

2015 to 2010 FEVS for NSF Historical Trends Comparison

| FEVS Section | FEVS Question | | NSF 2010 | NSF 2011 | NSF 2012 | NSF 2013 | NSF 2014 | NSF 2015 | NSF Change 2014 to 2015 | NSF Change 2010 to 2015 |
|----------------------------|---|------------|------------|------------|------------|------------|------------|------------|-------------------------|-------------------------|
| MY WORK EXPERIENCES | (1) I am given a real opportunity to improve my skills in my organization. | % Positive | 74% | 74% | 69% | 67% | 72% | 75% | ↑ 3% | ↗ 1% |
| | (2) I have enough information to do my job well. | % Positive | 79% | 77% | 71% | 72% | 76% | 77% | ↑ 1% | ↓ -2% |
| | (3) I feel encouraged to come up with new and better ways of doing things. | % Positive | 71% | 67% | 66% | 67% | 66% | 69% | ↑ 3% | ↓ -2% |
| | (4) My work gives me a feeling of personal accomplishment. | % Positive | 79% | 77% | 73% | 76% | 77% | 79% | ↑ 2% | ↔ 0% |
| | (5) I like the kind of work I do. | % Positive | 85% | 83% | 79% | 82% | 82% | 82% | ↔ 0% | ↓ -3% |
| | (6) I know what is expected of me on the job. | % Positive | 82% | 78% | 74% | 78% | 78% | 81% | ↑ 3% | ↓ -1% |
| | (7) When needed, I am willing to put in the extra effort to get a job done. | % Positive | 98% | 99% | 97% | 97% | 97% | 97% | ↔ 0% | ↓ -1% |
| | (8) I am constantly looking for ways to do my job better. | % Positive | 94% | 94% | 93% | 93% | 92% | 94% | ↑ 2% | ↔ 0% |
| | (9) I have sufficient resources (for example, people, materials, budget) to get my job done. | % Positive | 54% | 52% | 48% | 49% | 52% | 54% | ↑ 2% | ↔ 0% |
| | (10) My workload is reasonable. | % Positive | 52% | 45% | 44% | 52% | 49% | 52% | ↑ 3% | ↔ 0% |
| | (11) My talents are used well in the workplace. | % Positive | 63% | 59% | 56% | 58% | 59% | 62% | ↑ 3% | ↘ -1% |
| | (12) I know how my work relates to the agency's goals and priorities. | % Positive | 91% | 89% | 85% | 87% | 87% | 90% | ↑ 3% | ↓ -1% |
| | (13) The work I do is important. | % Positive | 92% | 91% | 90% | 91% | 89% | 92% | ↑ 3% | ↔ 0% |
| | (14) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | % Positive | 81% | 80% | 77% | 81% | 79% | 82% | ↑ 3% | ↑ 1% |
| | (15) My performance appraisal is a fair reflection of my performance. | % Positive | 79% | 72% | 67% | 75% | 75% | 78% | ↑ 3% | ↘ -1% |
| | (16) I am held accountable for achieving results. | % Positive | 88% | 85% | 83% | 84% | 83% | 85% | ↑ 2% | ↓ -3% |
| | (17) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | % Positive | 64% | 64% | 59% | 62% | 62% | 67% | ↑ 5% | ↑ 3% |
| | (18) My training needs are assessed. | % Positive | 50% | 44% | 44% | 44% | 52% | 53% | ↑ 1% | ↑ 3% |
| | (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). | % Positive | 68% | 63% | 62% | 67% | 71% | 72% | ↑ 1% | ↑ 4% |
| MY WORK EXPERIENCES | | % Positive | 76% | 73% | 70% | 73% | 74% | 76% | ↑ 2% | ↔ 0% |

Sample or Census: Census

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Number of surveys administered: 1,159

