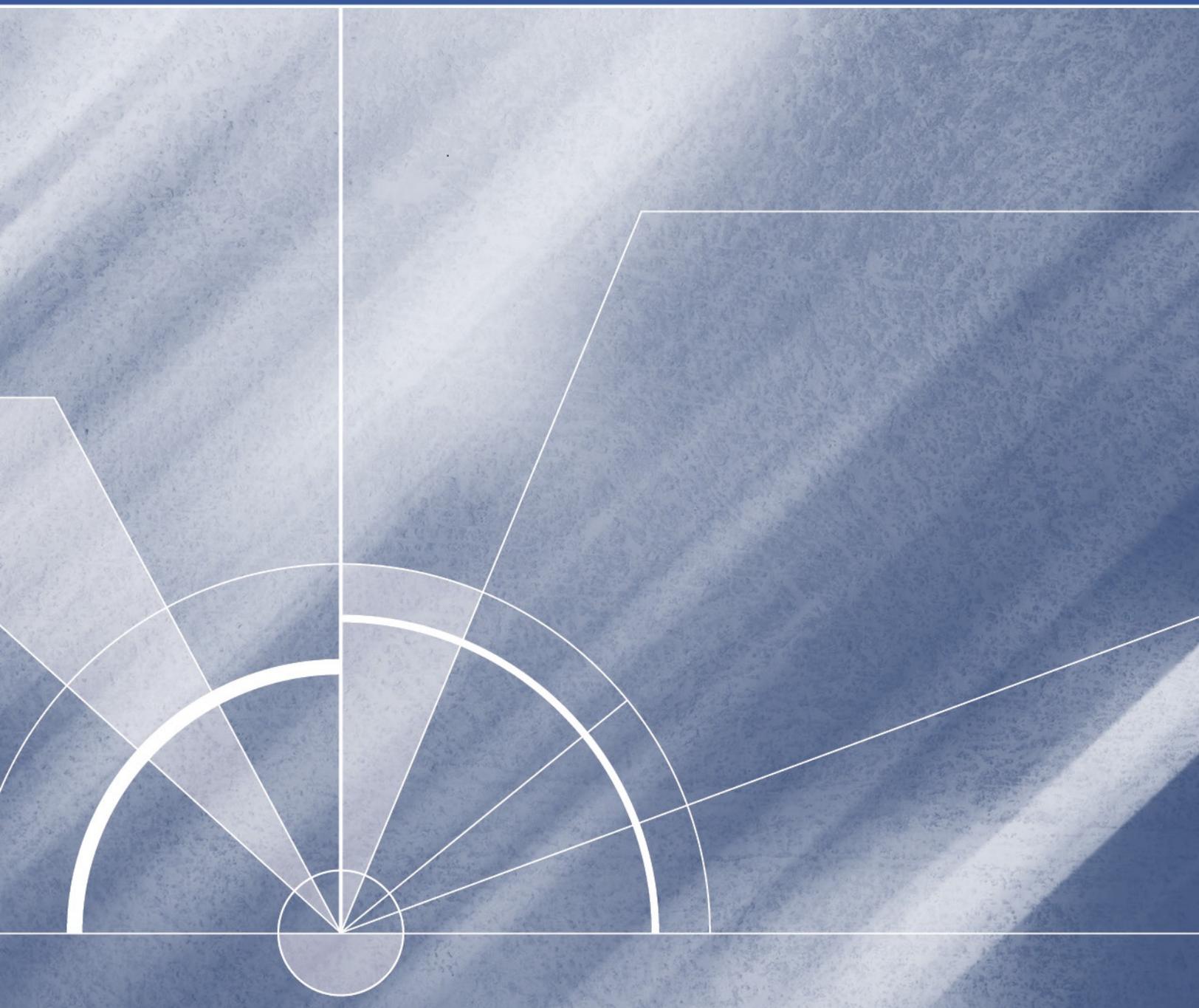


2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

5th Level
Subagency
Report

OSD, Agencies and Activities
DIRECT FOR HCOPS & DETR



OSD, Agencies and Activities DIRECT FOR HCOPS & DETR *5th Level Subagency Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
OSD, Agencies and Activities	15,922	36.7%
NCR MEDICAL DIRECTORATE	358	21.2%
FT BELVOIR COMMUNITY HOSPITAL	99	16.8%
DIRECT FOR HCOPS & DETR	20	50.0%

Your Data

An embedded Microsoft® Excel® file containing your results. 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.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.

These sections provide high level information on how your subagency is doing.

