Management	10	80.6%	9.6%	9.9%	0
Office of Federal Procurement Policy	13	75.3%	24.7%	0.0%	2
Office of General Counsel	9	79.5%	0.0%	20.5%	1
Office of Information and Regulatory Affairs	27	65.6%	10.3%	24.1%	1
Office of Performance and Personnel Management	12	80.2%	12.9%	6.9%	0
Office of the Chief Information Officer	21	61.1%	9.3%	29.6%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	62.0%	25.2%	12.8%	0

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,931	52.9%	21.6%	25.4%	10,616
Office of Management and Budget	**336**	**78.3%**	**12.6%**	**9.1%**	**2**
Budget Review Division	44	89.4%	8.6%	1.9%	0
Education, Income Maintenance & Labor Division	26	76.5%	8.0%	15.6%	0
Energy, Science & Water Division	16	61.4%	23.3%	15.3%	0
Health Division	26	75.4%	10.8%	13.8%	0
Housing, Treasury & Commerce Division (GGP)	17	83.1%	10.8%	6.1%	0
International Affairs Division	13	93.5%	0.0%	6.5%	0
Legislative Reference Division	16	82.4%	12.5%	5.1%	0
Management and Operations Division	13	86.5%	6.6%	6.8%	0
National Security Division	24	82.9%	12.7%	4.4%	0
Natural Resources Division	18	62.3%	26.8%	10.9%	0
Office of Federal Financial Management	10	80.6%	19.4%	0.0%	0
Office of Federal Procurement Policy	14	75.9%	24.1%	0.0%	1
Office of General Counsel	9	67.5%	9.5%	23.0%	1
Office of Information and Regulatory Affairs	28	81.4%	9.5%	9.1%	0
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%	0
Office of the Chief Information Officer	21	66.4%	12.1%	21.5%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	70.0%	12.5%	17.5%	0

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My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,767	42.6%	28.0%	29.4%	17,382
Office of Management and Budget	**329**	**63.5%**	**22.1%**	**14.4%**	**7**
Budget Review Division	43	82.0%	9.2%	8.8%	0
Education, Income Maintenance & Labor Division	25	80.1%	0.0%	19.9%	1
Energy, Science & Water Division	16	37.5%	23.9%	38.6%	0
Health Division	26	47.8%	38.2%	13.9%	0
Housing, Treasury & Commerce Division (GGP)	16	57.1%	36.5%	6.4%	0
International Affairs Division	12	80.0%	13.0%	7.0%	1
Legislative Reference Division	16	71.6%	11.4%	17.1%	0
Management and Operations Division	13	80.7%	19.3%	0.0%	0
National Security Division	24	61.5%	33.9%	4.6%	0
Natural Resources Division	18	49.4%	24.0%	26.6%	0
Office of Federal Financial Management	9	64.6%	35.4%	0.0%	1
Office of Federal Procurement Policy	14	75.7%	24.3%	0.0%	1
Office of General Counsel	8	49.3%	23.7%	27.0%	2
Office of Information and Regulatory Affairs	28	65.0%	17.7%	17.3%	0
Office of Performance and Personnel Management	12	71.0%	22.1%	6.9%	0
Office of the Chief Information Officer	21	48.5%	26.1%	25.5%	0
Transportation, Homeland, Justice & Services Division (GGP)	21	58.1%	28.5%	13.3%	1

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	546,809	26.5%	29.0%	44.6%	40,162
Office of Management and Budget	**295**	**42.4%**	**25.2%**	**32.5%**	**43**
Budget Review Division	38	46.7%	28.6%	24.7%	6
Education, Income Maintenance & Labor Division	24	51.6%	16.4%	32.0%	2
Energy, Science & Water Division	13	22.7%	23.0%	54.3%	3
Health Division	20	61.3%	13.7%	25.0%	6
Housing, Treasury & Commerce Division (GGP)	15	31.1%	37.9%	31.0%	2
International Affairs Division	10	60.0%	31.6%	8.4%	3
Legislative Reference Division	14	60.4%	7.2%	32.4%	2
Management and Operations Division	11	66.1%	26.1%	7.8%	2
National Security Division	22	23.2%	39.5%	37.3%	2
Natural Resources Division	18	60.6%	6.3%	33.1%	0
Office of Federal Financial Management	9	11.8%	68.4%	19.8%	1
Office of Federal Procurement Policy	11	73.5%	7.7%	18.8%	4
Office of General Counsel	6	50.0%	14.7%	35.4%	4
Office of Information and Regulatory Affairs	24	39.5%	33.7%	26.8%	4
Office of Performance and Personnel Management	11	51.3%	23.0%	25.7%	1
Office of the Chief Information Officer	21	22.0%	13.5%	64.4%	0
Transportation, Homeland, Justice & Services Division (GGP)	21	22.3%	33.1%	44.6%	1

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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
Governmentwide	544,654	58.2%	27.5%	14.3%	42,678
Office of Management and Budget	**330**	**58.5%**	**22.2%**	**19.3%**	**7**
Budget Review Division	39	67.3%	21.2%	11.4%	4
Education, Income Maintenance & Labor Division	26	36.1%	26.8%	37.1%	0
Energy, Science & Water Division	16	42.1%	34.4%	23.6%	0
Health Division	26	76.6%	12.9%	10.5%	0
Housing, Treasury & Commerce Division (GGP)	17	53.6%	35.2%	11.2%	0
International Affairs Division	12	38.9%	34.1%	27.0%	1
Legislative Reference Division	16	63.6%	25.6%	10.8%	0
Management and Operations Division	12	81.7%	18.3%	0.0%	1
National Security Division	24	68.1%	15.8%	16.1%	0
Natural Resources Division	17	71.4%	11.1%	17.5%	1
Office of Federal Financial Management	10	27.1%	31.0%	41.9%	0
Office of Federal Procurement Policy	15	72.1%	27.9%	0.0%	0
Office of General Counsel	10	69.3%	0.0%	30.7%	0
Office of Information and Regulatory Affairs	28	48.4%	27.2%	24.4%	0
Office of Performance and Personnel Management	12	78.6%	21.4%	0.0%	0
Office of the Chief Information Officer	21	57.7%	8.1%	34.1%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	31.4%	37.7%	30.9%	0

Office of Management and Budget
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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,210	77.1%	13.0%	9.9%	8,065
Office of Management and Budget	**325**	**72.6%**	**15.6%**	**11.7%**	**12**
Budget Review Division	42	67.8%	16.3%	15.8%	2
Education, Income Maintenance & Labor Division	26	31.1%	22.6%	46.3%	0
Energy, Science & Water Division	16	30.7%	42.8%	26.5%	0
Health Division	25	55.9%	22.6%	21.4%	0
Housing, Treasury & Commerce Division (GGP)	17	83.1%	5.9%	11.0%	0
International Affairs Division	9	74.7%	25.3%	0.0%	4
Legislative Reference Division	15	80.9%	6.6%	12.5%	1
Management and Operations Division	13	93.4%	6.6%	0.0%	0
National Security Division	24	95.4%	4.6%	0.0%	0
Natural Resources Division	18	65.3%	24.4%	10.3%	0
Office of Federal Financial Management	10	75.5%	24.5%	0.0%	0
Office of Federal Procurement Policy	13	91.8%	8.2%	0.0%	2
Office of General Counsel	10	100.0%	0.0%	0.0%	0
Office of Information and Regulatory Affairs	27	91.2%	8.8%	0.0%	1
Office of Performance and Personnel Management	12	93.1%	6.9%	0.0%	0
Office of the Chief Information Officer	21	60.6%	12.9%	26.5%	0
Transportation, Homeland, Justice & Services Division (GGP)	21	79.1%	20.9%	0.0%	1

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,765	79.7%	12.4%	7.9%	5,675
Office of Management and Budget	**337**	**68.9%**	**14.1%**	**16.9%**	**1**
Budget Review Division	44	77.2%	10.9%	12.0%	0
Education, Income Maintenance & Labor Division	26	50.3%	22.0%	27.7%	0
Energy, Science & Water Division	16	41.6%	25.8%	32.6%	0
Health Division	26	54.0%	14.5%	31.5%	0
Housing, Treasury & Commerce Division (GGP)	17	44.2%	29.3%	26.5%	0
International Affairs Division	12	65.3%	27.8%	7.0%	1
Legislative Reference Division	16	70.5%	6.3%	23.3%	0
Management and Operations Division	13	65.7%	13.5%	20.8%	0
National Security Division	24	74.8%	9.1%	16.1%	0
Natural Resources Division	18	82.7%	12.2%	5.1%	0
Office of Federal Financial Management	10	71.7%	20.3%	8.0%	0
Office of Federal Procurement Policy	15	93.1%	6.9%	0.0%	0
Office of General Counsel	10	77.7%	0.0%	22.3%	0
Office of Information and Regulatory Affairs	28	69.8%	14.0%	16.2%	0
Office of Performance and Personnel Management	12	83.9%	16.1%	0.0%	0
Office of the Chief Information Officer	21	69.2%	12.3%	18.5%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	78.7%	12.5%	8.8%	0