Response Rate: 78%

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| | | | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2015 | Change 2014 to 2015 | Change 2010 to 2015 | |
| MY WORK UNIT | (20) The people I work with cooperate to get the job done. | % Positive | 75% | 75% | 76% | 77% | 79% | 80% | 80% | ↑ 1% | ↑ 5% | |
| | (21) My work unit is able to recruit people with the right skills. | % Positive | 53% | 51% | 53% | 55% | 58% | 55% | 55% | ↓ -2% | ↑ 2% | |
| | (22) Promotions in my work unit are based on merit. | % Positive | 45% | 41% | 41% | 40% | 44% | 43% | 43% | ↔ -1% | ↓ -2% | |
| | (23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | % Positive | 31% | 28% | 33% | 31% | 37% | 33% | 33% | ↓ -4% | ↑ 2% | |
| | (24) In my work unit, differences in performance are recognized in a meaningful way. | % Positive | 39% | 34% | 35% | 30% | 35% | 36% | 36% | ↑ 1% | ↓ -3% | |
| | (25) Awards in my work unit depend on how well employees perform their jobs. | % Positive | 49% | 44% | 42% | 35% | 41% | 45% | 45% | ↑ 4% | ↓ -4% | |
| | (26) Employees in my work unit share job knowledge with each other. | % Positive | 69% | 71% | 72% | 73% | 75% | 75% | 75% | ↔ 0% | ↑ 6% | |
| | (27) The skill level in my work unit has improved in the past year. | % Positive | 51% | 51% | 52% | 51% | 52% | 56% | 56% | ↑ 4% | ↑ 5% | |
| | (28) How would you rate the overall quality of work done by your work group? | % Positive | 86% | 86% | 88% | 88% | 89% | 90% | 90% | ↑ 1% | ↑ 4% | |
| MY WORK UNIT | % Positive | 55% | 53% | 55% | 53% | 57% | 57% | 57% | ↔ 0% | ↑ 2% | | |
| | FEVS Question | | NSF | NSF | NSF | NSF | NSF | NSF | NSF | NSF | NSF | NSF |
| | | | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2015 | Change 2014 to 2015 | Change 2010 to 2015 | |
| MY AGENCY | (29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | % Positive | 76% | 77% | 75% | 76% | 77% | 77% | 77% | ↔ 1% | ↑ 1% | |
| | (30) Employees have a feeling of personal empowerment with respect to work processes. | % Positive | 57% | 49% | 46% | 46% | 50% | 54% | 54% | ↑ 4% | ↓ -3% | |
| | (31) Employees are recognized for providing high quality products and services. | % Positive | 65% | 58% | 50% | 49% | 54% | 56% | 56% | ↑ 2% | ↓ -9% | |
| | (32) Creativity and innovation are rewarded. | % Positive | 55% | 52% | 44% | 44% | 44% | 48% | 48% | ↑ 4% | ↓ -7% | |
| | (33) Pay raises depend on how well employees perform their jobs. | % Positive | 34% | 33% | 27% | 21% | 28% | 32% | 32% | ↑ 4% | ↓ -2% | |
| | (34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | % Positive | 61% | 62% | 57% | 61% | 63% | 63% | 63% | ↔ 0% | ↑ 2% | |
| | (35) Employees are protected from health and safety hazards on the job. | % Positive | 86% | 85% | 82% | 85% | 86% | 87% | 87% | ↑ 1% | ↑ 1% | |
| | (36) My organization has prepared employees for potential security threats. | % Positive | 78% | 71% | 75% | 76% | 73% | 77% | 77% | ↑ 4% | ↔ -1% | |
| | (37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | % Positive | 56% | 56% | 52% | 54% | 55% | 57% | 57% | ↑ 2% | ↑ 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. | % Positive | 68% | 68% | 63% | 66% | 67% | 68% | 68% | ↔ 1% | ↔ 0% | |
| | (39) My agency is successful at accomplishing its mission. | % Positive | 90% | 89% | 84% | 87% | 85% | 87% | 87% | ↑ 2% | ↓ -3% | |
| (40) I recommend my organization as a good place to work. | % Positive | 80% | 75% | 68% | 69% | 70% | 71% | 71% | ↔ 1% | ↓ -9% | | |
| (41) I believe the results of this survey will be used to make my agency a better place to work. | % Positive | 57% | 51% | 47% | 48% | 49% | 50% | 50% | ↔ 1% | ↓ -7% | | |
| MY AGENCY | % Positive | 66% | 64% | 59% | 60% | 62% | 64% | 64% | ↑ 2% | ↓ -3% | | |