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

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Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

- 95.7% How would you rate the overall quality of work done by your work unit? (Q.28)
- 93.6% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 89.3% I am constantly looking for ways to do my job better. (Q.8)
- 89.3% I am held accountable for achieving results. (Q.16)
- 87.0% My organization has prepared employees for potential security threats. (Q.36)
- 85.4% I know how my work relates to the agency's goals and priorities. (Q.12)
- 85.4% The work I do is important. (Q.13)
- 83.1% I like the kind of work I do. (Q.5)
- 83.1% The people I work with cooperate to get the job done. (Q.20)
- 83.1% Employees in my work unit share job knowledge with each other. (Q.26)

Highest Percent Negative

- 60.1% I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
- 54.9% Pay raises depend on how well employees perform their jobs. (Q.33)
- 51.5% My workload is reasonable. (Q.10)
- 42.0% My training needs are assessed. (Q.18)
- 41.9% Creativity and innovation are rewarded. (Q.32)
- 41.3% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 39.6% In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
- 39.6% How satisfied are you with the recognition you receive for doing a good job? (Q.65)
- 39.6% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 39.2% My work unit is able to recruit people with the right skills. (Q.21)

OSD, Agencies and Activities DIRECT FOR HCOPS & DETR 5th Level Subagency Report

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (FT BELVOIR COMMUNITY HOSPITAL) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.



Survey Item	% Positive Response		Difference
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	72.8%	51.3%	+21.5
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)	51.3%	30.7%	+20.6
Creativity and innovation are rewarded. (Q.32)	47.4%	27.5%	+19.9
Promotions in my work unit are based on merit. (Q.22)	47.8%	28.0%	+19.8
Employees are recognized for providing high quality products and services. (Q.31)	57.9%	38.3%	+19.6
My talents are used well in the workplace. (Q.11)	76.7%	57.3%	+19.4
The people I work with cooperate to get the job done. (Q.20)	83.1%	64.7%	+18.4
I am given a real opportunity to improve my skills in my organization. (Q.1)	68.0%	49.9%	+18.1
Managers support collaboration across work units to accomplish work objectives. (Q.59)	66.0%	48.5%	+17.5
I feel encouraged to come up with new and better ways of doing things. (Q.3)	72.8%	56.1%	+16.7

OSD, Agencies and Activities DIRECT FOR HCOPS & DETR 5th Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (FT BELVOIR COMMUNITY HOSPITAL) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.



Survey Item	% Positive Response		Difference
My supervisor listens to what I have to say. (Q.48)	57.9%	72.7%	-14.8
I have sufficient resources to get my job done. (Q.9)	25.3%	36.4%	-11.1
My workload is reasonable. (Q.10)	42.1%	53.1%	-11.0
Physical conditions allow employees to perform their jobs well. (Q.14)	63.2%	73.6%	-10.4
Policies and programs promote diversity in the workplace. (Q.34)	34.5%	44.7%	-10.2
I have trust and confidence in my supervisor. (Q.51)	54.0%	62.9%	-8.9
The work I do is important. (Q.13)	85.4%	93.9%	-8.5
Managers communicate the goals and priorities of the organization. (Q.56)	42.4%	50.9%	-8.5
Pay raises depend on how well employees perform their jobs. (Q.33)	10.0%	18.1%	-8.1
Managers promote communication among different work units. (Q.58)	38.3%	45.9%	-7.6

OSD, Agencies and Activities
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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
OSD, Agencies and Activities	15,894	65.2%	15.6%	19.2%
NCR MEDICAL DIRECTORATE	356	52.5%	15.2%	32.3%
FT BELVOIR COMMUNITY HOSPITAL	99	49.9%	16.8%	33.3%
DIRECT FOR HCOPS & DETR	20	68.0%	8.8%	23.3%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,855	69.6%	14.8%	15.5%
NCR MEDICAL DIRECTORATE	356	64.6%	14.4%	21.0%
FT BELVOIR COMMUNITY HOSPITAL	99	67.1%	8.8%	24.0%
DIRECT FOR HCOPS & DETR	20	68.0%	8.8%	23.3%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,806	61.8%	16.2%	22.0%
NCR MEDICAL DIRECTORATE	357	52.2%	16.9%	30.9%
FT BELVOIR COMMUNITY HOSPITAL	99	56.1%	14.5%	29.4%
DIRECT FOR HCOPS & DETR	20	72.8%	6.4%	20.9%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,852	69.7%	14.8%	15.5%
NCR MEDICAL DIRECTORATE	356	68.9%	12.1%	19.0%
FT BELVOIR COMMUNITY HOSPITAL	99	75.9%	12.7%	11.4%
DIRECT FOR HCOPS & DETR	20	79.1%	10.4%	10.5%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,795	80.5%	12.1%	7.4%
NCR MEDICAL DIRECTORATE	356	86.9%	8.2%	4.9%
FT BELVOIR COMMUNITY HOSPITAL	98	86.2%	11.3%	2.6%
DIRECT FOR HCOPS & DETR	20	83.1%	6.4%	10.5%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,771	78.6%	11.6%	9.8%
NCR MEDICAL DIRECTORATE	354	75.5%	13.3%	11.2%
FT BELVOIR COMMUNITY HOSPITAL	97	79.7%	13.3%	7.1%
DIRECT FOR HCOPS & DETR	20	74.3%	12.6%	13.1%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,835	95.6%	2.8%	1.6%
NCR MEDICAL DIRECTORATE	355	93.3%	4.3%	2.4%
FT BELVOIR COMMUNITY HOSPITAL	97	93.6%	5.1%	1.3%
DIRECT FOR HCOPS & DETR	20	93.6%	6.4%	0.0%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,838	91.5%	6.7%	1.8%
NCR MEDICAL DIRECTORATE	357	91.7%	6.1%	2.3%
FT BELVOIR COMMUNITY HOSPITAL	99	94.1%	4.4%	1.6%
DIRECT FOR HCOPS & DETR	20	89.3%	6.4%	4.3%

