

























**Department of the Interior**  
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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	393,192	50.5%	23.2%	26.3%	14,282
Department of the Interior	24,739	45.0%	24.3%	30.7%	834
<b>United States Geological Survey</b>	<b>3,256</b>	<b>47.2%</b>	<b>25.8%</b>	<b>27.0%</b>	<b>143</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,340	54.2%	23.3%	22.5%	14,928
Department of the Interior	24,719	51.4%	23.8%	24.8%	882
<b>United States Geological Survey</b>	<b>3,266</b>	<b>56.1%</b>	<b>23.7%</b>	<b>20.2%</b>	<b>133</b>

*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	384,360	56.8%	23.8%	19.5%	23,479
Department of the Interior	24,115	52.2%	26.2%	21.6%	1,518
<b>United States Geological Survey</b>	<b>3,162</b>	<b>55.9%</b>	<b>26.5%</b>	<b>17.6%</b>	<b>240</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,356	51.4%	24.4%	24.3%	5,387
Department of the Interior	25,260	44.5%	27.5%	28.0%	372
<b>United States Geological Survey</b>	<b>3,316</b>	<b>48.9%</b>	<b>29.0%</b>	<b>22.1%</b>	<b>81</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,258	53.4%	27.1%	19.5%	36,507
Department of the Interior	22,914	54.1%	28.0%	17.9%	2,724
<b>United States Geological Survey</b>	<b>2,850</b>	<b>60.0%</b>	<b>28.2%</b>	<b>11.8%</b>	<b>556</b>

**My Satisfaction**

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

	N	Positive	Neutral	Negative
Governmentwide	406,408	49.6%	23.4%	26.9%
Department of the Interior	25,548	51.1%	22.5%	26.4%
<b>United States Geological Survey</b>	<b>3,395</b>	<b>55.4%</b>	<b>22.7%</b>	<b>22.0%</b>

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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	405,736	46.8%	24.0%	29.2%
Department of the Interior	25,483	43.4%	25.3%	31.4%
<b>United States Geological Survey</b>	<b>3,377</b>	<b>47.2%</b>	<b>27.4%</b>	<b>25.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,473	46.6%	23.8%	29.5%
Department of the Interior	25,410	47.9%	24.1%	27.9%
<b>United States Geological Survey</b>	<b>3,380</b>	<b>51.7%</b>	<b>24.2%</b>	<b>24.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,697	40.8%	29.8%	29.4%
Department of the Interior	25,441	35.4%	32.4%	32.3%
<b>United States Geological Survey</b>	<b>3,381</b>	<b>39.1%</b>	<b>35.4%</b>	<b>25.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,808	34.8%	27.5%	37.7%
Department of the Interior	25,445	34.6%	28.8%	36.6%
<b>United States Geological Survey</b>	<b>3,381</b>	<b>36.7%</b>	<b>33.0%</b>	<b>30.3%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,872	51.6%	23.8%	24.6%
Department of the Interior	25,450	51.0%	24.5%	24.5%
<b>United States Geological Survey</b>	<b>3,378</b>	<b>53.1%</b>	<b>27.6%</b>	<b>19.3%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,704	65.2%	17.9%	16.9%
Department of the Interior	25,426	65.7%	17.7%	16.6%
<b>United States Geological Survey</b>	<b>3,379</b>	<b>71.2%</b>	<b>15.7%</b>	<b>13.1%</b>

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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	405,405	57.1%	17.3%	25.6%
Department of the Interior	25,493	59.1%	17.2%	23.7%
<b>United States Geological Survey</b>	<b>3,386</b>	<b>61.0%</b>	<b>17.1%</b>	<b>22.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	405,517	55.7%	22.0%	22.3%
Department of the Interior	25,533	55.5%	22.4%	22.1%
<b>United States Geological Survey</b>	<b>3,391</b>	<b>64.9%</b>	<b>20.5%</b>	<b>14.6%</b>

**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
Governmentwide	404,547	37.6%	21.3%	31.2%	9.8%
Department of the Interior	25,452	60.4%	14.6%	16.6%	8.4%
<b>United States Geological Survey</b>	<b>3,379</b>	<b>77.7%</b>	<b>9.6%</b>	<b>6.5%</b>	<b>6.1%</b>

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
Governmentwide	400,800	4.8%	10.9%	4.5%	11.1%
Department of the Interior	25,374	3.2%	12.8%	7.6%	20.3%
<b>United States Geological Survey</b>	<b>3,381</b>	<b>4.9%</b>	<b>17.1%</b>	<b>11.3%</b>	<b>27.1%</b>

(continued)

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**Work/Life (continued)**

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	400,800	31.7%	4.7%	19.8%	12.5%
Department of the Interior	25,374	22.1%	4.5%	12.6%	16.9%
<b>United States Geological Survey</b>	<b>3,381</b>	<b>8.1%</b>	<b>4.5%</b>	<b>10.2%</b>	<b>16.9%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	403,625	33.1%	46.0%	20.9%
Department of the Interior	25,382	48.1%	40.5%	11.4%
<b>United States Geological Survey</b>	<b>3,378</b>	<b>47.6%</b>	<b>48.3%</b>	<b>4.2%</b>

**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
Governmentwide	402,481	27.4%	60.7%	11.9%
Department of the Interior	25,363	29.1%	56.8%	14.1%
<b>United States Geological Survey</b>	<b>3,377</b>	<b>22.0%</b>	<b>64.7%</b>	<b>13.3%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	398,860	13.9%	80.7%	5.4%
Department of the Interior	25,132	20.2%	76.9%	2.9%
<b>United States Geological Survey</b>	<b>3,343</b>	<b>15.0%</b>	<b>81.9%</b>	<b>3.2%</b>