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	555,270	55.8%	21.6%	22.7%	32,366
Office of Management and Budget	**311**	**69.5%**	**17.6%**	**12.8%**	**26**
Budget Review Division	41	81.6%	13.6%	4.8%	2
Education, Income Maintenance & Labor Division	26	84.6%	4.0%	11.4%	0
Energy, Science & Water Division	15	71.4%	28.6%	0.0%	1
Health Division	24	71.1%	15.9%	12.9%	2
Housing, Treasury & Commerce Division (GGP)	15	79.1%	14.3%	6.5%	2
International Affairs Division	8	66.1%	33.9%	0.0%	5
Legislative Reference Division	14	87.2%	5.7%	7.0%	2
Management and Operations Division	13	83.0%	6.6%	10.4%	0
National Security Division	23	65.6%	24.9%	9.6%	1
Natural Resources Division	17	71.1%	11.8%	17.1%	1
Office of Federal Financial Management	9	62.6%	10.0%	27.5%	1
Office of Federal Procurement Policy	14	92.7%	0.0%	7.3%	1
Office of General Counsel	8	59.7%	11.0%	29.3%	2
Office of Information and Regulatory Affairs	26	53.7%	33.5%	12.8%	2
Office of Performance and Personnel Management	11	58.0%	32.9%	9.1%	1
Office of the Chief Information Officer	21	47.6%	8.0%	44.4%	0
Transportation, Homeland, Justice & Services Division (GGP)	21	48.2%	30.4%	21.4%	1

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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	537,812	69.8%	17.8%	12.3%	48,230
Office of Management and Budget	**301**	**80.8%**	**13.4%**	**5.9%**	**36**
Budget Review Division	38	87.5%	12.5%	0.0%	5
Education, Income Maintenance & Labor Division	26	77.8%	15.0%	7.2%	0
Energy, Science & Water Division	14	85.4%	14.6%	0.0%	2
Health Division	25	85.6%	9.0%	5.4%	1
Housing, Treasury & Commerce Division (GGP)	15	84.8%	15.2%	0.0%	2
International Affairs Division	9	60.8%	39.2%	0.0%	4
Legislative Reference Division	14	92.9%	0.0%	7.1%	2
Management and Operations Division	13	83.0%	17.0%	0.0%	0
National Security Division	22	85.9%	4.2%	10.0%	2
Natural Resources Division	15	93.8%	0.0%	6.2%	3
Office of Federal Financial Management	9	53.7%	25.5%	20.9%	1
Office of Federal Procurement Policy	13	91.8%	8.2%	0.0%	2
Office of General Counsel	8	87.3%	0.0%	12.7%	2
Office of Information and Regulatory Affairs	26	76.0%	20.8%	3.2%	2
Office of Performance and Personnel Management	11	100.0%	0.0%	0.0%	1
Office of the Chief Information Officer	21	56.5%	23.0%	20.5%	0
Transportation, Homeland, Justice & Services Division (GGP)	17	68.6%	17.0%	14.4%	5

Office of Management and Budget
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My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	578,380	77.1%	15.5%	7.3%	9,212
Office of Management and Budget	**331**	**76.9%**	**15.2%**	**7.9%**	**6**
Budget Review Division	42	88.6%	11.4%	0.0%	2
Education, Income Maintenance & Labor Division	26	72.8%	16.2%	11.0%	0
Energy, Science & Water Division	16	61.4%	27.4%	11.2%	0
Health Division	26	95.9%	4.1%	0.0%	0
Housing, Treasury & Commerce Division (GGP)	16	54.4%	39.2%	6.4%	1
International Affairs Division	12	72.2%	20.0%	7.8%	1
Legislative Reference Division	16	83.5%	16.5%	0.0%	0
Management and Operations Division	13	93.4%	6.6%	0.0%	0
National Security Division	24	65.7%	21.4%	13.0%	0
Natural Resources Division	17	59.1%	11.3%	29.6%	1
Office of Federal Financial Management	10	92.0%	8.0%	0.0%	0
Office of Federal Procurement Policy	15	100.0%	0.0%	0.0%	0
Office of General Counsel	9	100.0%	0.0%	0.0%	1
Office of Information and Regulatory Affairs	27	64.2%	15.3%	20.5%	0
Office of Performance and Personnel Management	12	63.2%	28.3%	8.5%	0
Office of the Chief Information Officer	21	62.4%	23.2%	14.4%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	81.9%	13.4%	4.6%	0

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My Agency (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	587,300	66.3%	19.2%	14.5%
Office of Management and Budget	**337**	**83.4%**	**11.8%**	**4.8%**
Budget Review Division	44	89.1%	10.9%	0.0%
Education, Income Maintenance & Labor Division	26	84.4%	7.6%	8.0%
Energy, Science & Water Division	16	72.4%	12.5%	15.1%
Health Division	26	94.8%	5.2%	0.0%
Housing, Treasury & Commerce Division (GGP)	17	81.2%	18.8%	0.0%
International Affairs Division	13	81.3%	18.7%	0.0%
Legislative Reference Division	16	88.6%	11.4%	0.0%
Management and Operations Division	13	76.1%	23.9%	0.0%
National Security Division	24	95.4%	0.0%	4.6%
Natural Resources Division	18	84.0%	5.1%	10.9%
Office of Federal Financial Management	10	100.0%	0.0%	0.0%
Office of Federal Procurement Policy	15	93.1%	6.9%	0.0%
Office of General Counsel	9	81.1%	18.9%	0.0%
Office of Information and Regulatory Affairs	28	73.1%	16.7%	10.2%
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%
Office of the Chief Information Officer	21	60.6%	14.8%	24.6%
Transportation, Homeland, Justice & Services Division (GGP)	22	77.9%	22.1%	0.0%

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My Agency (continued)

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	544,742	41.0%	27.6%	31.4%	42,737
Office of Management and Budget	**330**	**61.7%**	**21.3%**	**17.0%**	**7**
Budget Review Division	42	67.3%	25.9%	6.8%	2
Education, Income Maintenance & Labor Division	26	73.6%	11.3%	15.1%	0
Energy, Science & Water Division	15	41.6%	25.0%	33.4%	1
Health Division	26	85.1%	9.7%	5.2%	0
Housing, Treasury & Commerce Division (GGP)	17	40.6%	32.3%	27.1%	0
International Affairs Division	13	47.8%	44.9%	7.3%	0
Legislative Reference Division	16	71.8%	16.9%	11.4%	0
Management and Operations Division	13	86.5%	0.0%	13.5%	0
National Security Division	24	62.2%	24.8%	13.0%	0
Natural Resources Division	18	83.8%	0.0%	16.2%	0
Office of Federal Financial Management	9	55.1%	12.6%	32.3%	1
Office of Federal Procurement Policy	15	61.6%	38.4%	0.0%	0
Office of General Counsel	8	64.7%	35.3%	0.0%	1
Office of Information and Regulatory Affairs	28	54.5%	16.8%	28.8%	0
Office of Performance and Personnel Management	12	78.6%	21.4%	0.0%	0
Office of the Chief Information Officer	21	42.3%	30.8%	26.9%	0
Transportation, Homeland, Justice & Services Division (GGP)	20	40.9%	19.4%	39.7%	2

Office of Management and Budget
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My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,867	81.4%	9.5%	9.1%	2,968
Office of Management and Budget	**336**	**87.2%**	**4.7%**	**8.1%**	**0**
Budget Review Division	44	93.8%	4.3%	1.9%	0
Education, Income Maintenance & Labor Division	26	92.0%	0.0%	8.0%	0
Energy, Science & Water Division	16	61.4%	11.6%	27.0%	0
Health Division	25	92.2%	0.0%	7.8%	0
Housing, Treasury & Commerce Division (GGP)	17	84.9%	0.0%	15.1%	0
International Affairs Division	13	86.8%	13.2%	0.0%	0
Legislative Reference Division	16	93.7%	6.3%	0.0%	0
Management and Operations Division	13	93.2%	6.8%	0.0%	0
National Security Division	24	91.7%	0.0%	8.3%	0
Natural Resources Division	18	78.9%	10.3%	10.9%	0
Office of Federal Financial Management	10	100.0%	0.0%	0.0%	0
Office of Federal Procurement Policy	15	93.1%	6.9%	0.0%	0
Office of General Counsel	9	100.0%	0.0%	0.0%	0
Office of Information and Regulatory Affairs	28	83.8%	7.7%	8.5%	0
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%	0
Office of the Chief Information Officer	21	69.1%	9.5%	21.5%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	92.1%	0.0%	7.9%	0

Office of Management and Budget
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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	582,607	69.7%	15.7%	14.6%	2,971
Office of Management and Budget	**336**	**82.1%**	**8.6%**	**9.3%**	**0**
Budget Review Division	44	91.8%	8.2%	0.0%	0
Education, Income Maintenance & Labor Division	26	96.3%	0.0%	3.7%	0
Energy, Science & Water Division	16	61.4%	12.1%	26.5%	0
Health Division	25	76.0%	14.2%	9.7%	0
Housing, Treasury & Commerce Division (GGP)	17	79.8%	9.2%	11.0%	0
International Affairs Division	13	81.3%	12.1%	6.5%	0
Legislative Reference Division	16	88.6%	5.1%	6.3%	0
Management and Operations Division	13	75.9%	17.3%	6.8%	0
National Security Division	24	88.0%	8.3%	3.7%	0
Natural Resources Division	18	72.8%	5.7%	21.5%	0
Office of Federal Financial Management	10	90.1%	0.0%	9.9%	0
Office of Federal Procurement Policy	15	74.3%	19.5%	6.1%	0
Office of General Counsel	9	86.2%	13.8%	0.0%	0
Office of Information and Regulatory Affairs	28	81.9%	6.6%	11.5%	0
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%	0
Office of the Chief Information Officer	21	64.3%	4.9%	30.8%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	91.2%	8.8%	0.0%	0

