

**2014**

# **Federal Employee Viewpoint Survey Results**

Employees Influencing Change

**ASST SECY,POL MGT & BUD**

**3rd Level Subagency Comparison Report**

United States Office of  
Personnel Management

**Department of the Interior**  
**ASST SECY,POL MGT & BUD**  
*3rd Level Subagency Comparison Report*

**Response Summary**

	Surveys Completed
Department of the Interior	18,384
Office of the Secretary of the Interior	1,123
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>304</b>
ADMINISTRATIVE DIVISION	1
ADMINISTRATIVE SERVICES GROUP	1
ALBUQUERQUE FIELD OFFICE	7
ALPHA SECTION	4
ASST SECY-POLICY, MGMT & BUDGET/CFO	2
BILLINGS FIELD OFFICE	1
BOARD OF LAND APPEALS	6
BRAVO SECTION	5
BUDGET & FINANCIAL SERVICES GROUP	2
BUILDING OPERATIONS DIVISION	4
BUREAU OF LAND MANAGEMENT(BLM) BRANCH	7
BUSINESS & ADMIN MANAGEMENT DIVISION	1
BUSINESS INTEGRATION OFFICE	25
BUSINESS SERVICES OFFICE	1
CHIEF APPRAISER DIVISION	1
CONTINUITY PROGRAMS DIVISION	1
CYBERSECURITY BRANCH	1
DATABASE AND STORAGE ADMIN UNIT	1
DEP ASST SEC-PUB SAF, RES PRO & EM SV	3
DEPARTMENTAL CASES HEARINGS DIVISION	4
DESKTOP & LAPTOP SECTION	1
DIR OFC, OFFICE OF FINANCIAL MGT	13
DIR OFFICE, OFFICE OF BUDGET	1
DIRECTOR'S OFFICE, OHA	1
DIV OF BUDGET & PROGRAM REVIEW	5
DOI BUDGET ADMINISTRATION	9
DPTY CHIEF INFO OFFCR-PLCY MGMT&SPPT	1
ECONOMIC ANALYSIS STAFF	2
ESN SERVICES SECTION	1
FEDERAL CONSULTING GROUP	1
FIN MGT POLICY,OPS & ACCT	1
FIN MGT SYSTEMS & REPORTS GROUP	2
FISH & WILDLIFE (FWS) SECTION 1	2
FISH & WILDLIFE(FWS) SECTION 2 UNIT 1	1

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**Response Summary**

	Surveys Completed
HUMAN RESOURCES SERVICES GROUP	2
INCIDENT MGMT ANALYSIS & RPTG SYS	1
INFORMATION ASSURANCE BRANCH	5
INFORMATION MANAGEMENT BRANCH	3
INTERIOR OPERATIONS CENTER	4
LAW ENFORCEMENT DIVISION	1
LEARNING AND TECHNOLOGY BRANCH	1
LIBRARY SERVICES BRANCH	1
MAIL AND PROPERTY BRANCH	1
NAT'L INVASIVE SPEC COUNCIL STAFF	3
NATIONAL PARK SERVICE (NPS) BRANCH	1
NETWORK SERVICES SECTION	1
OAKLAND CALIFORNIA OFFICE	1
OAS-ALASKA	9
OAS-HQ &ERO	14
OAS-WEST	11
OCEANS & COSTAL COORDINATOR	1
OFC OF COLLABRTV & ALTERN DIS RESOLTN	1
OFC OF PLANNING & PERFORMANCE MGMNT	1
OFF OF STRATEGIC EMP DEVELOPMENT	2
OFFC OF ACQUISITION & PROP MGT	15
OFFC OF ENVRNMTL POLICY & CMLPNC	16
OFFC OF NATURAL RESOURCE RESTORATION	1
OFFC OF SMALL & DISADV BUS UTL	1
OFFICE OF CIVIL RIGHTS	12
OFFICE OF EMERGENCY MANAGEMENT	1
OFFICE OF HUMAN RESOURCES	10
OFFICE OF LAW ENFORCEMENT & SECURITY	1
OFFICE OF MINERALS EVALUATION (OME)	12
OFFICE OF OCCUPATNL HEALTH & SAFETY	1
OFFICE OF POLICY ANALYSIS	2
OFFICE OF THE SECRETARY BUDGET OPERAT	2
OFFICE OF VALUATION SERVICES	1
OFFICE OF WILDLAND FIRE	10
OKLAHOMA CITY FIELD OFFICE	2
OPERATIONS & POLICY BRANCH	1
PHOENIX FIELD OFFICE	1