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,863	53.1%	15.9%	30.9%	28
NCR MEDICAL DIRECTORATE	355	40.1%	12.0%	47.9%	2
FT BELVOIR COMMUNITY HOSPITAL	99	36.4%	12.7%	50.9%	0
DIRECT FOR HCOPS & DETR	20	25.3%	14.6%	60.1%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,828	62.9%	14.8%	22.3%	29
NCR MEDICAL DIRECTORATE	355	56.5%	16.8%	26.7%	1
FT BELVOIR COMMUNITY HOSPITAL	98	53.1%	17.1%	29.8%	0
DIRECT FOR HCOPS & DETR	20	42.1%	6.4%	51.5%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,623	58.7%	16.2%	25.1%	67
NCR MEDICAL DIRECTORATE	353	56.2%	13.9%	30.0%	2
FT BELVOIR COMMUNITY HOSPITAL	97	57.3%	17.0%	25.6%	1
DIRECT FOR HCOPS & DETR	20	76.7%	12.8%	10.5%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,801	84.5%	8.6%	6.9%	42
NCR MEDICAL DIRECTORATE	356	80.2%	8.7%	11.1%	0
FT BELVOIR COMMUNITY HOSPITAL	99	79.1%	11.6%	9.3%	0
DIRECT FOR HCOPS & DETR	20	85.4%	10.4%	4.3%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,718	88.5%	7.9%	3.7%	47
NCR MEDICAL DIRECTORATE	357	90.8%	7.2%	2.1%	0
FT BELVOIR COMMUNITY HOSPITAL	99	93.9%	4.3%	1.8%	0
DIRECT FOR HCOPS & DETR	20	85.4%	10.3%	4.3%	0

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
OSD, Agencies and Activities	15,808	71.9%	11.7%	16.4%	42
NCR MEDICAL DIRECTORATE	355	63.4%	11.1%	25.5%	2
FT BELVOIR COMMUNITY HOSPITAL	98	73.6%	11.4%	15.0%	0
DIRECT FOR HCOPS & DETR	20	63.2%	10.4%	26.5%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,626	71.7%	14.5%	13.8%	249
NCR MEDICAL DIRECTORATE	343	68.2%	19.0%	12.8%	12
FT BELVOIR COMMUNITY HOSPITAL	96	68.1%	18.1%	13.8%	3
DIRECT FOR HCOPS & DETR	20	72.3%	15.5%	12.2%	0

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,767	84.8%	10.2%	5.0%	55
NCR MEDICAL DIRECTORATE	352	82.0%	11.7%	6.3%	3
FT BELVOIR COMMUNITY HOSPITAL	98	84.5%	7.5%	8.0%	1
DIRECT FOR HCOPS & DETR	20	89.3%	6.4%	4.3%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,277	65.7%	16.4%	17.9%	557
NCR MEDICAL DIRECTORATE	337	58.7%	18.8%	22.6%	19
FT BELVOIR COMMUNITY HOSPITAL	93	60.3%	18.6%	21.1%	6
DIRECT FOR HCOPS & DETR	20	60.4%	31.3%	8.3%	0

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,746	55.6%	22.1%	22.3%	117
NCR MEDICAL DIRECTORATE	351	44.7%	25.1%	30.1%	4
FT BELVOIR COMMUNITY HOSPITAL	97	45.2%	26.0%	28.8%	1
DIRECT FOR HCOPS & DETR	20	39.2%	18.8%	42.0%	0

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
OSD, Agencies and Activities	15,547	73.7%	11.7%	14.6%	356
NCR MEDICAL DIRECTORATE	335	72.7%	10.6%	16.7%	23
FT BELVOIR COMMUNITY HOSPITAL	90	75.2%	7.2%	17.6%	9
DIRECT FOR HCOPS & DETR	18	71.2%	6.8%	21.9%	2

My Work Unit

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,894	73.5%	12.6%	13.9%
NCR MEDICAL DIRECTORATE	357	64.8%	15.4%	19.8%
FT BELVOIR COMMUNITY HOSPITAL	99	64.7%	22.7%	12.6%
DIRECT FOR HCOPS & DETR	20	83.1%	6.4%	10.5%

