

# FEDERAL EMPLOYEE VIEWPOINT SURVEY Temporary, Term, Seasonal, Intermittent

## 2019 RESULTS

United States Geological Survey  
1st Level Subagency Report

*Empowering  
Employees.*

*Influencing  
Change.*

**United States Geological Survey (USGS)**  
**Federal Employee Viewpoint Survey -Temporary, Term, Seasonal, Intermittent Employees (FEVS-TTSI)**

**United States Geological Survey**

Response Summary

Surveys Completed

---

USGS Temporary, Term, Seasonal, Intermittent Employees \_\_\_\_\_ 732

---

FEVS 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

	<b>My Work Experience</b>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
1	I am given a real opportunity to improve my skills in my organization.	727	79.2%	12.2%	8.5%	0
2	I have enough information to do my job well.	730	81.6%	11.0%	7.4%	0
3	I feel encouraged to come up with new and better ways of doing things.	731	73.9%	14.8%	11.4%	0
4	My work gives me a feeling of personal accomplishment.	732	79.9%	11.7%	8.3%	0
5	I like the kind of work I do.	731	88.9%	8.2%	2.9%	0
6	I know what is expected of me on the job.	732	81.1%	13.1%	5.7%	0
7	When needed I am willing to put in the extra effort to get a job done.	732	98.6%	1.1%	0.3%	0
8	I am constantly looking for ways to do my job better.	731	95.6%	4.1%	0.3%	0
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	728	53.4%	19.1%	27.5%	4
10	My workload is reasonable.	729	63.2%	18.1%	18.7%	3
11	My talents are used well in the workplace.	731	61.7%	18.2%	20.1%	1
12	I know how my work relates to the agency's goals.	730	83.4%	10.0%	6.6%	2
13	The work I do is important.	731	90.7%	7.9%	1.4%	1
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	732	73.1%	14.8%	12.2%	0

	<b>My Work Experience (continued)</b>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
15	My performance appraisal is a fair reflection of my performance.	692	76.3%	14.3%	9.4%	40
16	I am held accountable for achieving results.	726	87.5%	9.8%	2.8%	5
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	673	75.8%	14.3%	10.0%	58
18	My training needs are assessed.	719	58.6%	23.4%	18.1%	13
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).	683	75.4%	13.9%	10.7%	49

	<b>My Work Unit</b>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
20	The people I work with cooperate to get the job done.	715	87.6%	7.3%	5.2%	0
21	My work unit is able to recruit people with the right skills.	692	54.5%	22.3%	23.3%	23
22	Promotions in my work unit are based on merit.	622	46.3%	29.1%	24.6%	94
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	552	36.4%	32.8%	30.8%	164
24	In my work unit, differences in performance are recognized in a meaningful way.	621	39.0%	34.9%	26.1%	94
25	Awards in my work unit depend on how well employees perform their jobs.	591	55.0%	28.9%	16.1%	125
26	Employees in my work unit share job knowledge with each other.	713	87.8%	7.2%	5.0%	3
27	The skill level in my work unit has improved in the past year.	658	70.1%	21.3%	8.7%	57
28	How would you rate the overall quality of work done by your work unit?	715	91.6%	7.3%	1.1%	0
29	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	700	87.4%	8.7%	3.9%	16

	<b>My Agency</b>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
30	Employees have a feeling of personal empowerment with respect to work processes.	677	55.8%	25.1%	19.1%	24
31	Employees are recognized for providing high quality products and services.	675	64.0%	20.4%	15.6%	26
32	Creativity and innovation are rewarded.	673	54.8%	29.0%	16.2%	28
33	Pay raises depend on how well employees perform their jobs.	577	33.8%	32.6%	33.6%	125

	<b>My Agency (continued)</b>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	588	47.4%	33.0%	19.6%	113
35	Employees are protected from health and safety hazards on the job.	685	82.8%	10.5%	6.7%	17
36	My organization has prepared employees for potential security threats.	687	75.0%	17.5%	7.6%	14
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	637	70.6%	17.9%	11.5%	65
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.	613	83.2%	10.6%	6.2%	88
39	My agency is successful at accomplishing its mission.	676	86.7%	10.8%	2.5%	26
40	I recommend my organization as a good place to work.	702	75.5%	16.7%	7.8%	0
41	I believe the results of this survey will be used to make my agency a better place to work.	582	47.4%	26.6%	25.9%	119