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| MY SUPERVISOR / | (42) My supervisor supports my need to balance work and family issues. | % Positive | 80% | 79% | 81% | 82% | 83% | 84% | ↑ 1% | ↑ 4% |
| | (43) My supervisor/team leader provides me with opportunities to demonstrate my leadership skills. | % Positive | 73% | 69% | 67% | 72% | 72% | 73% | ↑ 1% | → 0% |
| | (44) Discussions with my supervisor/team leader about my performance are worthwhile. | % Positive | 63% | 60% | 59% | 66% | 66% | 68% | ↑ 2% | ↑ 5% |
| | (45) My supervisors/team leader is committed to a workforce representative of all segments of society. | % Positive | 70% | 70% | 67% | 72% | 72% | 73% | ↑ 1% | ↑ 3% |
| | (46) My supervisor/team leader provides me with constructive suggestions to improve my job performance. | % Positive | 59% | 57% | 57% | 62% | 65% | 66% | ↑ 1% | ↑ 7% |
| | (47) Supervisors/team leaders in my work unit support employee development. | % Positive | 72% | 70% | 68% | 69% | 74% | 74% | → 0% | ↑ 3% |
| | (48) My supervisor/team leader listens to what I have to say. | % Positive | 79% | 76% | 75% | 79% | 78% | 80% | ↑ 2% | ↑ 1% |
| | (49) My supervisor/team leader treats me with respect. | % Positive | 82% | 81% | 80% | 83% | 83% | 84% | ↑ 1% | ↑ 2% |
| | (50) In the last six months, my supervisor/team leader has talked with me about my performance. | % Positive | 78% | 74% | 82% | 87% | 88% | 87% | ↓ -1% | ↑ 9% |
| | (51) I have trust and confidence in my supervisor. | % Positive | 67% | 64% | 65% | 68% | 69% | 69% | → 0% | ↑ 2% |
| | (52) Overall, how good a job do you feel is being done by your immediate supervisor/team leader? | % Positive | 71% | 69% | 71% | 75% | 76% | 75% | ↓ -1% | ↑ 4% |
| MY SUPERVISOR / TEAM LEADER | % Positive | 72% | 70% | 70% | 74% | 75% | 76% | ↑ 1% | ↑ 4% | |
| | FEVS Question | | NSF 2010 | NSF 2011 | NSF 2012 | NSF 2013 | NSF 2014 | NSF 2015 | NSF Change 2014 to 2015 | NSF Change 2010 to 2015 |
| LEADERSHIP | (53) In my organization, leaders generate high levels of motivation and commitment in the workforce. | % Positive | 53% | 44% | 40% | 43% | 45% | 46% | ↑ 1% | ↓ -7% |
| | (54) My organization's leaders maintain high standards of honesty and integrity. | % Positive | 65% | 58% | 56% | 58% | 58% | 57% | ↓ -1% | ↓ -8% |
| | (55) Managers/supervisors/team leaders work well with employees of different backgrounds. | % Positive | 63% | 60% | 58% | 60% | 63% | 62% | ↓ -1% | ↓ -1% |
| | (56) Managers communicate the goals and priorities of the organization. | % Positive | 65% | 59% | 56% | 59% | 61% | 64% | ↑ 3% | ↓ -1% |
| | (57) Managers review and evaluate the organization's progress toward meeting its goals and objectives. | % Positive | 68% | 59% | 56% | 57% | 61% | 66% | ↑ 5% | ↓ -2% |
| | (58) Managers promote communication among different work units (for example, about projects, goals, needed resources). | % Positive | 59% | 56% | 52% | 53% | 55% | 59% | ↑ 4% | → 0% |
| | (59) Managers support collaboration across work units to accomplish work objectives? | % Positive | 67% | 64% | 62% | 61% | 62% | 66% | ↑ 4% | ↓ -1% |
| | (60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader? | % Positive | 61% | 59% | 57% | 62% | 63% | 66% | ↑ 3% | ↑ 5% |
| | (61) I have a high level of respect for my organization's senior leaders. | % Positive | 63% | 58% | 51% | 56% | 58% | 56% | ↓ -2% | ↓ -7% |
| (62) Senior leaders demonstrate support for work/life programs. | % Positive | 66% | 60% | 63% | 65% | 69% | 68% | ↓ -1% | ↑ 2% | |
| LEADERSHIP | % Positive | 63% | 58% | 55% | 57% | 60% | 61% | ↑ 1% | ↓ -2% | |