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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
OSD, Agencies and Activities	15,333	44.5%	25.8%	29.7%	557
NCR MEDICAL DIRECTORATE	345	38.0%	21.0%	40.9%	11
FT BELVOIR COMMUNITY HOSPITAL	97	38.6%	26.0%	35.4%	2
DIRECT FOR HCOPS & DETR	20	39.6%	21.2%	39.2%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,784	36.9%	27.7%	35.4%	1,058
NCR MEDICAL DIRECTORATE	324	25.7%	27.0%	47.3%	29
FT BELVOIR COMMUNITY HOSPITAL	93	28.0%	31.1%	40.9%	5
DIRECT FOR HCOPS & DETR	20	47.8%	27.4%	24.8%	0

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
OSD, Agencies and Activities	14,331	31.1%	27.9%	41.0%	1,519
NCR MEDICAL DIRECTORATE	332	29.1%	23.1%	47.9%	22
FT BELVOIR COMMUNITY HOSPITAL	90	30.7%	18.8%	50.5%	8
DIRECT FOR HCOPS & DETR	17	51.3%	7.4%	41.3%	3

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,954	39.1%	27.1%	33.8%	898
NCR MEDICAL DIRECTORATE	341	29.3%	25.0%	45.7%	15
FT BELVOIR COMMUNITY HOSPITAL	94	30.8%	28.0%	41.2%	4
DIRECT FOR HCOPS & DETR	20	41.1%	19.3%	39.6%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,794	47.8%	23.3%	28.9%	1,026
NCR MEDICAL DIRECTORATE	326	34.2%	27.1%	38.7%	29
FT BELVOIR COMMUNITY HOSPITAL	91	32.7%	32.3%	34.9%	7
DIRECT FOR HCOPS & DETR	19	43.9%	29.7%	26.4%	0

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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
OSD, Agencies and Activities	15,800	72.1%	13.6%	14.3%	38
NCR MEDICAL DIRECTORATE	355	64.1%	14.4%	21.5%	0
FT BELVOIR COMMUNITY HOSPITAL	99	67.5%	16.7%	15.7%	0
DIRECT FOR HCOPS & DETR	20	83.1%	6.4%	10.5%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,325	57.4%	26.2%	16.3%	539
NCR MEDICAL DIRECTORATE	343	43.1%	32.0%	24.9%	15
FT BELVOIR COMMUNITY HOSPITAL	97	46.8%	35.3%	17.9%	2
DIRECT FOR HCOPS & DETR	20	60.4%	18.8%	20.9%	0

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,860	81.4%	15.0%	3.6%
NCR MEDICAL DIRECTORATE	357	78.7%	15.5%	5.7%
FT BELVOIR COMMUNITY HOSPITAL	99	81.1%	15.4%	3.4%
DIRECT FOR HCOPS & DETR	20	95.7%	0.0%	4.3%

My Agency

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,415	70.2%	16.7%	13.1%	202
NCR MEDICAL DIRECTORATE	345	60.9%	18.4%	20.7%	1
FT BELVOIR COMMUNITY HOSPITAL	93	61.8%	26.7%	11.5%	0
DIRECT FOR HCOPS & DETR	20	55.5%	27.6%	16.9%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,303	49.0%	23.1%	27.8%	293
NCR MEDICAL DIRECTORATE	340	39.1%	20.2%	40.7%	7
FT BELVOIR COMMUNITY HOSPITAL	93	37.5%	26.1%	36.3%	2
DIRECT FOR HCOPS & DETR	20	45.4%	21.2%	33.4%	0

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,292	54.0%	21.7%	24.3%	285
NCR MEDICAL DIRECTORATE	338	36.5%	22.7%	40.8%	9
FT BELVOIR COMMUNITY HOSPITAL	93	38.3%	30.5%	31.2%	1
DIRECT FOR HCOPS & DETR	20	57.9%	16.6%	25.5%	0

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,072	44.2%	27.3%	28.5%	501
NCR MEDICAL DIRECTORATE	339	29.2%	22.9%	47.9%	8
FT BELVOIR COMMUNITY HOSPITAL	92	27.5%	22.3%	50.1%	1
DIRECT FOR HCOPS & DETR	20	47.4%	10.7%	41.9%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,426	25.1%	28.8%	46.0%	1,121
NCR MEDICAL DIRECTORATE	304	16.4%	23.5%	60.1%	39
FT BELVOIR COMMUNITY HOSPITAL	86	18.1%	29.4%	52.6%	7
DIRECT FOR HCOPS & DETR	19	10.0%	35.1%	54.9%	1

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
OSD, Agencies and Activities	14,605	61.3%	24.3%	14.4%	963
NCR MEDICAL DIRECTORATE	326	48.0%	29.3%	22.7%	21
FT BELVOIR COMMUNITY HOSPITAL	90	44.7%	26.4%	28.8%	4
DIRECT FOR HCOPS & DETR	20	34.5%	29.8%	35.7%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,395	83.1%	9.8%	7.1%	192
NCR MEDICAL DIRECTORATE	342	78.0%	12.5%	9.6%	4
FT BELVOIR COMMUNITY HOSPITAL	92	76.7%	15.7%	7.6%	2
DIRECT FOR HCOPS & DETR	19	77.8%	17.6%	4.6%	1