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,577	66.9%	16.9%	16.2%	5,597
Office of Management and Budget	**332**	**71.3%**	**16.8%**	**11.9%**	**4**
Budget Review Division	42	86.4%	11.5%	2.1%	2
Education, Income Maintenance & Labor Division	25	68.6%	19.4%	12.0%	1
Energy, Science & Water Division	16	49.4%	18.0%	32.5%	0
Health Division	25	75.6%	20.2%	4.3%	0
Housing, Treasury & Commerce Division (GGP)	17	73.7%	20.4%	5.9%	0
International Affairs Division	13	81.3%	12.1%	6.5%	0
Legislative Reference Division	16	82.4%	11.4%	6.3%	0
Management and Operations Division	13	72.3%	17.3%	10.4%	0
National Security Division	24	75.8%	15.8%	8.4%	0
Natural Resources Division	18	66.5%	12.4%	21.1%	0
Office of Federal Financial Management	10	71.6%	18.6%	9.9%	0
Office of Federal Procurement Policy	14	71.6%	21.6%	6.8%	1
Office of General Counsel	9	55.1%	23.6%	21.2%	0
Office of Information and Regulatory Affairs	28	64.8%	23.2%	12.1%	0
Office of Performance and Personnel Management	12	78.6%	8.5%	12.9%	0
Office of the Chief Information Officer	21	53.6%	17.8%	28.6%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	71.6%	11.8%	16.6%	0

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,790	70.9%	20.2%	8.9%	43,452
Office of Management and Budget	**316**	**78.7%**	**14.8%**	**6.6%**	**19**
Budget Review Division	40	83.7%	16.3%	0.0%	4
Education, Income Maintenance & Labor Division	26	77.7%	14.9%	7.4%	0
Energy, Science & Water Division	13	67.4%	32.6%	0.0%	3
Health Division	25	81.0%	19.0%	0.0%	0
Housing, Treasury & Commerce Division (GGP)	16	82.2%	11.6%	6.2%	1
International Affairs Division	13	64.6%	35.4%	0.0%	0
Legislative Reference Division	16	93.7%	6.3%	0.0%	0
Management and Operations Division	13	89.6%	0.0%	10.4%	0
National Security Division	23	83.6%	16.4%	0.0%	1
Natural Resources Division	17	89.0%	5.6%	5.4%	1
Office of Federal Financial Management	10	81.1%	9.0%	9.9%	0
Office of Federal Procurement Policy	13	92.2%	7.8%	0.0%	2
Office of General Counsel	8	71.0%	0.0%	29.0%	1
Office of Information and Regulatory Affairs	26	66.1%	20.9%	13.0%	2
Office of Performance and Personnel Management	11	78.7%	21.3%	0.0%	1
Office of the Chief Information Officer	19	57.3%	14.6%	28.2%	1
Transportation, Homeland, Justice & Services Division (GGP)	21	82.9%	8.9%	8.2%	1

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,583	65.8%	18.0%	16.1%	3,047
Office of Management and Budget	**335**	**71.7%**	**14.9%**	**13.3%**	**1**
Budget Review Division	43	84.4%	11.6%	4.0%	1
Education, Income Maintenance & Labor Division	26	65.5%	23.0%	11.5%	0
Energy, Science & Water Division	16	61.6%	5.9%	32.5%	0
Health Division	25	83.2%	5.5%	11.3%	0
Housing, Treasury & Commerce Division (GGP)	17	63.5%	22.2%	14.3%	0
International Affairs Division	13	64.6%	28.9%	6.5%	0
Legislative Reference Division	16	93.7%	0.0%	6.3%	0
Management and Operations Division	13	82.7%	10.4%	6.8%	0
National Security Division	24	67.5%	20.4%	12.1%	0
Natural Resources Division	18	49.8%	33.9%	16.4%	0
Office of Federal Financial Management	10	90.1%	0.0%	9.9%	0
Office of Federal Procurement Policy	15	65.7%	28.1%	6.1%	0
Office of General Counsel	9	68.9%	9.9%	21.2%	0
Office of Information and Regulatory Affairs	28	71.5%	16.4%	12.1%	0
Office of Performance and Personnel Management	12	78.6%	21.4%	0.0%	0
Office of the Chief Information Officer	21	47.3%	13.8%	38.9%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	83.4%	0.0%	16.6%	0

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My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,503	69.6%	16.3%	14.1%	8,068
Office of Management and Budget	**333**	**87.2%**	**7.5%**	**5.3%**	**3**
Budget Review Division	44	96.0%	2.0%	2.0%	0
Education, Income Maintenance & Labor Division	26	84.3%	7.7%	8.0%	0
Energy, Science & Water Division	15	68.8%	19.3%	11.9%	1
Health Division	25	96.4%	3.6%	0.0%	0
Housing, Treasury & Commerce Division (GGP)	17	94.9%	5.1%	0.0%	0
International Affairs Division	12	100.0%	0.0%	0.0%	1
Legislative Reference Division	16	93.7%	0.0%	6.3%	0
Management and Operations Division	13	93.2%	6.8%	0.0%	0
National Security Division	24	91.7%	8.3%	0.0%	0
Natural Resources Division	18	89.1%	5.7%	5.1%	0
Office of Federal Financial Management	10	90.1%	0.0%	9.9%	0
Office of Federal Procurement Policy	15	87.0%	13.0%	0.0%	0
Office of General Counsel	9	90.1%	9.9%	0.0%	0
Office of Information and Regulatory Affairs	27	78.5%	12.1%	9.4%	1
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%	0
Office of the Chief Information Officer	21	60.6%	9.0%	30.4%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	79.3%	16.7%	4.0%	0

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	584,389	78.8%	10.9%	10.3%
Office of Management and Budget	**336**	**88.2%**	**5.9%**	**5.9%**
Budget Review Division	44	100.0%	0.0%	0.0%
Education, Income Maintenance & Labor Division	26	96.3%	3.7%	0.0%
Energy, Science & Water Division	16	76.7%	0.0%	23.3%
Health Division	25	85.1%	10.6%	4.3%
Housing, Treasury & Commerce Division (GGP)	17	84.9%	15.1%	0.0%
International Affairs Division	13	93.5%	0.0%	6.5%
Legislative Reference Division	16	93.7%	0.0%	6.3%
Management and Operations Division	13	82.7%	17.3%	0.0%
National Security Division	24	91.7%	3.7%	4.6%
Natural Resources Division	18	94.3%	0.0%	5.7%
Office of Federal Financial Management	10	79.4%	20.6%	0.0%
Office of Federal Procurement Policy	15	80.7%	13.2%	6.1%
Office of General Counsel	9	89.6%	0.0%	10.4%
Office of Information and Regulatory Affairs	28	91.5%	5.6%	3.0%
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%
Office of the Chief Information Officer	21	76.8%	0.0%	23.2%
Transportation, Homeland, Justice & Services Division (GGP)	22	74.8%	17.3%	7.9%

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My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	584,328	83.7%	8.8%	7.5%
Office of Management and Budget	**336**	**89.4%**	**4.1%**	**6.5%**
Budget Review Division	44	100.0%	0.0%	0.0%
Education, Income Maintenance & Labor Division	26	88.5%	7.3%	4.3%
Energy, Science & Water Division	16	67.5%	5.5%	27.0%
Health Division	25	100.0%	0.0%	0.0%
Housing, Treasury & Commerce Division (GGP)	17	84.9%	15.1%	0.0%
International Affairs Division	13	93.5%	0.0%	6.5%
Legislative Reference Division	16	93.7%	6.3%	0.0%
Management and Operations Division	13	89.6%	0.0%	10.4%
National Security Division	24	95.4%	0.0%	4.6%
Natural Resources Division	18	94.3%	0.0%	5.7%
Office of Federal Financial Management	10	90.1%	0.0%	9.9%
Office of Federal Procurement Policy	15	86.8%	13.2%	0.0%
Office of General Counsel	9	100.0%	0.0%	0.0%
Office of Information and Regulatory Affairs	28	87.9%	5.6%	6.5%
Office of Performance and Personnel Management	12	100.0%	0.0%	0.0%
Office of the Chief Information Officer	21	75.5%	4.0%	20.5%
Transportation, Homeland, Justice & Services Division (GGP)	22	79.4%	7.9%	12.7%