**Department of the Interior**  
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**Response Summary**

	Surveys Completed
POLICY DIVISION	1
PROGRAM COORDINATION STAFF	1
RADIO & SPECTRUM BRANCH	3
RAPID CITY FIELD OFFICE	2
SACRAMENTO FIELD OFFICE	1
SERVICES DELIVERY DIRECTORATE	1
SYSTEM ADMINISTRATION UNIT	5
TELECOMMUNICATIONS SERVICES DIVISION	1
TRAINING BRANCH	1
TRAINING SERVICES DIVISION (DOIU)	1
UNIFIED MESSAGING BRANCH	12
VOICE BRANCH	1
WF ES & DEC SUPPORT	2

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *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.

*Note:* The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

**Department of the Interior**  
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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
Department of the Interior	18,349	60.1%	17.2%	22.7%
Office of the Secretary of the Interior	1,121	62.5%	15.9%	21.6%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>303</b>	<b>52.3%</b>	<b>18.3%</b>	<b>29.4%</b>
BUSINESS INTEGRATION OFFICE	25	52.3%	14.8%	32.9%
DIR OFC, OFFICE OF FINANCIAL MGT	13	81.4%	9.7%	9.0%
OAS-HQ &ERO	14	41.2%	24.0%	34.8%
OAS-WEST	11	0.0%	34.6%	65.4%
OFFC OF ACQUISITION & PROP MGT	15	65.2%	7.7%	27.1%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	41.7%	21.0%	37.3%
OFFICE OF CIVIL RIGHTS	12	42.1%	14.0%	43.9%
OFFICE OF HUMAN RESOURCES	10	82.6%	0.0%	17.4%
OFFICE OF MINERALS EVALUATION (OME)	12	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	32.6%	29.4%	38.0%
UNIFIED MESSAGING BRANCH	12	76.5%	23.5%	0.0%

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

	N	Positive	Neutral	Negative
Department of the Interior	18,140	66.5%	16.9%	16.6%
Office of the Secretary of the Interior	1,103	67.8%	19.0%	13.2%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>299</b>	<b>64.0%</b>	<b>20.1%</b>	<b>15.9%</b>
BUSINESS INTEGRATION OFFICE	25	70.2%	17.5%	12.2%
DIR OFC, OFFICE OF FINANCIAL MGT	13	71.7%	18.6%	9.7%
OAS-HQ &ERO	14	63.9%	30.3%	5.9%
OAS-WEST	11	35.7%	17.4%	46.9%
OFFC OF ACQUISITION & PROP MGT	15	92.3%	7.7%	0.0%
OFFC OF ENVRNMTL POLICY & CMLPNC	13	46.5%	23.3%	30.3%
OFFICE OF CIVIL RIGHTS	12	53.8%	33.8%	12.4%
OFFICE OF HUMAN RESOURCES	9	81.6%	0.0%	18.4%
OFFICE OF MINERALS EVALUATION (OME)	12	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	71.3%	18.4%	10.3%
UNIFIED MESSAGING BRANCH	12	72.3%	27.7%	0.0%

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**My Work Experience** (continued)

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

	N	Positive	Neutral	Negative
Department of the Interior	18,027	58.6%	18.0%	23.4%
Office of the Secretary of the Interior	1,104	61.7%	18.0%	20.3%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>300</b>	<b>56.9%</b>	<b>17.9%</b>	<b>25.2%</b>
BUSINESS INTEGRATION OFFICE	25	68.0%	7.8%	24.3%
DIR OFC, OFFICE OF FINANCIAL MGT	13	74.5%	25.5%	0.0%
OAS-HQ &ERO	14	51.1%	20.5%	28.4%
OAS-WEST	11	24.0%	8.7%	67.3%
OFFC OF ACQUISITION & PROP MGT	15	79.6%	0.0%	20.4%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	40.6%	34.9%	24.4%
OFFICE OF CIVIL RIGHTS	12	49.4%	8.0%	42.6%
OFFICE OF HUMAN RESOURCES	10	56.5%	18.2%	25.3%
OFFICE OF MINERALS EVALUATION (OME)	12	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	43.6%	18.3%	38.1%
UNIFIED MESSAGING BRANCH	11	80.8%	19.2%	0.0%