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,421	84.8%	9.5%	5.8%	104
NCR MEDICAL DIRECTORATE	342	79.8%	11.4%	8.8%	2
FT BELVOIR COMMUNITY HOSPITAL	93	80.1%	14.6%	5.3%	1
DIRECT FOR HCOPS & DETR	20	87.0%	8.8%	4.3%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,785	55.2%	21.4%	23.4%	768
NCR MEDICAL DIRECTORATE	331	54.2%	20.2%	25.6%	15
FT BELVOIR COMMUNITY HOSPITAL	90	59.2%	17.8%	23.0%	2
DIRECT FOR HCOPS & DETR	19	60.2%	15.8%	24.0%	1

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
OSD, Agencies and Activities	14,317	68.6%	18.3%	13.1%	1,198
NCR MEDICAL DIRECTORATE	316	62.3%	18.0%	19.7%	29
FT BELVOIR COMMUNITY HOSPITAL	86	58.8%	22.5%	18.6%	7
DIRECT FOR HCOPS & DETR	19	69.4%	13.1%	17.6%	1

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,338	78.3%	14.5%	7.2%	243
NCR MEDICAL DIRECTORATE	339	71.7%	13.9%	14.3%	7
FT BELVOIR COMMUNITY HOSPITAL	92	79.5%	12.0%	8.5%	1
DIRECT FOR HCOPS & DETR	20	80.6%	8.8%	10.7%	0

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,568	65.2%	19.3%	15.5%
NCR MEDICAL DIRECTORATE	346	52.2%	24.4%	23.4%
FT BELVOIR COMMUNITY HOSPITAL	93	51.0%	31.4%	17.6%
DIRECT FOR HCOPS & DETR	20	57.8%	25.3%	16.9%

OSD, Agencies and Activities
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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
OSD, Agencies and Activities	14,475	45.4%	25.7%	28.9%	1,108
NCR MEDICAL DIRECTORATE	323	34.2%	30.0%	35.8%	23
FT BELVOIR COMMUNITY HOSPITAL	84	36.1%	27.4%	36.5%	9
DIRECT FOR HCOPS & DETR	18	36.7%	44.3%	18.9%	2

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,488	81.2%	9.2%	9.6%	63
NCR MEDICAL DIRECTORATE	341	66.0%	15.5%	18.5%	1
FT BELVOIR COMMUNITY HOSPITAL	92	67.4%	17.5%	15.1%	0
DIRECT FOR HCOPS & DETR	20	66.6%	29.1%	4.3%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,468	67.2%	15.8%	16.9%	52
NCR MEDICAL DIRECTORATE	341	54.6%	15.5%	29.9%	1
FT BELVOIR COMMUNITY HOSPITAL	91	60.1%	11.8%	28.1%	0
DIRECT FOR HCOPS & DETR	20	72.8%	12.7%	14.5%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,297	65.0%	17.1%	17.9%	179
NCR MEDICAL DIRECTORATE	337	51.2%	21.7%	27.2%	5
FT BELVOIR COMMUNITY HOSPITAL	91	53.6%	17.8%	28.6%	0
DIRECT FOR HCOPS & DETR	20	47.9%	29.1%	23.1%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,407	70.2%	19.2%	10.6%	1,087
NCR MEDICAL DIRECTORATE	323	59.8%	21.1%	19.1%	20
FT BELVOIR COMMUNITY HOSPITAL	90	64.8%	17.5%	17.7%	2
DIRECT FOR HCOPS & DETR	19	57.6%	33.5%	8.8%	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
OSD, Agencies and Activities	15,416	63.9%	17.8%	18.3%	78
NCR MEDICAL DIRECTORATE	339	54.8%	21.2%	24.0%	2
FT BELVOIR COMMUNITY HOSPITAL	92	59.6%	20.3%	20.1%	0
DIRECT FOR HCOPS & DETR	20	55.5%	15.0%	29.5%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,310	67.6%	16.6%	15.9%	209
NCR MEDICAL DIRECTORATE	341	53.1%	17.8%	29.1%	2
FT BELVOIR COMMUNITY HOSPITAL	92	56.1%	16.5%	27.4%	0
DIRECT FOR HCOPS & DETR	20	55.5%	25.2%	19.3%	0