	<b>My Supervisor</b>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
42	My supervisor supports my need to balance work and other life issues.	699	89.8%	7.0%	3.1%	1
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	698	74.4%	16.3%	9.3%	2
44	Discussions with my supervisor about my performance are worthwhile.	689	77.9%	13.4%	8.7%	11
45	My supervisor is committed to a workforce representative of all segments of society.	609	78.8%	16.7%	4.4%	91
46	My supervisor provides me with constructive suggestions to improve my job performance.	693	73.4%	16.7%	9.8%	6
47	Supervisors in my work unit support employee development.	689	80.1%	12.9%	7.0%	11
48	My supervisor listens to what I have to say.	700	87.0%	8.4%	4.6%	0
49	My supervisor treats me with respect.	700	91.7%	5.3%	3.0%	0
50	In the last six months, my supervisor has talked with me about my performance.	698	90.3%	5.0%	4.7%	0
51	I have trust and confidence in my supervisor.	699	84.7%	9.7%	5.6%	0
52	Overall, how good a job do you feel is being done by your immediate supervisor?	699	85.7%	9.6%	4.7%	0

	<b>Leadership</b>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	668	44.9%	26.9%	28.1%	22
54	My organization's senior leaders maintain high standards of honesty and integrity.	623	60.8%	23.4%	15.7%	68
55	Supervisors work well with employees of different backgrounds.	598	79.1%	16.2%	4.7%	92
56	Managers communicate the goals of the organization.	674	71.1%	16.8%	12.2%	17
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	613	70.3%	21.5%	8.2%	78
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	634	59.6%	20.3%	20.0%	56
59	Managers support collaboration across work units to accomplish work objectives.	644	66.5%	19.7%	13.8%	48
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	624	74.0%	17.0%	9.0%	66
61	I have a high level of respect for my organization's senior leaders.	661	59.6%	24.2%	16.2%	30
62	Senior leaders demonstrate support for Work-Life programs.	550	61.3%	29.1%	9.6%	142

	<b>My Satisfaction</b>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
63	How satisfied are you with your involvement in decisions that affect your work?	686	60.3%	21.6%	18.1%	0
64	How satisfied are you with the information you receive from management on what's going on in your organization?	685	51.1%	29.1%	19.9%	0
65	How satisfied are you with the recognition you receive for doing a good job?	685	60.0%	22.6%	17.4%	0
66	How satisfied are you with the policies and practices of your senior leaders?	684	46.5%	34.9%	18.6%	0
67	How satisfied are you with your opportunity to get a better job in your organization?	684	26.2%	29.1%	44.7%	0
68	How satisfied are you with the training you receive for your present job?	683	60.0%	20.8%	19.2%	0
69	Considering everything, how satisfied are you with your job?	686	73.3%	16.9%	9.8%	0
70	Considering everything, how satisfied are you with your pay?	686	42.3%	21.9%	35.9%	0
71	Considering everything, how satisfied are you with your organization?	685	71.2%	17.8%	10.9%	0

Performance								
72	Currently, in my work unit poor performers usually:	N	Remain in Work Unit and Improve Over Time	Remain In Work Unit And Continue To Under-perform	Leave Work Unit - Removed or Transferred	Leave Work Unit - Quit	No Poor Performers In Work Unit	Do Not Know
		686	12.0%	28.0%	5.0%	2.6%	22.4%	30.0%

Partial Government Shutdown							
73	Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?	N	No Impact on Working/Pay Status	No Work and No Pay Until After Shutdown	Worked Some but No Pay Until After Shutdown	Worked Entire Shutdown But No Pay Until After	Other
		685	2.8%	76.5%	9.8%	0.7%	10.2%

74	How was your everyday work impacted during (if you worked) or after the partial government shutdown?	N	No Impact	Slightly Negative Impact	Moderately Negative Impact	Very Negative Impact	Extremely Negative Impact
		665	8.7%	13.5%	29.8%	29.2%	18.8%

75	In what ways did the partial government shutdown negatively affect your work? (Check all that apply)	N	Unmanage-able Workload	Missed Deadlines	Unrecover-able Loss of Work	Reduced Customer Service	Delayed Work
		677	42.2%	70.3%	37.4%	28.1%	90.0%
			Reduced Work Quality	Cutback Of Critical Work	Time Lost Restarting Work	Unmet Statutory Requirements	Other
		32.9%	27.8%	71.3%	6.8%	18.9%	