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	584,446	81.3%	8.8%	9.9%
Office of Management and Budget	**336**	**83.5%**	**6.8%**	**9.7%**
Budget Review Division	44	76.2%	10.9%	12.9%
Education, Income Maintenance & Labor Division	26	73.2%	14.7%	12.1%
Energy, Science & Water Division	16	82.5%	6.1%	11.4%
Health Division	25	78.2%	7.0%	14.8%
Housing, Treasury & Commerce Division (GGP)	17	94.1%	5.9%	0.0%
International Affairs Division	13	87.0%	6.5%	6.5%
Legislative Reference Division	16	87.5%	6.3%	6.3%
Management and Operations Division	13	82.7%	0.0%	17.3%
National Security Division	24	100.0%	0.0%	0.0%
Natural Resources Division	18	76.7%	6.3%	17.0%
Office of Federal Financial Management	10	80.6%	0.0%	19.4%
Office of Federal Procurement Policy	15	77.4%	6.9%	15.7%
Office of General Counsel	9	86.2%	13.8%	0.0%
Office of Information and Regulatory Affairs	28	85.5%	8.0%	6.5%
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%
Office of the Chief Information Officer	21	80.1%	4.8%	15.2%
Transportation, Homeland, Justice & Services Division (GGP)	22	87.4%	0.0%	12.6%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	584,288	70.9%	14.8%	14.3%
Office of Management and Budget	**335**	**82.9%**	**9.1%**	**7.9%**
Budget Review Division	43	97.6%	2.4%	0.0%
Education, Income Maintenance & Labor Division	26	92.0%	0.0%	8.0%
Energy, Science & Water Division	16	61.4%	11.6%	27.0%
Health Division	25	91.6%	8.4%	0.0%
Housing, Treasury & Commerce Division (GGP)	17	78.8%	15.3%	5.9%
International Affairs Division	13	74.8%	18.7%	6.5%
Legislative Reference Division	16	88.6%	5.1%	6.3%
Management and Operations Division	13	72.3%	17.3%	10.4%
National Security Division	24	95.4%	0.0%	4.6%
Natural Resources Division	18	83.8%	11.0%	5.1%
Office of Federal Financial Management	10	75.2%	0.0%	24.8%
Office of Federal Procurement Policy	15	71.1%	22.1%	6.9%
Office of General Counsel	9	86.2%	13.8%	0.0%
Office of Information and Regulatory Affairs	28	87.9%	3.5%	8.5%
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%
Office of the Chief Information Officer	21	61.2%	14.3%	24.5%
Transportation, Homeland, Justice & Services Division (GGP)	22	71.5%	23.7%	4.8%

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	583,956	73.2%	16.3%	10.5%
Office of Management and Budget	**335**	**82.5%**	**12.5%**	**5.0%**
Budget Review Division	44	95.7%	4.3%	0.0%
Education, Income Maintenance & Labor Division	26	92.0%	8.0%	0.0%
Energy, Science & Water Division	16	61.4%	21.4%	17.2%
Health Division	25	86.1%	13.9%	0.0%
Housing, Treasury & Commerce Division (GGP)	17	78.8%	21.2%	0.0%
International Affairs Division	13	87.0%	6.5%	6.5%
Legislative Reference Division	16	93.7%	6.3%	0.0%
Management and Operations Division	13	100.0%	0.0%	0.0%
National Security Division	24	95.4%	0.0%	4.6%
Natural Resources Division	18	77.7%	17.2%	5.1%
Office of Federal Financial Management	10	75.2%	15.0%	9.9%
Office of Federal Procurement Policy	14	75.9%	24.1%	0.0%
Office of General Counsel	9	86.2%	13.8%	0.0%
Office of Information and Regulatory Affairs	28	79.7%	11.8%	8.5%
Office of Performance and Personnel Management	12	87.1%	12.9%	0.0%
Office of the Chief Information Officer	21	53.4%	22.1%	24.5%
Transportation, Homeland, Justice & Services Division (GGP)	22	71.5%	20.7%	7.8%

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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	567,230	43.8%	24.4%	31.8%	13,636
Office of Management and Budget	**333**	**34.0%**	**25.0%**	**41.1%**	**4**
Budget Review Division	42	44.6%	26.4%	29.0%	2
Education, Income Maintenance & Labor Division	26	8.7%	34.1%	57.3%	0
Energy, Science & Water Division	16	47.9%	17.5%	34.6%	0
Health Division	26	27.2%	18.1%	54.7%	0
Housing, Treasury & Commerce Division (GGP)	17	16.9%	37.9%	45.2%	0
International Affairs Division	13	46.5%	46.9%	6.5%	0
Legislative Reference Division	16	40.3%	18.6%	41.1%	0
Management and Operations Division	13	72.3%	27.7%	0.0%	0
National Security Division	24	25.1%	24.9%	50.0%	0
Natural Resources Division	18	40.1%	11.2%	48.6%	0
Office of Federal Financial Management	10	26.8%	44.2%	29.0%	0
Office of Federal Procurement Policy	14	64.7%	19.6%	15.8%	1
Office of General Counsel	8	37.9%	16.5%	45.6%	1
Office of Information and Regulatory Affairs	28	6.9%	26.6%	66.6%	0
Office of Performance and Personnel Management	12	48.5%	12.9%	38.6%	0
Office of the Chief Information Officer	21	58.0%	8.9%	33.1%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	24.3%	41.6%	34.1%	0

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	544,502	55.2%	23.5%	21.3%	36,194
Office of Management and Budget	**318**	**39.5%**	**26.9%**	**33.6%**	**18**
Budget Review Division	43	54.7%	28.6%	16.7%	1
Education, Income Maintenance & Labor Division	25	21.1%	27.6%	51.2%	1
Energy, Science & Water Division	14	49.5%	13.5%	37.0%	2
Health Division	26	17.6%	30.4%	52.0%	0
Housing, Treasury & Commerce Division (GGP)	16	22.2%	37.1%	40.7%	0
International Affairs Division	12	50.6%	42.4%	7.0%	1
Legislative Reference Division	14	29.9%	43.5%	26.6%	2
Management and Operations Division	13	72.3%	6.8%	20.8%	0
National Security Division	24	21.2%	21.8%	57.0%	0
Natural Resources Division	16	44.6%	19.7%	35.6%	2
Office of Federal Financial Management	9	51.4%	27.1%	21.5%	1
Office of Federal Procurement Policy	13	69.2%	7.8%	23.0%	2
Office of General Counsel	7	43.3%	13.5%	43.3%	2
Office of Information and Regulatory Affairs	27	37.3%	25.4%	37.3%	1
Office of Performance and Personnel Management	12	40.3%	35.8%	23.9%	0
Office of the Chief Information Officer	20	56.1%	17.8%	26.1%	1
Transportation, Homeland, Justice & Services Division (GGP)	20	36.0%	36.9%	27.1%	2

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Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	550,669	69.5%	19.0%	11.5%	27,951
Office of Management and Budget	**317**	**77.1%**	**11.8%**	**11.1%**	**16**
Budget Review Division	39	92.9%	4.9%	2.3%	4
Education, Income Maintenance & Labor Division	26	66.0%	15.1%	18.8%	0
Energy, Science & Water Division	16	67.1%	17.1%	15.8%	0
Health Division	25	92.3%	4.2%	3.5%	1
Housing, Treasury & Commerce Division (GGP)	17	66.1%	15.2%	18.7%	0
International Affairs Division	9	83.3%	16.7%	0.0%	4
Legislative Reference Division	15	81.5%	11.9%	6.7%	0
Management and Operations Division	13	79.2%	10.4%	10.4%	0
National Security Division	24	84.1%	8.3%	7.7%	0
Natural Resources Division	17	72.5%	16.4%	11.1%	1
Office of Federal Financial Management	10	56.6%	24.0%	19.4%	0
Office of Federal Procurement Policy	13	85.5%	8.2%	6.3%	2
Office of General Counsel	6	63.9%	36.1%	0.0%	2
Office of Information and Regulatory Affairs	27	83.8%	3.7%	12.5%	0
Office of Performance and Personnel Management	12	71.0%	29.0%	0.0%	0
Office of the Chief Information Officer	21	57.4%	4.1%	38.4%	0
Transportation, Homeland, Justice & Services Division (GGP)	21	75.1%	20.8%	4.1%	1

Office of Management and Budget
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Leadership (continued)

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,368	63.5%	19.2%	17.2%	8,104
Office of Management and Budget	**333**	**72.5%**	**14.7%**	**12.8%**	**3**
Budget Review Division	44	86.5%	9.3%	4.2%	0
Education, Income Maintenance & Labor Division	25	60.6%	7.4%	32.0%	0
Energy, Science & Water Division	16	50.6%	40.2%	9.2%	0
Health Division	26	89.2%	6.7%	4.1%	0
Housing, Treasury & Commerce Division (GGP)	17	54.6%	22.3%	23.0%	0
International Affairs Division	13	93.5%	0.0%	6.5%	0
Legislative Reference Division	16	77.5%	12.3%	10.2%	0
Management and Operations Division	13	79.2%	20.8%	0.0%	0
National Security Division	24	83.3%	8.3%	8.4%	0
Natural Resources Division	18	66.5%	12.2%	21.3%	0
Office of Federal Financial Management	10	63.0%	19.4%	17.6%	0
Office of Federal Procurement Policy	15	87.0%	6.9%	6.1%	0
Office of General Counsel	7	55.7%	30.9%	13.5%	2
Office of Information and Regulatory Affairs	27	66.8%	17.4%	15.8%	1
Office of Performance and Personnel Management	12	71.0%	29.0%	0.0%	0
Office of the Chief Information Officer	21	49.4%	17.0%	33.5%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	70.9%	12.4%	16.7%	0