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,520	76.8%	11.5%	11.8%
NCR MEDICAL DIRECTORATE	343	68.5%	11.3%	20.2%
FT BELVOIR COMMUNITY HOSPITAL	92	72.7%	10.1%	17.1%
DIRECT FOR HCOPS & DETR	20	57.9%	15.2%	26.9%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,488	81.4%	9.3%	9.3%
NCR MEDICAL DIRECTORATE	343	68.8%	13.4%	17.8%
FT BELVOIR COMMUNITY HOSPITAL	92	73.4%	11.5%	15.1%
DIRECT FOR HCOPS & DETR	20	66.6%	22.9%	10.5%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,483	77.9%	9.2%	12.9%
NCR MEDICAL DIRECTORATE	342	70.1%	7.5%	22.4%
FT BELVOIR COMMUNITY HOSPITAL	91	75.5%	5.6%	18.8%
DIRECT FOR HCOPS & DETR	19	71.1%	6.8%	22.1%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,506	68.1%	15.5%	16.4%
NCR MEDICAL DIRECTORATE	343	57.1%	14.4%	28.6%
FT BELVOIR COMMUNITY HOSPITAL	92	62.9%	9.5%	27.7%
DIRECT FOR HCOPS & DETR	20	54.0%	12.7%	33.3%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,500	70.7%	17.0%	12.2%
NCR MEDICAL DIRECTORATE	343	57.1%	21.9%	21.0%
FT BELVOIR COMMUNITY HOSPITAL	92	57.5%	21.3%	21.2%
DIRECT FOR HCOPS & DETR	20	62.7%	14.3%	23.1%

Leadership

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,164	46.3%	22.2%	31.6%	276
NCR MEDICAL DIRECTORATE	333	39.8%	21.2%	39.0%	6
FT BELVOIR COMMUNITY HOSPITAL	89	35.6%	22.8%	41.6%	2
DIRECT FOR HCOPS & DETR	20	49.4%	35.3%	15.3%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,527	57.1%	22.9%	20.1%	889
NCR MEDICAL DIRECTORATE	314	52.2%	24.6%	23.2%	24
FT BELVOIR COMMUNITY HOSPITAL	84	51.3%	22.2%	26.5%	6
DIRECT FOR HCOPS & DETR	19	72.8%	20.0%	7.1%	0

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,725	68.2%	19.5%	12.3%	611
NCR MEDICAL DIRECTORATE	322	55.1%	23.0%	21.9%	12
FT BELVOIR COMMUNITY HOSPITAL	87	57.2%	20.3%	22.5%	1
DIRECT FOR HCOPS & DETR	19	55.2%	29.3%	15.5%	1

OSD, Agencies and Activities
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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	15,161	63.5%	18.1%	18.4%	174
NCR MEDICAL DIRECTORATE	335	55.2%	19.9%	24.8%	2
FT BELVOIR COMMUNITY HOSPITAL	89	50.9%	24.5%	24.6%	2
DIRECT FOR HCOPS & DETR	19	42.4%	31.1%	26.5%	1

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,496	64.1%	21.0%	15.0%	854
NCR MEDICAL DIRECTORATE	324	55.3%	21.3%	23.4%	14
FT BELVOIR COMMUNITY HOSPITAL	86	56.1%	23.5%	20.4%	5
DIRECT FOR HCOPS & DETR	19	68.3%	18.1%	13.6%	1

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,955	55.9%	19.8%	24.3%	423
NCR MEDICAL DIRECTORATE	325	45.7%	21.6%	32.7%	11
FT BELVOIR COMMUNITY HOSPITAL	88	45.9%	23.0%	31.1%	3
DIRECT FOR HCOPS & DETR	19	38.3%	28.6%	33.0%	1

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,957	59.3%	19.8%	20.9%	420
NCR MEDICAL DIRECTORATE	326	48.6%	21.7%	29.7%	10
FT BELVOIR COMMUNITY HOSPITAL	87	48.5%	23.7%	27.9%	3
DIRECT FOR HCOPS & DETR	18	66.0%	20.1%	13.9%	1

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
OSD, Agencies and Activities	14,726	60.5%	21.6%	17.9%	672
NCR MEDICAL DIRECTORATE	310	50.3%	24.8%	24.9%	27
FT BELVOIR COMMUNITY HOSPITAL	80	48.1%	30.5%	21.4%	11
DIRECT FOR HCOPS & DETR	18	48.6%	20.1%	31.3%	2

OSD, Agencies and Activities
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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
OSD, Agencies and Activities	15,216	58.4%	22.8%	18.8%	169
NCR MEDICAL DIRECTORATE	330	54.9%	24.5%	20.7%	4
FT BELVOIR COMMUNITY HOSPITAL	91	54.6%	33.6%	11.7%	0
DIRECT FOR HCOPS & DETR	20	60.4%	35.3%	4.3%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	14,528	63.4%	21.4%	15.2%	873
NCR MEDICAL DIRECTORATE	298	49.3%	25.9%	24.8%	38
FT BELVOIR COMMUNITY HOSPITAL	80	46.3%	35.1%	18.6%	10
DIRECT FOR HCOPS & DETR	19	62.0%	31.1%	6.9%	1

My Satisfaction

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,343	54.5%	21.8%	23.6%
NCR MEDICAL DIRECTORATE	337	45.9%	20.8%	33.3%
FT BELVOIR COMMUNITY HOSPITAL	91	53.0%	11.8%	35.1%
DIRECT FOR HCOPS & DETR	20	51.6%	17.4%	31.0%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,341	53.3%	21.5%	25.2%
NCR MEDICAL DIRECTORATE	337	41.4%	25.8%	32.8%
FT BELVOIR COMMUNITY HOSPITAL	91	39.9%	26.5%	33.6%
DIRECT FOR HCOPS & DETR	20	55.5%	15.0%	29.5%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,295	51.9%	22.6%	25.5%
NCR MEDICAL DIRECTORATE	337	37.5%	23.3%	39.1%
FT BELVOIR COMMUNITY HOSPITAL	91	40.8%	20.2%	38.9%
DIRECT FOR HCOPS & DETR	20	41.6%	18.8%	39.6%

