

**USGS**  
**2015 Federal Employee Viewpoint Survey – Temporary, Term, Seasonal and Intermittent**  
**(FEVS-TTSI)**  
**Summary Results**  
*n = 748; Response rate = 52.5%*

The FEVS-TTSI is an internal survey administered yearly to allow USGS employees in temporary, term, seasonal, or intermittent hiring appointments the opportunity to respond to the FEVS questions.

FEVS-TTSI results are reported as percent positive, percent neutral, and percent negative.

- Percent Positive represents the proportion of people who selected Strongly Agree/Agree; Very Satisfied/Satisfied; Very Good/Good
- Percent Neutral represents the proportion of people who selected Neither Agree nor Disagree; Neither Satisfied nor Dissatisfied; Fair
- Percent Negative represents the proportion of people who selected Strongly Disagree/Disagree; Dissatisfied/Very Dissatisfied; Poor/Very Poor
- DNK/NBJ stands for “Do Not Know” and “No Basis to Judge” respectively

The information below captures the organization’s Top Strengths, Top Challenges, Top Neutrals, as well as responses to the Best Places to Work Index items, and other FEVS items to consider.

**Top Strengths** Responses that are 65% or more positive are strengths. These items represent areas where your organization is doing well. You may be able to capitalize on successes.

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/NBJ
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*	1	100.0%	0.0%	0.0%	
7. When needed I am willing to put in the extra effort to get a job done.	701	98.0%	1.4%	0.6%	
8. I am constantly looking for ways to do my job better.	702	95.9%	4.0%	0.1%	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*	214	93.0%	4.7%	2.3%	0
28. How would you rate the overall quality of work done by your work unit?	685	91.5%	7.7%	0.7%	
49. My supervisor treats me with respect.	668	91.3%	5.1%	3.6%	
42. My supervisor supports my need to balance work and other life issues.	669	89.8%	5.2%	3.6%	9
5. I like the kind of work I do.	698	89.4%	7.0%	3.6%	
48. My supervisor listens to what I have to say.	668	88.3%	6.4%	5.2%	
13. The work I do is important.	697	87.2%	10.2%	2.2%	3
20. The people I work with cooperate to get the job done.	693	86.3%	8.4%	5.3%	
16. I am held accountable for achieving results.	695	86.0%	9.8%	3.0%	8
50. In the last six months, my supervisor has talked with me about my performance.	669	85.5%	6.1%	8.4%	

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*	46	84.8%	4.3%	6.5%	2
26. Employees in my work unit share job knowledge with each other.	688	84.4%	7.1%	7.3%	8
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	667	84.4%	7.8%	3.6%	28
39. My agency is successful at accomplishing its mission.	667	83.2%	11.1%	1.9%	25
35. Employees are protected from health and safety hazards on the job.	668	82.8%	9.9%	5.7%	11
51. I have trust and confidence in my supervisor.	666	82.4%	9.9%	7.7%	
4. My work gives me a feeling of personal accomplishment.	699	82.1%	10.2%	7.7%	
6. I know what is expected of me on the job.	698	81.9%	10.7%	7.3%	
A. Employees of all cultures and backgrounds are welcomed in my bureau/office.	641	81.7%	10.0%	2.7%	36
52. Overall, how good a job do you feel is being done by your immediate supervisor?	664	81.6%	13.9%	4.5%	
40. I recommend my organization as a good place to work.	668	80.5%	12.7%	6.7%	
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)*	102	79.4%	14.7%	3.9%	2
12. I know how my work relates to the agency's goals and priorities.	697	79.2%	13.6%	7.0%	1
1. I am given a real opportunity to improve my skills in my organization.	701	78.6%	11.0%	10.4%	
3. I feel encouraged to come up with new and better ways of doing things.	702	78.3%	11.5%	10.1%	
2. I have enough information to do my job well.	700	77.9%	12.7%	9.4%	
47. Supervisors in my work unit support employee development.	667	76.2%	13.9%	8.1%	12
69. Considering everything, how satisfied are you with your job?	647	75.1%	14.8%	10.0%	
44. Discussions with my supervisor about my performance are worthwhile.	669	74.1%	13.2%	9.9%	19
10. My workload is reasonable.	696	73.9%	12.2%	13.6%	2
71. Considering everything, how satisfied are you with your organization?	650	72.8%	17.8%	9.4%	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	667	72.3%	16.3%	10.0%	9
E. My supervisor promotes innovative and creative solutions in the workplace.	637	71.9%	18.4%	7.7%	13