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	543,193	62.7%	22.5%	14.8%	37,034
Office of Management and Budget	**318**	**65.3%**	**20.6%**	**14.0%**	**19**
Budget Review Division	40	83.4%	14.5%	2.1%	4
Education, Income Maintenance & Labor Division	26	54.1%	18.8%	27.1%	0
Energy, Science & Water Division	14	42.8%	39.5%	17.7%	2
Health Division	24	92.0%	3.6%	4.4%	2
Housing, Treasury & Commerce Division (GGP)	16	41.7%	34.0%	24.3%	1
International Affairs Division	11	50.8%	41.7%	7.5%	2
Legislative Reference Division	16	77.5%	11.2%	11.4%	0
Management and Operations Division	13	83.8%	16.2%	0.0%	0
National Security Division	22	86.0%	4.8%	9.2%	2
Natural Resources Division	18	61.0%	6.3%	32.7%	0
Office of Federal Financial Management	10	63.0%	9.6%	27.5%	0
Office of Federal Procurement Policy	13	64.1%	35.9%	0.0%	2
Office of General Counsel	7	43.3%	43.3%	13.5%	2
Office of Information and Regulatory Affairs	27	53.2%	36.8%	9.9%	1
Office of Performance and Personnel Management	12	71.7%	21.4%	6.9%	0
Office of the Chief Information Officer	21	34.9%	22.7%	42.4%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	63.6%	19.7%	16.7%	0

Office of Management and Budget
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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	560,913	56.2%	21.3%	22.5%	19,879
Office of Management and Budget	**331**	**75.3%**	**13.1%**	**11.7%**	**6**
Budget Review Division	44	82.8%	12.6%	4.7%	0
Education, Income Maintenance & Labor Division	26	80.6%	0.0%	19.4%	0
Energy, Science & Water Division	14	53.4%	23.2%	23.4%	2
Health Division	26	95.9%	4.1%	0.0%	0
Housing, Treasury & Commerce Division (GGP)	17	64.2%	22.0%	13.8%	0
International Affairs Division	12	73.0%	27.0%	0.0%	1
Legislative Reference Division	16	77.5%	11.2%	11.4%	0
Management and Operations Division	12	92.4%	7.6%	0.0%	1
National Security Division	24	87.2%	4.4%	8.4%	0
Natural Resources Division	18	84.4%	0.0%	15.6%	0
Office of Federal Financial Management	10	63.0%	9.6%	27.5%	0
Office of Federal Procurement Policy	14	76.7%	13.0%	10.3%	1
Office of General Counsel	8	35.8%	38.8%	25.4%	1
Office of Information and Regulatory Affairs	28	67.1%	23.4%	9.5%	0
Office of Performance and Personnel Management	12	83.9%	9.2%	6.9%	0
Office of the Chief Information Officer	21	48.5%	16.1%	35.4%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	74.7%	16.6%	8.7%	0

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,064	59.9%	21.1%	19.0%	19,964
Office of Management and Budget	**334**	**82.9%**	**8.5%**	**8.6%**	**3**
Budget Review Division	44	95.4%	2.3%	2.3%	0
Education, Income Maintenance & Labor Division	26	81.2%	7.4%	11.4%	0
Energy, Science & Water Division	15	72.4%	12.3%	15.2%	1
Health Division	26	95.9%	4.1%	0.0%	0
Housing, Treasury & Commerce Division (GGP)	17	78.0%	15.9%	6.1%	0
International Affairs Division	13	100.0%	0.0%	0.0%	0
Legislative Reference Division	16	77.5%	11.2%	11.4%	0
Management and Operations Division	12	92.4%	7.6%	0.0%	1
National Security Division	24	91.6%	0.0%	8.4%	0
Natural Resources Division	18	89.6%	5.1%	5.3%	0
Office of Federal Financial Management	10	63.0%	9.6%	27.5%	0
Office of Federal Procurement Policy	15	72.1%	27.9%	0.0%	0
Office of General Counsel	8	58.1%	16.5%	25.4%	1
Office of Information and Regulatory Affairs	28	70.7%	19.8%	9.5%	0
Office of Performance and Personnel Management	12	93.1%	6.9%	0.0%	0
Office of the Chief Information Officer	21	52.5%	4.0%	43.5%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	95.4%	4.6%	0.0%	0

Office of Management and Budget
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Leadership (continued)

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	548,557	61.5%	22.1%	16.4%	31,186
Office of Management and Budget	**330**	**76.6%**	**16.6%**	**6.8%**	**7**
Budget Review Division	43	92.9%	7.1%	0.0%	1
Education, Income Maintenance & Labor Division	26	69.9%	30.1%	0.0%	0
Energy, Science & Water Division	16	42.3%	30.7%	27.0%	0
Health Division	26	95.9%	4.1%	0.0%	0
Housing, Treasury & Commerce Division (GGP)	17	59.9%	26.3%	13.8%	0
International Affairs Division	13	93.5%	6.5%	0.0%	0
Legislative Reference Division	16	76.3%	18.6%	5.1%	0
Management and Operations Division	13	100.0%	0.0%	0.0%	0
National Security Division	24	91.6%	8.4%	0.0%	0
Natural Resources Division	18	73.6%	16.0%	10.4%	0
Office of Federal Financial Management	8	65.6%	12.4%	22.1%	2
Office of Federal Procurement Policy	15	81.7%	11.5%	6.9%	0
Office of General Counsel	7	72.9%	27.1%	0.0%	2
Office of Information and Regulatory Affairs	28	65.5%	25.4%	9.1%	0
Office of Performance and Personnel Management	11	90.9%	9.1%	0.0%	1
Office of the Chief Information Officer	21	35.0%	31.4%	33.5%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	88.9%	11.1%	0.0%	0

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,532	56.4%	23.1%	20.5%	8,837
Office of Management and Budget	**335**	**39.4%**	**26.0%**	**34.5%**	**1**
Budget Review Division	44	57.6%	12.0%	30.4%	0
Education, Income Maintenance & Labor Division	26	20.3%	38.7%	41.0%	0
Energy, Science & Water Division	15	44.7%	23.8%	31.5%	0
Health Division	26	17.5%	37.3%	45.2%	0
Housing, Treasury & Commerce Division (GGP)	17	20.9%	43.4%	35.7%	0
International Affairs Division	13	52.2%	41.3%	6.5%	0
Legislative Reference Division	16	40.8%	18.2%	41.1%	0
Management and Operations Division	13	100.0%	0.0%	0.0%	0
National Security Division	24	29.5%	21.2%	49.3%	0
Natural Resources Division	18	41.1%	16.0%	42.9%	0
Office of Federal Financial Management	10	50.8%	29.8%	19.4%	0
Office of Federal Procurement Policy	15	66.9%	22.6%	10.5%	0
Office of General Counsel	8	48.4%	11.8%	39.8%	1
Office of Information and Regulatory Affairs	28	15.5%	27.4%	57.1%	0
Office of Performance and Personnel Management	12	52.2%	23.9%	23.9%	0
Office of the Chief Information Officer	21	55.2%	18.9%	26.0%	0
Transportation, Homeland, Justice & Services Division (GGP)	22	36.1%	38.4%	25.5%	0

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	530,819	57.8%	24.9%	17.3%	48,407
Office of Management and Budget	**309**	**54.4%**	**30.1%**	**15.5%**	**27**
Budget Review Division	43	69.7%	21.9%	8.4%	0
Education, Income Maintenance & Labor Division	25	52.4%	32.1%	15.6%	1
Energy, Science & Water Division	15	55.7%	11.8%	32.5%	1
Health Division	22	45.7%	30.5%	23.8%	4
Housing, Treasury & Commerce Division (GGP)	16	39.7%	45.4%	14.9%	1
International Affairs Division	10	48.8%	33.7%	17.5%	3
Legislative Reference Division	14	52.7%	26.9%	20.5%	2
Management and Operations Division	13	100.0%	0.0%	0.0%	0
National Security Division	21	59.3%	31.2%	9.5%	3
Natural Resources Division	18	44.5%	39.3%	16.2%	0
Office of Federal Financial Management	9	41.6%	39.1%	19.3%	1
Office of Federal Procurement Policy	12	84.6%	8.8%	6.6%	3
Office of General Counsel	9	56.5%	22.6%	20.9%	0
Office of Information and Regulatory Affairs	22	42.4%	43.2%	14.3%	6
Office of Performance and Personnel Management	11	43.0%	38.7%	18.3%	1
Office of the Chief Information Officer	21	48.9%	24.6%	26.5%	0
Transportation, Homeland, Justice & Services Division (GGP)	21	33.5%	53.4%	13.1%	1

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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	577,168	54.1%	22.2%	23.7%
Office of Management and Budget	**336**	**66.7%**	**17.6%**	**15.7%**
Budget Review Division	44	80.0%	13.2%	6.8%
Education, Income Maintenance & Labor Division	26	58.9%	14.7%	26.4%
Energy, Science & Water Division	16	47.8%	19.7%	32.5%
Health Division	26	70.3%	26.2%	3.5%
Housing, Treasury & Commerce Division (GGP)	17	57.2%	32.0%	10.8%
International Affairs Division	13	85.7%	7.7%	6.5%
Legislative Reference Division	15	74.5%	13.5%	12.0%
Management and Operations Division	13	70.5%	17.0%	12.4%
National Security Division	24	74.2%	17.5%	8.3%
Natural Resources Division	18	45.4%	17.7%	36.9%
Office of Federal Financial Management	10	64.5%	35.5%	0.0%
Office of Federal Procurement Policy	15	67.8%	16.5%	15.7%
Office of General Counsel	9	75.8%	13.8%	10.4%
Office of Information and Regulatory Affairs	28	61.8%	7.7%	30.6%
Office of Performance and Personnel Management	12	80.2%	19.8%	0.0%
Office of the Chief Information Officer	21	55.4%	8.5%	36.1%
Transportation, Homeland, Justice & Services Division (GGP)	22	69.8%	21.4%	8.8%