OSD, Agencies and Activities
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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
OSD, Agencies and Activities	15,289	48.5%	26.6%	24.8%
NCR MEDICAL DIRECTORATE	333	38.1%	35.3%	26.6%
FT BELVOIR COMMUNITY HOSPITAL	90	38.4%	35.4%	26.2%
DIRECT FOR HCOPS & DETR	20	51.7%	33.8%	14.6%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,310	37.7%	25.9%	36.4%
NCR MEDICAL DIRECTORATE	336	22.4%	29.0%	48.6%
FT BELVOIR COMMUNITY HOSPITAL	91	20.2%	30.8%	49.0%
DIRECT FOR HCOPS & DETR	20	26.3%	34.1%	39.6%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,312	54.8%	22.0%	23.2%
NCR MEDICAL DIRECTORATE	335	42.6%	22.2%	35.2%
FT BELVOIR COMMUNITY HOSPITAL	91	40.3%	26.0%	33.7%
DIRECT FOR HCOPS & DETR	20	33.5%	47.2%	19.3%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,309	66.6%	17.1%	16.3%
NCR MEDICAL DIRECTORATE	336	56.6%	15.3%	28.1%
FT BELVOIR COMMUNITY HOSPITAL	91	55.9%	17.2%	26.9%
DIRECT FOR HCOPS & DETR	20	66.6%	20.5%	12.9%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,328	66.5%	15.8%	17.7%
NCR MEDICAL DIRECTORATE	337	39.9%	20.4%	39.7%
FT BELVOIR COMMUNITY HOSPITAL	91	44.0%	20.7%	35.3%
DIRECT FOR HCOPS & DETR	20	47.8%	25.4%	26.8%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	15,336	60.4%	20.0%	19.6%
NCR MEDICAL DIRECTORATE	336	46.8%	20.3%	33.0%
FT BELVOIR COMMUNITY HOSPITAL	91	50.6%	20.6%	28.8%
DIRECT FOR HCOPS & DETR	20	61.7%	19.0%	19.3%

Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
OSD, Agencies and Activities	15,240	68.5%	12.4%	14.3%	4.8%
NCR MEDICAL DIRECTORATE	335	23.1%	31.3%	37.4%	8.2%
FT BELVOIR COMMUNITY HOSPITAL	91	8.8%	38.4%	47.2%	5.7%
DIRECT FOR HCOPS & DETR	20	18.6%	20.6%	48.4%	12.4%

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
OSD, Agencies and Activities	15,276	10.2%	25.5%	6.1%	17.8%
NCR MEDICAL DIRECTORATE	333	0.8%	6.9%	2.2%	9.0%
FT BELVOIR COMMUNITY HOSPITAL	90	0.0%	4.6%	1.4%	0.3%
DIRECT FOR HCOPS & DETR	20	0.0%	12.4%	6.2%	0.0%

(continued)

OSD, Agencies and Activities
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Work/Life (continued)

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

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
OSD, Agencies and Activities	15,276	15.8%	2.7%	10.0%	11.9%
NCR MEDICAL DIRECTORATE	333	41.2%	2.6%	28.4%	8.9%
FT BELVOIR COMMUNITY HOSPITAL	90	44.7%	3.6%	35.1%	10.4%
DIRECT FOR HCOPS & DETR	20	16.3%	4.0%	35.9%	25.2%

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

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	15,253	41.3%	44.8%	13.9%
NCR MEDICAL DIRECTORATE	335	38.1%	35.5%	26.3%
FT BELVOIR COMMUNITY HOSPITAL	91	39.9%	23.8%	36.2%
DIRECT FOR HCOPS & DETR	20	68.0%	27.7%	4.3%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	15,251	45.2%	47.6%	7.3%
NCR MEDICAL DIRECTORATE	334	21.5%	67.1%	11.3%
FT BELVOIR COMMUNITY HOSPITAL	91	22.2%	62.4%	15.4%
DIRECT FOR HCOPS & DETR	20	18.6%	73.1%	8.3%

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

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	15,181	13.2%	82.5%	4.3%
NCR MEDICAL DIRECTORATE	330	14.0%	81.2%	4.9%
FT BELVOIR COMMUNITY HOSPITAL	90	15.7%	79.2%	5.0%
DIRECT FOR HCOPS & DETR	19	6.4%	89.2%	4.4%

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Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	15,223	3.5%	82.8%	13.7%
NCR MEDICAL DIRECTORATE	330	5.0%	79.0%	16.0%
FT BELVOIR COMMUNITY HOSPITAL	90	5.9%	76.3%	17.8%
DIRECT FOR HCOPS & DETR	20	12.4%	77.1%	10.5%