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| MY SATISFACTION | (63) How satisfied are you with your involvement in decisions that affect your work? | % Positive | 61% | 56% | 52% | 56% | 58% | 59% | ↑ 1% | ↓ -2% |
| | (64) How satisfied are you with the information you receive from management on what's going on in your organization? | % Positive | 55% | 50% | 46% | 48% | 54% | 54% | → 0% | ↓ -1% |
| | (65) How satisfied are you with the recognition you receive for doing a good job? | % Positive | 67% | 58% | 52% | 52% | 55% | 57% | ↑ 2% | ↓ -10% |
| | (66) How satisfied are you with the policies and practices of your senior leaders. | % Positive | 52% | 44% | 40% | 42% | 48% | 49% | ↔ 1% | ↓ -3% |
| | (67) How satisfied are you with your opportunity to get a better job in your organization? | % Positive | 41% | 35% | 30% | 32% | 34% | 36% | ↑ 2% | ↓ -5% |
| | (68) How satisfied are you with the training you receive for your present job? | % Positive | 61% | 57% | 54% | 51% | 59% | 60% | ↔ 1% | ↔ -1% |
| | (69) Considering everything, how satisfied are you with your job? | % Positive | 73% | 70% | 66% | 66% | 69% | 71% | ↑ 2% | ↓ -2% |
| | (70) Considering everything, how satisfied are you with your pay? | % Positive | 74% | 66% | 59% | 54% | 59% | 59% | → 0% | ↓ -15% |
| (71) Considering everything, how satisfied are you with your organization? | % Positive | 71% | 66% | 60% | 60% | 65% | 66% | ↑ 1% | ↓ -5% | |
| MY SATISFACTION | | % Positive | 62% | 56% | 51% | 51% | 56% | 57% | ↑ 1% | ↓ -5% |
| <i>NOTE: OPM changed the way scores are calculated for questions related to Work/Life programs in 2012. Scores now only include inputs from those who participate in the referenced program.</i> | | | | | | | | | | |
| WORK LIFE | FEVS Question | | NSF 2010 | NSF 2011 | NSF 2012 | NSF 2013 | NSF 2014 | NSF 2015 | NSF Change 2014 to 2015 | NSF Change 2010 to 2015 |
| | (79) How satisfied are you with telework in your agency? | % Positive | 70% | 71% | 79% | 81% | 83% | 85% | ↑ 2% | ↑ 15% |
| | (80) How satisfied are you with alternative work schedules in your agency? | % Positive | 68% | 59% | 91% | 89% | 91% | 90% | ↓ -1% | ↑ 22% |
| | (81) How satisfied are you with health and wellness programs (for example, exercise, medical screening, quit smoking programs) in your agency? | % Positive | 80% | 75% | 89% | 90% | 86% | 91% | ↑ 5% | ↑ 11% |
| | (82) How satisfied are you with your Employee Assistance Program (EAP) in your agency? | % Positive | 55% | 52% | 86% | 83% | 80% | 87% | ↑ 7% | ↑ 32% |
| | (83) How satisfied are you with Child Care Programs in your agency? | % Positive | 49% | 41% | 69% | 84% | 91% | 80% | ↓ -11% | ↑ 31% |
| | (84) How satisfied are you with Elder Care Programs in your agency? | % Positive | 33% | 29% | 66% | 82% | 71% | 63% | ↓ -8% | ↑ 30% |
| WORK LIFE | | % Positive | 59% | 54% | 80% | 85% | 84% | 83% | ↓ -1% | ↑ 24% |

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