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My Satisfaction (continued)

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	577,134	51.0%	22.9%	26.1%
Office of Management and Budget	**336**	**72.3%**	**12.6%**	**15.1%**
Budget Review Division	43	84.6%	13.4%	2.0%
Education, Income Maintenance & Labor Division	26	58.2%	11.1%	30.7%
Energy, Science & Water Division	16	58.9%	20.2%	20.8%
Health Division	26	91.9%	4.1%	4.0%
Housing, Treasury & Commerce Division (GGP)	17	76.1%	12.9%	11.0%
International Affairs Division	13	74.0%	18.7%	7.3%
Legislative Reference Division	16	77.5%	11.2%	11.4%
Management and Operations Division	13	70.5%	17.0%	12.4%
National Security Division	24	87.9%	0.0%	12.1%
Natural Resources Division	18	68.3%	5.3%	26.4%
Office of Federal Financial Management	10	61.8%	10.7%	27.5%
Office of Federal Procurement Policy	15	67.8%	16.5%	15.7%
Office of General Counsel	9	70.9%	18.6%	10.4%
Office of Information and Regulatory Affairs	28	66.4%	13.8%	19.8%
Office of Performance and Personnel Management	12	80.2%	12.9%	6.9%
Office of the Chief Information Officer	21	46.5%	14.8%	38.7%
Transportation, Homeland, Justice & Services Division (GGP)	22	61.2%	21.3%	17.5%

Office of Management and Budget
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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	576,832	52.1%	23.0%	24.9%
Office of Management and Budget	**334**	**71.3%**	**16.3%**	**12.3%**
Budget Review Division	44	74.9%	12.4%	12.6%
Education, Income Maintenance & Labor Division	26	77.0%	14.7%	8.3%
Energy, Science & Water Division	16	44.3%	33.8%	21.9%
Health Division	26	85.2%	8.1%	6.7%
Housing, Treasury & Commerce Division (GGP)	17	69.7%	30.3%	0.0%
International Affairs Division	13	93.5%	0.0%	6.5%
Legislative Reference Division	15	81.5%	6.5%	12.1%
Management and Operations Division	12	61.7%	26.7%	11.6%
National Security Division	24	91.7%	0.0%	8.3%
Natural Resources Division	18	61.4%	23.2%	15.4%
Office of Federal Financial Management	10	71.6%	9.9%	18.6%
Office of Federal Procurement Policy	15	61.4%	32.4%	6.1%
Office of General Counsel	8	35.8%	38.8%	25.4%
Office of Information and Regulatory Affairs	28	68.0%	20.0%	12.1%
Office of Performance and Personnel Management	12	80.2%	19.8%	0.0%
Office of the Chief Information Officer	21	38.4%	18.1%	43.5%
Transportation, Homeland, Justice & Services Division (GGP)	22	71.5%	19.8%	8.7%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	576,502	45.7%	29.0%	25.3%
Office of Management and Budget	**337**	**37.8%**	**27.1%**	**35.2%**
Budget Review Division	44	60.3%	15.5%	24.2%
Education, Income Maintenance & Labor Division	26	28.9%	26.1%	45.0%
Energy, Science & Water Division	16	28.2%	23.2%	48.6%
Health Division	26	24.9%	32.3%	42.8%
Housing, Treasury & Commerce Division (GGP)	17	15.9%	48.1%	36.0%
International Affairs Division	13	32.7%	54.0%	13.2%
Legislative Reference Division	16	35.1%	35.4%	29.5%
Management and Operations Division	13	72.6%	17.0%	10.4%
National Security Division	24	29.5%	24.2%	46.3%
Natural Resources Division	18	40.1%	23.3%	36.6%
Office of Federal Financial Management	10	28.3%	61.8%	9.9%
Office of Federal Procurement Policy	15	66.9%	18.3%	14.8%
Office of General Counsel	9	20.9%	58.8%	20.3%
Office of Information and Regulatory Affairs	28	21.1%	19.8%	59.1%
Office of Performance and Personnel Management	12	56.3%	26.8%	17.0%
Office of the Chief Information Officer	21	52.4%	8.3%	39.4%
Transportation, Homeland, Justice & Services Division (GGP)	22	40.7%	26.6%	32.8%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	576,188	38.4%	27.6%	34.1%
Office of Management and Budget	**337**	**45.0%**	**33.5%**	**21.4%**
Budget Review Division	44	56.8%	39.2%	4.0%
Education, Income Maintenance & Labor Division	26	62.5%	14.7%	22.8%
Energy, Science & Water Division	16	31.5%	39.6%	29.0%
Health Division	26	42.1%	35.2%	22.6%
Housing, Treasury & Commerce Division (GGP)	17	30.9%	56.4%	12.7%
International Affairs Division	13	36.3%	32.9%	30.8%
Legislative Reference Division	16	57.2%	25.4%	17.4%
Management and Operations Division	13	35.4%	54.2%	10.4%
National Security Division	24	47.0%	24.9%	28.1%
Natural Resources Division	18	39.6%	16.9%	43.5%
Office of Federal Financial Management	10	46.9%	30.1%	23.0%
Office of Federal Procurement Policy	15	62.4%	37.6%	0.0%
Office of General Counsel	9	40.7%	23.6%	35.6%
Office of Information and Regulatory Affairs	28	31.2%	44.4%	24.4%
Office of Performance and Personnel Management	12	54.0%	39.1%	6.9%
Office of the Chief Information Officer	21	33.4%	23.0%	43.7%
Transportation, Homeland, Justice & Services Division (GGP)	22	55.7%	35.5%	8.8%

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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	576,705	55.7%	22.7%	21.6%
Office of Management and Budget	**336**	**59.5%**	**25.2%**	**15.2%**
Budget Review Division	44	70.5%	27.2%	2.3%
Education, Income Maintenance & Labor Division	26	62.0%	18.8%	19.1%
Energy, Science & Water Division	15	30.6%	31.4%	37.9%
Health Division	26	71.3%	13.9%	14.8%
Housing, Treasury & Commerce Division (GGP)	17	31.4%	38.0%	30.6%
International Affairs Division	13	58.1%	21.6%	20.3%
Legislative Reference Division	16	47.1%	29.7%	23.1%
Management and Operations Division	13	60.1%	29.5%	10.4%
National Security Division	24	62.8%	28.8%	8.4%
Natural Resources Division	18	72.4%	15.7%	11.8%
Office of Federal Financial Management	10	63.5%	26.6%	9.9%
Office of Federal Procurement Policy	15	77.4%	16.5%	6.1%
Office of General Counsel	9	54.5%	25.2%	20.3%
Office of Information and Regulatory Affairs	28	61.7%	21.4%	16.9%
Office of Performance and Personnel Management	12	54.0%	30.6%	15.4%
Office of the Chief Information Officer	21	61.4%	27.4%	11.2%
Transportation, Homeland, Justice & Services Division (GGP)	22	33.9%	41.4%	24.7%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	576,774	68.3%	16.8%	14.9%
Office of Management and Budget	**335**	**76.4%**	**15.6%**	**8.0%**
Budget Review Division	44	89.1%	8.6%	2.3%
Education, Income Maintenance & Labor Division	26	72.8%	15.7%	11.5%
Energy, Science & Water Division	16	61.6%	17.5%	20.9%
Health Division	26	87.9%	12.1%	0.0%
Housing, Treasury & Commerce Division (GGP)	17	63.8%	30.1%	6.1%
International Affairs Division	13	92.7%	7.3%	0.0%
Legislative Reference Division	16	88.6%	11.4%	0.0%
Management and Operations Division	12	84.9%	7.4%	7.6%
National Security Division	24	88.6%	11.4%	0.0%
Natural Resources Division	18	67.3%	11.4%	21.3%
Office of Federal Financial Management	10	100.0%	0.0%	0.0%
Office of Federal Procurement Policy	15	80.7%	19.3%	0.0%
Office of General Counsel	9	46.3%	43.8%	9.9%
Office of Information and Regulatory Affairs	28	58.6%	26.5%	14.9%
Office of Performance and Personnel Management	12	100.0%	0.0%	0.0%
Office of the Chief Information Officer	20	59.5%	13.9%	26.6%
Transportation, Homeland, Justice & Services Division (GGP)	22	70.6%	24.6%	4.8%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	576,483	62.6%	16.5%	20.9%
Office of Management and Budget	**337**	**68.3%**	**14.7%**	**17.0%**
Budget Review Division	44	70.5%	21.1%	8.4%
Education, Income Maintenance & Labor Division	26	69.9%	22.3%	7.8%
Energy, Science & Water Division	16	59.9%	12.5%	27.6%
Health Division	26	53.5%	31.2%	15.3%
Housing, Treasury & Commerce Division (GGP)	17	75.8%	24.2%	0.0%
International Affairs Division	13	67.5%	26.0%	6.5%
Legislative Reference Division	16	71.2%	17.6%	11.2%
Management and Operations Division	13	86.5%	13.5%	0.0%
National Security Division	24	71.7%	8.4%	19.9%
Natural Resources Division	18	93.9%	0.0%	6.1%
Office of Federal Financial Management	10	58.4%	9.0%	32.6%
Office of Federal Procurement Policy	15	93.1%	0.0%	6.9%
Office of General Counsel	9	29.7%	9.9%	60.5%
Office of Information and Regulatory Affairs	28	73.2%	8.2%	18.6%
Office of Performance and Personnel Management	12	71.7%	21.4%	6.9%
Office of the Chief Information Officer	21	52.6%	10.3%	37.1%
Transportation, Homeland, Justice & Services Division (GGP)	22	58.0%	8.8%	33.2%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	574,352	60.4%	20.6%	19.1%
Office of Management and Budget	**337**	**67.1%**	**23.2%**	**9.8%**
Budget Review Division	44	84.8%	12.9%	2.3%
Education, Income Maintenance & Labor Division	26	69.4%	11.4%	19.1%
Energy, Science & Water Division	16	47.9%	44.3%	7.8%
Health Division	26	80.0%	14.8%	5.2%
Housing, Treasury & Commerce Division (GGP)	17	41.7%	58.3%	0.0%
International Affairs Division	13	72.9%	20.5%	6.5%
Legislative Reference Division	16	76.5%	5.1%	18.4%
Management and Operations Division	13	76.1%	17.0%	6.8%
National Security Division	24	70.4%	25.8%	3.8%
Natural Resources Division	18	56.9%	15.7%	27.4%
Office of Federal Financial Management	10	90.1%	9.9%	0.0%
Office of Federal Procurement Policy	15	77.4%	22.6%	0.0%
Office of General Counsel	9	51.1%	39.1%	9.9%
Office of Information and Regulatory Affairs	28	46.5%	33.7%	19.8%
Office of Performance and Personnel Management	12	86.1%	13.9%	0.0%
Office of the Chief Information Officer	21	47.3%	24.1%	28.6%
Transportation, Homeland, Justice & Services Division (GGP)	22	66.0%	29.2%	4.8%