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

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	15,226	2.0%	83.8%	14.2%
NCR MEDICAL DIRECTORATE	332	2.4%	81.3%	16.3%
FT BELVOIR COMMUNITY HOSPITAL	89	1.4%	77.4%	21.2%
DIRECT FOR HCOPS & DETR	20	0.0%	79.3%	20.7%

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

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	10,292	81.1%	10.1%	8.8%	143
NCR MEDICAL DIRECTORATE	76	67.0%	18.5%	14.5%	5
FT BELVOIR COMMUNITY HOSPITAL	6	100.0%	0.0%	0.0%	1
DIRECT FOR HCOPS & DETR	3	100.0%	0.0%	0.0%	0

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

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

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	7,038	92.5%	5.1%	2.4%	81
NCR MEDICAL DIRECTORATE	134	87.4%	7.3%	5.3%	2
FT BELVOIR COMMUNITY HOSPITAL	38	89.7%	5.7%	4.7%	0
DIRECT FOR HCOPS & DETR	13	90.6%	9.4%	0.0%	0

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

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Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	6,006	90.0%	8.0%	2.0%	241
NCR MEDICAL DIRECTORATE	66	86.5%	13.5%	0.0%	5
FT BELVOIR COMMUNITY HOSPITAL	14	92.3%	7.7%	0.0%	3
DIRECT FOR HCOPS & DETR	3	100.0%	0.0%	0.0%	0

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

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

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	1,612	80.0%	16.0%	4.0%	261
NCR MEDICAL DIRECTORATE	35	62.7%	35.6%	1.7%	8
FT BELVOIR COMMUNITY HOSPITAL	8	47.8%	52.2%	0.0%	3
DIRECT FOR HCOPS & DETR	1	0.0%	100.0%	0.0%	1

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

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	316	71.3%	21.8%	6.9%	136
NCR MEDICAL DIRECTORATE	12	65.8%	28.2%	5.9%	6
FT BELVOIR COMMUNITY HOSPITAL	3	69.9%	30.1%	0.0%	1
DIRECT FOR HCOPS & DETR	1	100.0%	0.0%	0.0%	1

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

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

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	222	61.6%	36.7%	1.7%	120
NCR MEDICAL DIRECTORATE	8	49.9%	50.1%	0.0%	4
FT BELVOIR COMMUNITY HOSPITAL	1	0.0%	100.0%	0.0%	1
DIRECT FOR HCOPS & DETR	0	--	--	--	0

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

**OSD, Agencies and Activities
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Demographic Questions

Where do you work?

	N	%
Headquarters	6	31.6%
Field	13	68.4%

What is your supervisory status?

	N	%
Non-Supervisor	7	35.0%
Team Leader	8	40.0%
Supervisor	4	20.0%
Manager	1	5.0%
Senior Leader	0	0.0%

Are you:

	N	%
Male	8	40.0%
Female	12	60.0%

Are you Hispanic or Latino?

	N	%
Yes	2	10.0%
No	18	90.0%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	3	15.8%
Black or African American	6	31.6%
Native Hawaiian or Other Pacific Islander	2	10.5%
White	8	42.1%
Two or more races	0	0.0%

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?

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	0	0.0%
Trade or Technical Certificate	1	5.0%
Some College (no degree)	2	10.0%
Associate's Degree (e.g., AA, AS)	1	5.0%
Bachelor's Degree (e.g., BA, BS)	6	30.0%
Master's Degree (e.g., MA, MS, MBA)	7	35.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	3	15.0%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	12	63.2%
GS 13-15	7	36.8%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	1	5.0%
1 to 3 years	2	10.0%
4 to 5 years	2	10.0%
6 to 10 years	4	20.0%
11 to 14 years	4	20.0%
15 to 20 years	2	10.0%
More than 20 years	5	25.0%

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)?

	N	%
Less than 1 year	0	0.0%
1 to 3 years	2	10.5%
4 to 5 years	4	21.1%
6 to 10 years	7	36.8%
11 to 20 years	5	26.3%
More than 20 years	1	5.3%

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

	N	%
No	13	65.0%
Yes, to retire	1	5.0%
Yes, to take another job within the Federal Government	5	25.0%
Yes, to take another job outside the Federal Government	0	0.0%
Yes, other	1	5.0%

I am planning to retire:

	N	%
Within one year	0	0.0%
Between one and three years	4	20.0%
Between three and five years	4	20.0%
Five or more years	12	60.0%

What is your US military service status?

	N	%
No Prior Military Service	7	36.8%
Currently in National Guard or Reserves	0	0.0%
Retired	7	36.8%
Separated or Discharged	5	26.3%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	10	52.6%
No	9	47.4%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	1	5.0%
30-39	3	15.0%
40-49	4	20.0%
50-59	10	50.0%
60 or older	2	10.0%

Note: Percentages for demographic questions are unweighted.