**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
Governmentwide	403,125	3.8%	78.8%	17.4%
Department of the Interior	25,379	1.7%	73.9%	24.4%
<b>United States Geological Survey</b>	<b>3,373</b>	<b>1.1%</b>	<b>74.8%</b>	<b>24.1%</b>

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**Work/Life (continued)**

**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
Governmentwide	403,461	2.4%	80.1%	17.5%
Department of the Interior	25,411	1.3%	74.9%	23.7%
<b>United States Geological Survey</b>	<b>3,375</b>	<b>1.0%</b>	<b>76.7%</b>	<b>22.3%</b>

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	190,959	78.2%	12.8%	9.1%	6,780
Department of the Interior	11,311	78.3%	13.6%	8.1%	305
<b>United States Geological Survey</b>	<b>2,038</b>	<b>84.5%</b>	<b>10.8%</b>	<b>4.7%</b>	<b>39</b>

\*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
Governmentwide	151,249	89.0%	7.5%	3.5%	2,908
Department of the Interior	12,061	90.1%	7.0%	2.9%	145
<b>United States Geological Survey</b>	<b>1,587</b>	<b>93.2%</b>	<b>5.1%</b>	<b>1.7%</b>	<b>16</b>

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

**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
Governmentwide	106,036	79.9%	16.5%	3.6%	7,380
Department of the Interior	7,126	76.8%	17.8%	5.4%	391
<b>United States Geological Survey</b>	<b>699</b>	<b>82.3%</b>	<b>13.5%</b>	<b>4.2%</b>	<b>55</b>

\*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
Governmentwide	55,156	74.8%	20.9%	4.4%	8,714
Department of the Interior	4,856	75.8%	19.7%	4.5%	559
<b>United States Geological Survey</b>	<b>476</b>	<b>78.2%</b>	<b>18.0%</b>	<b>3.8%</b>	<b>74</b>

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



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**Work/Life (continued)**

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
Governmentwide	10,781	71.6%	24.4%	4.1%	4,620
Department of the Interior	382	64.4%	29.7%	5.8%	210
<b>United States Geological Survey</b>	<b>26</b>	<b>75.0%</b>	<b>21.0%</b>	<b>3.9%</b>	<b>30</b>

*\*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
Governmentwide	7,497	66.3%	31.3%	2.4%	3,831
Department of the Interior	295	63.4%	34.4%	2.1%	160
<b>United States Geological Survey</b>	<b>34</b>	<b>55.5%</b>	<b>41.6%</b>	<b>2.9%</b>	<b>19</b>

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

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**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	884	26.3%
Field	2,475	73.7%

***What is your supervisory status?***

	N	%
Non-Supervisor	1,912	56.7%
Team Leader	634	18.8%
Supervisor	603	17.9%
Manager	203	6.0%
Senior Leader	22	0.7%

***Are you:***

	N	%
Male	1,981	59.6%
Female	1,345	40.4%

***Are you Hispanic or Latino?***

	N	%
Yes	128	3.9%
No	3,186	96.1%

***Race***

	N	%
American Indian or Alaska Native	27	0.8%
Asian	75	2.3%
Black or African American	79	2.4%
Native Hawaiian or Other Pacific Islander	7	0.2%
White	2,962	91.4%
Two or more races	89	2.7%

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	74	2.2%
Trade or Technical Certificate	32	1.0%
Some College (no degree)	262	7.8%
Associate's Degree (e.g., AA, AS)	208	6.2%
Bachelor's Degree (e.g., BA, BS)	1,111	33.1%
Master's Degree (e.g., MA, MS, MBA)	1,026	30.6%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	643	19.2%

***What is your pay category/grade?***

	N	%
Federal Wage System	16	0.5%
GS 1-6	135	4.0%
GS 7-12	1,905	56.8%
GS 13-15	1,260	37.6%
Senior Executive Service	11	0.3%
Senior Level (SL) or Scientific or Professional (ST)	17	0.5%
Other	10	0.3%

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

	N	%
Less than 1 year	43	1.3%
1 to 3 years	140	4.2%
4 to 5 years	216	6.4%
6 to 10 years	531	15.8%
11 to 14 years	431	12.8%
15 to 20 years	424	12.6%
More than 20 years	1,571	46.8%

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	70	2.1%
1 to 3 years	184	5.5%
4 to 5 years	272	8.1%
6 to 10 years	589	17.5%
11 to 20 years	886	26.4%
More than 20 years	1,358	40.4%

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

	N	%
No	2,482	74.0%
Yes, to retire	210	6.3%
Yes, to take another job within the Federal Government	349	10.4%
Yes, to take another job outside the Federal Government	146	4.4%
Yes, other	166	5.0%

***I am planning to retire:***

	N	%
Within one year	137	4.1%
Between one and three years	378	11.3%
Between three and five years	410	12.3%
Five or more years	2,410	72.3%

***Self-Identify as:***

	N	%
Heterosexual or Straight	2,639	82.9%
Gay, Lesbian, Bisexual, or Transgender	84	2.6%
I prefer not to say	460	14.5%

***What is your US military service status?***

	N	%
No Prior Military Service	2,901	87.7%
Currently in National Guard or Reserves	16	0.5%
Retired	85	2.6%
Separated or Discharged	306	9.3%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions** (continued)

*Are you an individual with a disability?*

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	<b>N</b>	<b>%</b>
Yes	221	6.7%
No	3,095	93.3%

*What is your age group?*

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	<b>N</b>	<b>%</b>
25 and under	54	1.5%
26-29	128	3.7%
30-39	584	16.7%
40-49	870	24.9%
50-59	1,242	35.5%
60 or older	616	17.6%

Note: Percentages for demographic questions are unweighted.