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.	664	71.1%	9.3%	4.4%	101
46. My supervisor provides me with constructive suggestions to improve my job performance.	669	71.0%	14.1%	14.1%	6
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	695	70.9%	14.4%	14.2%	3
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	696	70.8%	14.9%	7.5%	47
15. My performance appraisal is a fair reflection of my performance.	696	70.5%	14.8%	7.0%	53
C. In my unit, employees are able to provide feedback to decision-makers.	636	67.0%	16.8%	12.3%	25
36. My organization has prepared employees for potential security threats.	666	67.0%	19.2%	8.9%	33
55. Supervisors work well with employees of different backgrounds.	653	66.8%	14.7%	4.9%	89
27. The skill level in my work unit has improved in the past year.	687	66.4%	18.8%	6.7%	56
45. My supervisor is committed to a workforce representative of all segments of society.	665	65.6%	17.1%	4.7%	84
11. My talents are used well in the workplace.	697	65.3%	19.4%	15.1%	2
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).	694	65.0%	12.2%	11.5%	78

**Top Challenges** Responses that are 35% or more negative are challenges. These items represent areas in which your group may benefit from effort or attention to the topic.

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/NBJ
67. How satisfied are you with your opportunity to get a better job in your organization?	646	30.3%	25.2%	44.4%	

**Also to Consider** Responses that are between 25% and 35% negative. These items may be “at risk,” in that a quarter or more of the respondents gave a negative response.

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/NBJ
70. Considering everything, how satisfied are you with your pay?	648	48.9%	20.4%	30.7%	
33. Pay raises depend on how well employees perform their jobs.	663	29.0%	23.2%	26.7%	140

**Top Neutral Items** Responses that are 30% or more neutral may indicate opportunities for additional communication. These items may be in areas where you can make improvements leading to increased knowledge, gained commitment and/or enhanced engagement.

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/NBJ
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)*	2	50.0%	50.0%	0.0%	
66. How satisfied are you with the policies and practices of your senior leaders?	648	47.7%	36.0%	16.4%	

**Best Places to Work Index Items** These items are used by the Partnership for Public Service in its annual ranking of the Best Places to Work in the Federal Government.

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/NBJ
40. I recommend my organization as a good place to work.	668	80.5%	12.7%	6.7%	
69. Considering everything, how satisfied are you with your job?	647	75.1%	14.8%	10.0%	
71. Considering everything, how satisfied are you with your organization?	650	72.8%	17.8%	9.4%	

**Number of Appointments:** Participants were asked to respond to the question, “How many Temporary or Term appointments have you held?” Responses were then categorized as 1 Appointment, 2 Appointments, 3 Appointments, 4 Appointments, or 5+ Appointments. The frequencies for each of these categories are shown below. 748 surveys were answered; the n next to the group is the number of responses that indicated 1 to 5+ appointments; the N underneath the percentage is the number of people who fall into that category out of the total N for the group.

748 Surveys	1 Appt	2 Appts	3 Appts	4 Appts	5+ Appts	No Answer
All (N=600)	48.8%	22.2%	12.8%	7.2%	9.0%	n/a
N	293	133	77	43	54	148
	1 Appt	2 Appts	3 Appts	4 Appts	5+ Appts	No Answer
Pathways Temporary Intern (N=90)	63.3%	13.3%	11.1%	3.3%	3.3%	5.6%
N	57	12	10	3	3	5
Field Assistant (N=39)	51.3%	17.9%	12.8%	2.6%	7.7%	7.7%
N	20	7	5	1	3	3
Mendenhall (N=24)	87.5%	4.2%	0%	4.2%	0%	4.2%
N	21	1	0	1	0	1

## Demographics

### Where do you work?

Headquarters 38.3%  
Field 61.7%

### Are you:

Male 53.5%  
Female 46.5%

### Are you Hispanic or Latino?

Yes 4.6%  
No 95.4%

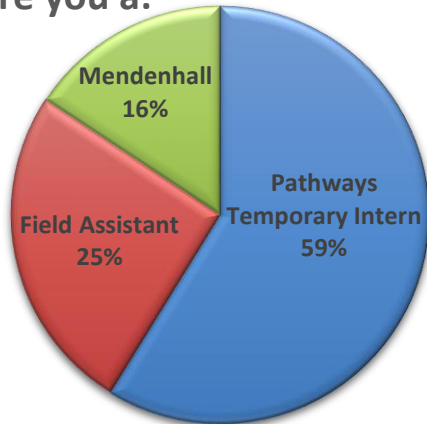
### Self-Identify as:

Heterosexual or Straight 85.4%  
Gay, Lesbian, Bisexual, or Transgender 16.1%

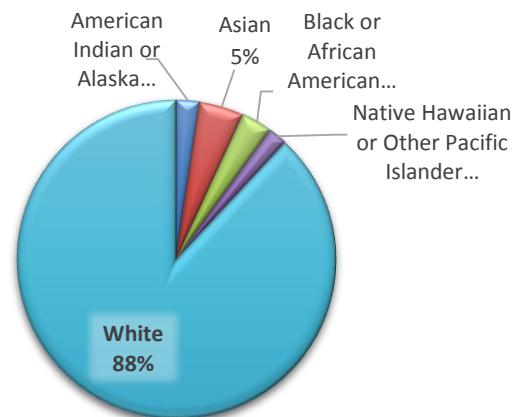
### Are you an individual with a disability?