**Partial Government Shutdown (continued)**

76	Are you looking for another job because of the partial government shutdown?	<b>N</b>	<b>Looking Specifically Because Of Shutdown</b>	<b>Looking But Shutdown Is Only One Of The Reasons</b>	<b>Looking But Shutdown Had No Influence</b>	<b>Not Looking Currently</b>
		682	2.2%	19.6%	12.9%	65.2%

77	My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>No Support Required</b>
		684	60.2%	20.8%	15.5%	3.5%

<b>Work-Life</b>		<b>Telework</b>					
78	Please select the response below that BEST describes your current teleworking schedule.	<b>N</b>	<b>Very Infrequently</b>	<b>Only 1-2 Days Per Month</b>	<b>1-2 Days Per Week</b>	<b>3-4 Days Per Week</b>	<b>Every Work Day</b>
		683	24.5%	11.3%	15.7%	3.8%	2.6%
		<b>Do Not Telework</b>					
			<b>Must Be Physically Present</b>	<b>Technical Issues</b>	<b>Not Approved To Telework</b>	<b>Choose Not To Telework</b>	
			13.5%	2.8%	14.2%	11.7%	

79	How satisfied are you with the Telework program in your agency?	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Choose Not to Participate</b>	<b>Not Available to Me</b>	<b>Unaware of Programs</b>
		478	72.0%	21.1%	6.9%	55	117	34

### Work-Life

80	Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
		673	58.7%	24.2%	3.7%	2.7%	0.3%	33.1%

81	How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
		511	81.6%	14.7%	3.7%	62	45	66

82	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
		360	68.1%	25.8%	6.1%	68	88	166

83	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
		168	33.3%	58.3%	8.3%	265	22	224



**Work-Life (continued)**

		<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Choose Not to Participate</b>	<b>Not Available to Me</b>	<b>Unaware of Programs</b>
84	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, subsidy, flexible spending account)	113	34.5%	58.4%	7.1%	281	99	189

		<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Choose Not to Participate</b>	<b>Not Available to Me</b>	<b>Unaware of Programs</b>
85	How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)	79	20.3%	77.2%	2.5%	292	76	234

## Agency Specific Items on Anti-Harassment

<b>1. I have experienced or witnessed harassing conduct, as defined by Department of the Interior's Personnel Bulletin 18-01 (Prevention and Elimination of Harassing Conduct), in the last 12 months within my workplace.</b>		
	<b>N</b>	<b>%</b>
Yes	68	10.0%
No	560	82.5%
Do Not Know	51	7.5%
<b>2. I know where to report harassing conduct that I may experience or witness (i.e., any supervisor/manager, HR, Inspector General).</b>		
	<b>N</b>	<b>%</b>
Agree	648	95.3%
Disagree	14	2.1%
Do Not Know	18	2.6%
<b>3. I understand there are multiple resources available where I can seek confidential assistance about harassment-related concerns (e.g., ombudsman, EAP).</b>		
	<b>N</b>	<b>%</b>
Agree	622	91.6%
Disagree	18	2.7%
Do Not Know	39	5.7%
<b>4. If I do report an instance of harassing conduct, I believe my organization will take immediate action to stop the behavior and hold the offending employee(s) accountable.</b>		
	<b>N</b>	<b>%</b>
Positive (Agree or Strongly Agree)	458	67.3%
Negative (Disagree or Strongly Disagree)	89	13.1%
Do Not Know	133	19.6%
<b>5. Over the last 12 months, my organization's efforts to implement anti-harassment policies, reporting and investigation procedures, and training improved my workplace climate.</b>		
	<b>N</b>	<b>%</b>
Positive (Agree or Strongly Agree)	197	29.1%
Negative (Disagree or Strongly Disagree)	75	11.1%
Do Not Know	287	42.3%
Not Applicable to Me	119	17.5%
<b>6. As a supervisor/manager, I have the training, tools and support to promptly address allegations of harassing conduct and correct any misconduct brought to my attention.</b>		
	<b>N</b>	<b>%</b>
Positive (Agree or Strongly Agree)	75	11.1%
Negative (Disagree or Strongly Disagree)	10	1.5%
Do Not Know	12	1.8%
Not Applicable to Me	580	85.7%