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

	N	Positive	Neutral	Negative
Department of the Interior	18,156	72.0%	14.2%	13.8%
Office of the Secretary of the Interior	1,108	74.5%	13.4%	12.1%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>300</b>	<b>71.3%</b>	<b>12.8%</b>	<b>15.9%</b>
BUSINESS INTEGRATION OFFICE	25	80.7%	3.6%	15.8%
DIR OFC, OFFICE OF FINANCIAL MGT	13	74.5%	16.5%	9.0%
OAS-HQ &ERO	13	68.3%	18.8%	12.9%
OAS-WEST	11	45.2%	0.0%	54.8%
OFFC OF ACQUISITION & PROP MGT	15	70.6%	7.2%	22.2%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	66.6%	19.9%	13.6%
OFFICE OF CIVIL RIGHTS	12	86.6%	13.4%	0.0%
OFFICE OF HUMAN RESOURCES	10	73.4%	9.7%	16.8%
OFFICE OF MINERALS EVALUATION (OME)	12	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	32.6%	47.7%	19.7%
UNIFIED MESSAGING BRANCH	12	72.3%	27.7%	0.0%

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**My Work Experience** (continued)

*5. I like the kind of work I do.*

	N	Positive	Neutral	Negative
Department of the Interior	18,014	84.7%	10.1%	5.1%
Office of the Secretary of the Interior	1,096	84.5%	10.6%	5.0%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>297</b>	<b>87.6%</b>	<b>9.2%</b>	<b>3.2%</b>
BUSINESS INTEGRATION OFFICE	25	89.3%	10.7%	0.0%
DIR OFC, OFFICE OF FINANCIAL MGT	13	81.4%	9.7%	9.0%
OAS-HQ &ERO	14	84.2%	15.8%	0.0%
OAS-WEST	11	62.6%	18.1%	19.4%
OFFC OF ACQUISITION & PROP MGT	15	77.8%	6.7%	15.5%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	86.0%	14.0%	0.0%
OFFICE OF CIVIL RIGHTS	12	100.0%	0.0%	0.0%
OFFICE OF HUMAN RESOURCES	10	91.5%	0.0%	8.5%
OFFICE OF MINERALS EVALUATION (OME)	12	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	9	66.3%	23.4%	10.4%
UNIFIED MESSAGING BRANCH	12	92.1%	7.9%	0.0%

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

	N	Positive	Neutral	Negative
Department of the Interior	18,108	76.2%	13.1%	10.7%
Office of the Secretary of the Interior	1,105	77.2%	13.4%	9.3%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>298</b>	<b>71.4%</b>	<b>15.4%</b>	<b>13.2%</b>
BUSINESS INTEGRATION OFFICE	24	86.9%	4.0%	9.1%
DIR OFC, OFFICE OF FINANCIAL MGT	12	69.4%	20.2%	10.5%
OAS-HQ &ERO	14	72.6%	21.5%	5.9%
OAS-WEST	11	37.6%	19.2%	43.2%
OFFC OF ACQUISITION & PROP MGT	15	85.1%	7.2%	7.7%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	73.6%	12.3%	14.1%
OFFICE OF CIVIL RIGHTS	11	80.0%	6.6%	13.5%
OFFICE OF HUMAN RESOURCES	9	72.4%	19.0%	8.6%
OFFICE OF MINERALS EVALUATION (OME)	12	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	53.1%	28.5%	18.4%
UNIFIED MESSAGING BRANCH	12	82.2%	17.8%	0.0%

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**My Work Experience** (continued)