Yes 6.4%  
No 93.6%

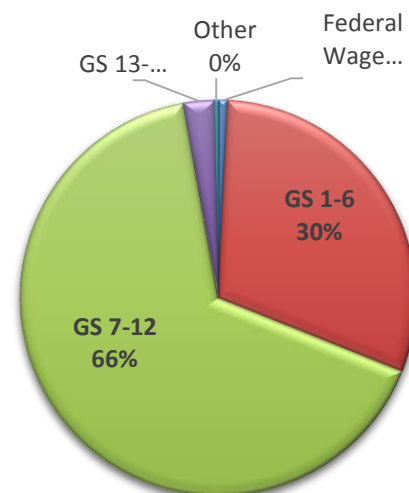
### Are you a:



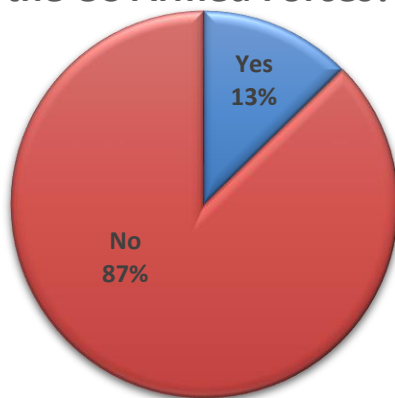
### Race



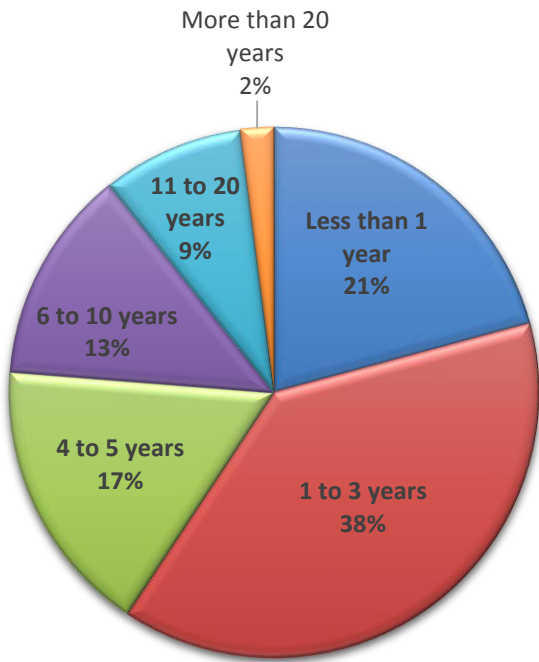
### Pay Category/Grade



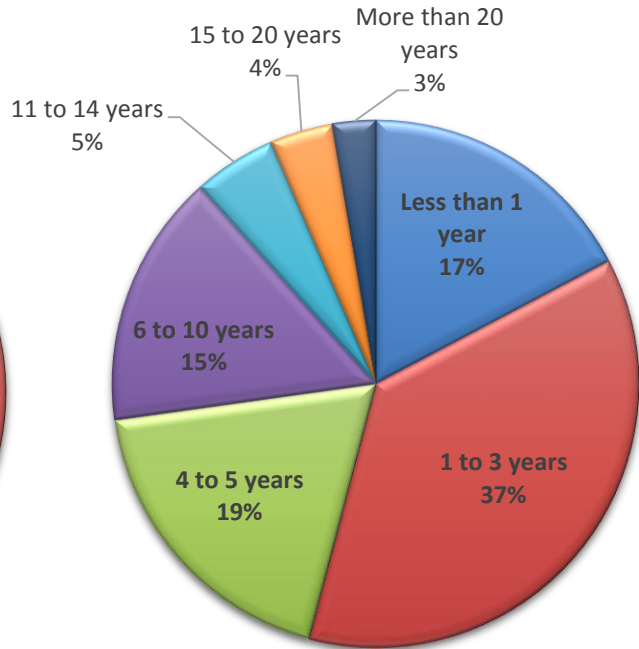
### Have you ever served on Active Duty in the US Armed Forces?



### Length of Agency Service



### Length of Federal Service



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