## Demographics

---

### My Employment Demographics

<b>Where do you work?</b>	<b>N</b>	<b>%</b>
Headquarters	189	28%
Field	484	72%
<hr/>		
<b>What is your supervisory status?</b>	<b>N</b>	<b>%</b>
Senior Leader	1	0%
Manager	0	0%
Supervisor	14	2%
Team Leader	142	21%
Non-supervisor	519	77%
<hr/>		
<b>What is your pay category/grade?</b>	<b>N</b>	<b>%</b>
Federal Wage System	5	1%
GS 1-6	173	26%
GS 7-12	468	69%
GS 13-15	24	4%
Senior Executive Service	0	0%
Senior Level (SL) or Scientific or Professional (ST)	0	0%
Other	5	1%
<hr/>		
<b>What is your US military service status?</b>	<b>N</b>	<b>%</b>
No Prior Military Service	599	89%
Currently in National Guard or Reserves	3	0%
Retired	9	1%
Separated or Discharged	65	10%
<hr/>		
<b>How long have you been with the Federal Government (excluding military service)?</b>	<b>N</b>	<b>%</b>
Less than 1 year	74	11%
1 to 3 years	288	42%
4 to 5 years	125	18%
6 to 10 years	116	17%
11 to 14 years	29	4%
15 to 20 years	15	2%
More than 20 years	31	5%

<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>N</b>	<b>%</b>
Less than 1 year	96	14%
1 to 3 years	304	45%
4 to 5 years	110	16%
6 to 10 years	98	15%
11 to 14 years	20	3%
15 to 20 years	19	3%
More than 20 years	28	4%
<hr/>		
<b>Are you considering leaving your organization within the next year, and if so, why?</b>	<b>N</b>	<b>%</b>
No	362	53%
Yes, to retire	11	2%
Yes, to take another job within the Federal Government	44	6%
Yes, to take another job outside the Federal Government	40	6%
Yes, my appointment expires	64	9%
Yes, no permanent conversion opportunity	107	16%
Yes, other	49	7%
<hr/>		
<b>I am planning to retire:</b>	<b>N</b>	<b>%</b>
Within one year	15	2%
Between one and three years	11	2%
Between three and five years	6	1%
Five or more years	631	95%
<hr/>		
<b>Are you a:</b>	<b>N</b>	<b>%</b>
Pathways Temporary Intern	36	5%
Field Assistant	10	1%
Mendenhall	38	6%
None of the Above	593	88%
<hr/>		
<b>How many temporary or term appointments have you held?</b>	<b>N</b>	<b>%</b>
1 to 3	570	85%
4 to 5	82	12%
6 to 10	13	2%
More than 10	3	0%

## **My Demographics**

<b>Are you of Hispanic, Latino, or Spanish origin?</b>	<b>N</b>	<b>%</b>
Yes	30	5%
No	636	95%

<b>Please select the racial category or categories with which you most closely identify.</b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	8	1%
Asian	18	3%
Black or African American	10	2%
Native Hawaiian or Other Pacific Islander	1	0%
White	588	90%
2 or More Races	31	5%
<b>What is your age group?</b>	<b>N</b>	<b>%</b>
25 and under	79	12%
26-29 years old	119	18%
30-39 years old	277	42%
40-49 years old	113	17%
50-59 years old	43	6%
60 years or older	31	5%
<b>What is the highest degree or level of education you have completed?</b>	<b>N</b>	<b>%</b>
Less than High School	0	0%
High School Diploma/GED or equivalent	7	1%
Trade or Technical Certificate	6	1%
Some College (no degree)	13	2%
Associate's Degree	14	2%
Bachelor's Degree	276	41%
Master's Degree	216	32%
Doctoral/Professional Degree	136	20%
<b>Are you an individual with a disability?</b>	<b>N</b>	<b>%</b>
Yes	53	8%
No	614	92%
<b>Are you:</b>	<b>N</b>	<b>%</b>
Male	365	55%
Female	296	45%
<b>Are you transgender?</b>	<b>N</b>	<b>%</b>
Yes	3	0%
No	660	100%
<b>Which one of the following do you consider yourself to be?</b>	<b>N</b>	<b>%</b>
Straight	584	90%
Gay or Lesbian	17	3%
Bisexual	25	4%
Something Else	21	3%