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Work/Life

72. Please select the response below that BEST describes your current teleworking schedule.

		Telework				
	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	574,372	14.9%	5.9%	15.2%	4.6%	2.0%
Office of Management and Budget	**337**	**51.6%**	**14.3%**	**23.7%**	**0.0%**	**0.8%**
Budget Review Division	44	49.6%	11.8%	28.8%	0.0%	0.0%
Education, Income Maintenance & Labor Division	26	27.6%	18.5%	46.1%	0.0%	0.0%
Energy, Science & Water Division	16	88.4%	5.5%	0.0%	0.0%	0.0%
Health Division	26	51.6%	3.3%	41.7%	0.0%	0.0%
Housing, Treasury & Commerce Division (GGP)	17	80.7%	4.9%	0.0%	0.0%	0.0%
International Affairs Division	13	74.6%	0.0%	0.0%	0.0%	0.0%
Legislative Reference Division	16	29.9%	19.6%	44.7%	0.0%	0.0%
Management and Operations Division	13	25.0%	38.7%	19.1%	0.0%	0.0%
National Security Division	24	59.0%	16.8%	16.5%	0.0%	0.0%
Natural Resources Division	18	56.4%	15.9%	16.4%	0.0%	0.0%
Office of Federal Financial Management	10	36.3%	10.7%	18.6%	0.0%	0.0%
Office of Federal Procurement Policy	15	43.2%	19.1%	37.7%	0.0%	0.0%
Office of General Counsel	9	66.7%	0.0%	24.2%	0.0%	9.1%
Office of Information and Regulatory Affairs	28	40.4%	27.9%	31.7%	0.0%	0.0%
Office of Performance and Personnel Management	12	68.5%	17.4%	6.9%	0.0%	0.0%
Office of the Chief Information Officer	21	46.1%	22.2%	16.4%	0.0%	0.0%
Transportation, Homeland, Justice & Services Division (GGP)	22	60.6%	9.5%	17.2%	0.0%	0.0%

(continued)

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Work/Life (continued)

72. Please select the response below that BEST describes your current teleworking schedule. (continued)

		Do Not Telework			
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	574,372	28.6%	3.9%	13.2%	11.6%
Office of Management and Budget	**337**	**0.3%**	**0.0%**	**2.1%**	**7.1%**
Budget Review Division	44	0.0%	0.0%	2.0%	7.8%
Education, Income Maintenance & Labor Division	26	0.0%	0.0%	0.0%	7.8%
Energy, Science & Water Division	16	0.0%	0.0%	0.0%	6.1%
Health Division	26	0.0%	0.0%	3.5%	0.0%
Housing, Treasury & Commerce Division (GGP)	17	0.0%	0.0%	0.0%	14.3%
International Affairs Division	13	0.0%	0.0%	6.7%	18.7%
Legislative Reference Division	16	0.0%	0.0%	5.7%	0.0%
Management and Operations Division	13	0.0%	0.0%	0.0%	17.3%
National Security Division	24	3.8%	0.0%	0.0%	3.8%
Natural Resources Division	18	0.0%	0.0%	0.0%	11.4%
Office of Federal Financial Management	10	0.0%	0.0%	15.0%	19.4%
Office of Federal Procurement Policy	15	0.0%	0.0%	0.0%	0.0%
Office of General Counsel	9	0.0%	0.0%	0.0%	0.0%
Office of Information and Regulatory Affairs	28	0.0%	0.0%	0.0%	0.0%
Office of Performance and Personnel Management	12	0.0%	0.0%	7.1%	0.0%
Office of the Chief Information Officer	21	0.0%	0.0%	0.0%	15.3%
Transportation, Homeland, Justice & Services Division (GGP)	22	0.0%	0.0%	7.9%	4.8%

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	369,986	62.0%	22.6%	15.4%	37,643	143,877	14,641
Office of Management and Budget	**315**	**74.6%**	**13.8%**	**11.6%**	**12**	**6**	**0**
Budget Review Division	42	79.6%	11.1%	9.3%	1	0	0
Education, Income Maintenance & Labor Division	25	72.6%	19.3%	8.1%	1	0	0
Energy, Science & Water Division	16	58.9%	17.8%	23.3%	0	0	0
Health Division	26	74.2%	11.9%	13.9%	0	0	0
Housing, Treasury & Commerce Division (GGP)	16	55.6%	27.4%	17.0%	1	0	0
International Affairs Division	10	38.1%	53.8%	8.1%	0	3	0
Legislative Reference Division	16	82.9%	5.1%	12.0%	0	0	0
Management and Operations Division	12	82.0%	18.0%	0.0%	0	0	0
National Security Division	22	73.9%	13.9%	12.2%	2	0	0
Natural Resources Division	16	54.8%	21.0%	24.2%	1	0	0
Office of Federal Financial Management	7	59.7%	0.0%	40.3%	2	1	0
Office of Federal Procurement Policy	15	75.6%	19.2%	5.2%	0	0	0
Office of General Counsel	9	100.0%	0.0%	0.0%	0	0	0
Office of Information and Regulatory Affairs	27	92.1%	7.9%	0.0%	0	0	0
Office of Performance and Personnel Management	10	89.9%	10.1%	0.0%	1	1	0
Office of the Chief Information Officer	20	76.3%	4.2%	19.6%	1	0	0
Transportation, Homeland, Justice & Services Division (GGP)	19	75.3%	4.6%	20.1%	2	1	0

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Work/Life (continued)

74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	415,309	76.6%	15.1%	8.3%	59,915	78,301	14,950
Office of Management and Budget	**196**	**55.9%**	**22.1%**	**22.1%**	**43**	**87**	**8**
Budget Review Division	32	64.8%	24.3%	11.0%	8	4	0
Education, Income Maintenance & Labor Division	14	22.2%	20.1%	57.7%	2	10	0
Energy, Science & Water Division	8	53.2%	0.0%	46.8%	3	4	1
Health Division	14	42.3%	12.3%	45.5%	2	7	2
Housing, Treasury & Commerce Division (GGP)	6	16.9%	28.1%	55.0%	3	8	0
International Affairs Division	5	54.2%	45.8%	0.0%	1	6	1
Legislative Reference Division	8	65.7%	11.8%	22.5%	2	6	0
Management and Operations Division	12	92.0%	8.0%	0.0%	0	0	0
National Security Division	11	64.4%	27.6%	7.9%	3	10	0
Natural Resources Division	16	42.1%	32.8%	25.1%	0	2	0
Office of Federal Financial Management	4	22.2%	0.0%	77.8%	2	4	0
Office of Federal Procurement Policy	9	39.5%	44.6%	15.9%	0	6	0
Office of General Counsel	3	100.0%	0.0%	0.0%	1	1	3
Office of Information and Regulatory Affairs	21	95.9%	4.1%	0.0%	7	0	0
Office of Performance and Personnel Management	5	39.5%	42.8%	17.7%	4	3	0
Office of the Chief Information Officer	11	43.6%	35.9%	20.5%	3	6	1
Transportation, Homeland, Justice & Services Division (GGP)	11	17.1%	32.1%	50.8%	2	9	0

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Work/Life (continued)