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

	N	Positive	Neutral	Negative
Department of the Interior	18,200	96.0%	2.6%	1.4%
Office of the Secretary of the Interior	1,108	95.2%	3.2%	1.5%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>301</b>	<b>95.1%</b>	<b>3.7%</b>	<b>1.2%</b>
BUSINESS INTEGRATION OFFICE	25	100.0%	0.0%	0.0%
DIR OFC, OFFICE OF FINANCIAL MGT	13	90.3%	9.7%	0.0%
OAS-HQ &ERO	14	100.0%	0.0%	0.0%
OAS-WEST	11	100.0%	0.0%	0.0%
OFFC OF ACQUISITION & PROP MGT	15	100.0%	0.0%	0.0%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	100.0%	0.0%	0.0%
OFFICE OF CIVIL RIGHTS	12	100.0%	0.0%	0.0%
OFFICE OF HUMAN RESOURCES	10	100.0%	0.0%	0.0%
OFFICE OF MINERALS EVALUATION (OME)	12	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	90.6%	0.0%	9.4%
UNIFIED MESSAGING BRANCH	12	100.0%	0.0%	0.0%

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

	N	Positive	Neutral	Negative
Department of the Interior	18,261	90.6%	8.1%	1.4%
Office of the Secretary of the Interior	1,110	89.4%	9.5%	1.1%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>298</b>	<b>91.3%</b>	<b>7.2%</b>	<b>1.5%</b>
BUSINESS INTEGRATION OFFICE	25	95.1%	0.0%	4.9%
DIR OFC, OFFICE OF FINANCIAL MGT	12	89.4%	10.6%	0.0%
OAS-HQ &ERO	14	100.0%	0.0%	0.0%
OAS-WEST	11	92.3%	0.0%	7.7%
OFFC OF ACQUISITION & PROP MGT	15	92.8%	7.2%	0.0%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	100.0%	0.0%	0.0%
OFFICE OF CIVIL RIGHTS	12	100.0%	0.0%	0.0%
OFFICE OF HUMAN RESOURCES	10	100.0%	0.0%	0.0%
OFFICE OF MINERALS EVALUATION (OME)	12	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	100.0%	0.0%	0.0%
UNIFIED MESSAGING BRANCH	12	93.9%	6.1%	0.0%

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**My Work Experience** (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	18,303	36.2%	16.5%	47.4%	29
Office of the Secretary of the Interior	1,116	50.9%	16.5%	32.7%	3
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>301</b>	<b>34.5%</b>	<b>18.1%</b>	<b>47.4%</b>	<b>2</b>
BUSINESS INTEGRATION OFFICE	25	43.6%	23.3%	33.2%	0
DIR OFC, OFFICE OF FINANCIAL MGT	12	40.0%	28.2%	31.8%	1
OAS-HQ &ERO	14	41.5%	15.3%	43.2%	0
OAS-WEST	11	20.4%	16.3%	63.3%	0
OFFC OF ACQUISITION & PROP MGT	15	27.9%	6.3%	65.8%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	16	33.2%	6.5%	60.2%	0
OFFICE OF CIVIL RIGHTS	11	8.6%	22.0%	69.4%	0
OFFICE OF HUMAN RESOURCES	10	35.6%	8.5%	55.9%	0
OFFICE OF MINERALS EVALUATION (OME)	12	90.7%	0.0%	9.3%	0
OFFICE OF WILDLAND FIRE	10	27.2%	42.1%	30.7%	0
UNIFIED MESSAGING BRANCH	12	55.7%	19.1%	25.2%	0

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Department of the Interior	18,130	46.3%	18.6%	35.0%	28
Office of the Secretary of the Interior	1,101	55.2%	18.5%	26.2%	2
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>296</b>	<b>44.9%</b>	<b>20.0%</b>	<b>35.1%</b>	<b>2</b>
BUSINESS INTEGRATION OFFICE	25	56.3%	13.1%	30.6%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	45.6%	41.0%	13.4%	0
OAS-HQ &ERO	14	49.1%	29.3%	21.5%	0
OAS-WEST	11	7.6%	18.1%	74.3%	0
OFFC OF ACQUISITION & PROP MGT	15	48.7%	19.9%	31.4%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	14	38.1%	0.0%	61.9%	0
OFFICE OF CIVIL RIGHTS	10	14.4%	34.9%	50.7%	0
OFFICE OF HUMAN RESOURCES	10	45.7%	16.0%	38.3%	0
OFFICE OF MINERALS EVALUATION (OME)	12	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	41.9%	39.7%	18.4%	0
UNIFIED MESSAGING BRANCH	12	64.9%	9.9%	25.2%	0