75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	456,532	65.3%	24.4%	10.3%	43,322	42,843	31,923
Office of Management and Budget	**281**	**85.2%**	**11.8%**	**2.9%**	**42**	**0**	**11**
Budget Review Division	37	95.0%	5.0%	0.0%	4	0	2
Education, Income Maintenance & Labor Division	24	83.2%	12.5%	4.3%	1	0	1
Energy, Science & Water Division	15	80.3%	19.7%	0.0%	1	0	0
Health Division	23	96.3%	3.7%	0.0%	3	0	0
Housing, Treasury & Commerce Division (GGP)	15	100.0%	0.0%	0.0%	1	0	1
International Affairs Division	9	73.9%	26.1%	0.0%	3	0	1
Legislative Reference Division	12	68.5%	6.7%	24.8%	2	0	2
Management and Operations Division	9	85.9%	14.1%	0.0%	3	0	0
National Security Division	22	90.9%	4.9%	4.2%	1	0	1
Natural Resources Division	17	87.9%	12.1%	0.0%	1	0	0
Office of Federal Financial Management	8	47.7%	40.4%	11.9%	2	0	0
Office of Federal Procurement Policy	14	69.3%	25.0%	5.7%	1	0	0
Office of General Counsel	8	100.0%	0.0%	0.0%	1	0	0
Office of Information and Regulatory Affairs	17	81.2%	18.8%	0.0%	8	0	2
Office of Performance and Personnel Management	9	65.6%	34.4%	0.0%	3	0	0
Office of the Chief Information Officer	17	90.2%	5.0%	4.8%	3	0	1
Transportation, Homeland, Justice & Services Division (GGP)	18	74.7%	20.5%	4.8%	4	0	0

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Work/Life (continued)

76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	383,295	52.7%	41.2%	6.1%	130,354	12,016	49,569
Office of Management and Budget	**155**	**63.4%**	**34.1%**	**2.5%**	**149**	**0**	**32**
Budget Review Division	25	68.6%	24.2%	7.1%	15	0	4
Education, Income Maintenance & Labor Division	12	52.0%	40.5%	7.6%	9	0	5
Energy, Science & Water Division	7	41.4%	58.6%	0.0%	8	0	1
Health Division	11	91.4%	8.6%	0.0%	13	0	2
Housing, Treasury & Commerce Division (GGP)	6	52.4%	47.6%	0.0%	9	0	2
International Affairs Division	4	64.2%	35.8%	0.0%	7	0	2
Legislative Reference Division	7	59.9%	40.1%	0.0%	6	0	3
Management and Operations Division	8	58.1%	41.9%	0.0%	4	0	0
National Security Division	9	64.7%	35.3%	0.0%	12	0	3
Natural Resources Division	7	70.5%	29.5%	0.0%	10	0	1
Office of Federal Financial Management	3	70.7%	29.3%	0.0%	6	0	1
Office of Federal Procurement Policy	8	39.4%	51.4%	9.2%	6	0	1
Office of General Counsel	4	81.1%	18.9%	0.0%	4	0	1
Office of Information and Regulatory Affairs	8	46.5%	53.5%	0.0%	17	0	3
Office of Performance and Personnel Management	7	72.1%	15.4%	12.5%	4	0	1
Office of the Chief Information Officer	13	69.2%	30.8%	0.0%	7	0	1
Transportation, Homeland, Justice & Services Division (GGP)	10	65.3%	34.7%	0.0%	11	0	1

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Work/Life (continued)

77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	238,481	34.3%	57.5%	8.2%	184,554	75,622	76,697
Office of Management and Budget	**138**	**53.4%**	**36.7%**	**9.9%**	**168**	**5**	**24**
Budget Review Division	21	70.7%	29.3%	0.0%	19	2	2
Education, Income Maintenance & Labor Division	11	46.2%	28.5%	25.2%	13	1	1
Energy, Science & Water Division	6	13.6%	42.0%	44.4%	8	0	2
Health Division	11	75.0%	25.0%	0.0%	14	0	1
Housing, Treasury & Commerce Division (GGP)	3	70.2%	29.8%	0.0%	12	0	2
International Affairs Division	6	43.3%	56.7%	0.0%	5	0	2
Legislative Reference Division	8	42.8%	33.2%	24.0%	6	0	2
Management and Operations Division	6	24.8%	54.0%	21.1%	6	0	0
National Security Division	10	57.3%	33.3%	9.4%	12	0	2
Natural Resources Division	5	39.1%	21.9%	39.1%	12	0	1
Office of Federal Financial Management	3	100.0%	0.0%	0.0%	6	0	1
Office of Federal Procurement Policy	5	0.0%	84.9%	15.1%	9	0	0
Office of General Counsel	5	65.6%	15.5%	19.0%	3	0	1
Office of Information and Regulatory Affairs	8	38.2%	61.8%	0.0%	18	0	2
Office of Performance and Personnel Management	4	73.6%	26.4%	0.0%	8	0	0
Office of the Chief Information Officer	11	40.6%	51.6%	7.8%	7	1	2
Transportation, Homeland, Justice & Services Division (GGP)	9	73.8%	26.2%	0.0%	10	1	2

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	199,899	25.3%	68.2%	6.5%	175,184	69,762	130,111
Office of Management and Budget	**79**	**36.5%**	**60.0%**	**3.5%**	**203**	**2**	**52**
Budget Review Division	12	59.3%	40.7%	0.0%	24	1	7
Education, Income Maintenance & Labor Division	6	33.0%	67.0%	0.0%	17	0	3
Energy, Science & Water Division	3	0.0%	68.5%	31.5%	9	0	4
Health Division	3	0.0%	100.0%	0.0%	20	0	3
Housing, Treasury & Commerce Division (GGP)	1	0.0%	100.0%	0.0%	12	0	4
International Affairs Division	3	54.4%	45.6%	0.0%	8	0	2
Legislative Reference Division	5	40.7%	38.9%	20.4%	8	0	3
Management and Operations Division	6	24.8%	75.2%	0.0%	5	0	1
National Security Division	3	35.5%	64.5%	0.0%	14	0	7
Natural Resources Division	4	51.6%	48.4%	0.0%	12	0	2
Office of Federal Financial Management	1	0.0%	100.0%	0.0%	8	0	1
Office of Federal Procurement Policy	6	36.0%	52.2%	11.8%	8	0	1
Office of General Counsel	3	75.3%	24.7%	0.0%	5	0	1
Office of Information and Regulatory Affairs	6	35.2%	64.8%	0.0%	19	0	3
Office of Performance and Personnel Management	1	100.0%	0.0%	0.0%	10	0	1
Office of the Chief Information Officer	6	31.0%	69.0%	0.0%	9	1	5
Transportation, Homeland, Justice & Services Division (GGP)	6	0.0%	100.0%	0.0%	13	0	3

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Demographic Questions

Where do you work?

	%
Headquarters	100.0%
Field	0.0%

What is your supervisory status?

	%
Non-Supervisor	70.1%
Team Leader	11.3%
Supervisor	13.1%
Manager	2.7%
Senior Leader	2.7%

Are you:

	%
Male	47.4%
Female	52.6%

Are you Hispanic or Latino?

	%
Yes	3.1%
No	96.9%

Please select the racial category or categories with which you most closely identify.

	%
American Indian or Alaska Native	0.0%
Asian	7.0%
Black or African American	7.3%
Native Hawaiian or Other Pacific Islander	0.0%
White	83.5%
Two or more races	2.2%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	%
Less than High School	0.0%
High School Diploma/GED or equivalent	--
Trade or Technical Certificate	--
Some College (no degree)	1.2%
Associate's Degree (e.g., AA, AS)	--
Bachelor's Degree (e.g., BA, BS)	6.1%
Master's Degree (e.g., MA, MS, MBA)	72.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	18.3%

Note: Results are suppressed for each demographic category with fewer than 4 responses.

What is your pay category/grade?

	%
Federal Wage System	0.0%
GS 1-6	0.0%
GS 7-12	11.6%
GS 13-15	74.5%
Senior Executive Service	14.0%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.0%

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

	%
Less than 1 year	1.8%
1 to 3 years	15.0%
4 to 5 years	10.7%
6 to 10 years	26.0%
11 to 14 years	15.9%
15 to 20 years	11.0%
More than 20 years	19.6%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	%
Less than 1 year	4.9%
1 to 3 years	30.1%
4 to 5 years	11.3%
6 to 10 years	21.5%
11 to 20 years	19.3%
More than 20 years	12.9%

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

	%
No	60.0%
Yes, to retire	2.4%
Yes, to take another job within the Federal Government	16.7%
Yes, to take another job outside the Federal Government	14.8%
Yes, other	6.1%

I am planning to retire:

	%
Within one year	1.6%
Between one and three years	4.0%
Between three and five years	4.7%
Five or more years	89.8%

Are you transgender?

	%
Yes	--
No	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Which one of the following do you consider yourself to be?

	%
Straight, that is not gay or lesbian	87.4%
Gay or Lesbian	8.1%
Bisexual	2.3%
Something else	2.3%

What is your US military service status?

	%
No Prior Military Service	92.7%
Currently in National Guard or Reserves	1.2%
Retired	1.2%
Separated or Discharged	4.9%

Are you an individual with a disability?

	%
Yes	3.7%
No	96.3%

What is your age group?

	%
25 and under	1.9%
26-29	10.0%
30-39	43.6%
40-49	22.7%
50-59	13.7%
60 or older	8.1%

Note: Percentages for demographic questions are unweighted.