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**My Work Experience** (continued)

*11. My talents are used well in the workplace.*

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,584	56.1%	17.7%	26.2%	64
Office of the Secretary of the Interior	1,064	55.7%	20.0%	24.4%	4
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>294</b>	<b>50.5%</b>	<b>18.9%</b>	<b>30.6%</b>	<b>0</b>
BUSINESS INTEGRATION OFFICE	24	62.5%	19.8%	17.7%	0
DIR OFC, OFFICE OF FINANCIAL MGT	12	62.5%	27.9%	9.6%	0
OAS-HQ &ERO	13	58.4%	27.0%	14.5%	0
OAS-WEST	11	8.7%	27.0%	64.3%	0
OFFC OF ACQUISITION & PROP MGT	15	66.3%	18.2%	15.5%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	15	41.2%	21.5%	37.3%	0
OFFICE OF CIVIL RIGHTS	11	30.4%	0.0%	69.6%	0
OFFICE OF HUMAN RESOURCES	9	42.4%	29.5%	28.2%	0
OFFICE OF MINERALS EVALUATION (OME)	12	91.3%	8.7%	0.0%	0
OFFICE OF WILDLAND FIRE	10	20.0%	8.9%	71.1%	0
UNIFIED MESSAGING BRANCH	12	66.9%	33.1%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	18,148	80.9%	11.3%	7.8%	67
Office of the Secretary of the Interior	1,107	84.1%	9.9%	6.0%	3
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>299</b>	<b>83.3%</b>	<b>9.9%</b>	<b>6.8%</b>	<b>1</b>
BUSINESS INTEGRATION OFFICE	25	91.5%	0.0%	8.5%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	90.3%	9.7%	0.0%	0
OAS-HQ &ERO	14	85.4%	8.7%	5.9%	0
OAS-WEST	11	61.6%	9.4%	29.0%	0
OFFC OF ACQUISITION & PROP MGT	15	92.3%	0.0%	7.7%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	15	65.5%	21.2%	13.3%	0
OFFICE OF CIVIL RIGHTS	12	93.2%	6.8%	0.0%	0
OFFICE OF HUMAN RESOURCES	10	81.8%	18.2%	0.0%	0
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	61.9%	28.7%	9.4%	0
UNIFIED MESSAGING BRANCH	12	80.2%	9.9%	9.9%	0

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**My Work Experience** (continued)

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,957	89.3%	7.9%	2.8%	56
Office of the Secretary of the Interior	1,092	90.3%	7.2%	2.5%	2
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>296</b>	<b>89.6%</b>	<b>8.2%</b>	<b>2.2%</b>	<b>0</b>
BUSINESS INTEGRATION OFFICE	25	84.2%	7.3%	8.5%	0
DIR OFC, OFFICE OF FINANCIAL MGT	11	88.5%	11.5%	0.0%	0
OAS-HQ &ERO	13	90.6%	9.4%	0.0%	0
OAS-WEST	11	88.4%	0.0%	11.6%	0
OFFC OF ACQUISITION & PROP MGT	15	84.5%	15.5%	0.0%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	15	73.6%	14.6%	11.9%	0
OFFICE OF CIVIL RIGHTS	12	100.0%	0.0%	0.0%	0
OFFICE OF HUMAN RESOURCES	10	83.2%	8.9%	7.9%	0
OFFICE OF MINERALS EVALUATION (OME)	12	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	9	88.7%	11.3%	0.0%	0
UNIFIED MESSAGING BRANCH	11	100.0%	0.0%	0.0%	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
Department of the Interior	18,248	67.7%	15.1%	17.2%	47
Office of the Secretary of the Interior	1,111	71.1%	12.7%	16.2%	2
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>303</b>	<b>72.1%</b>	<b>14.1%</b>	<b>13.8%</b>	<b>0</b>
BUSINESS INTEGRATION OFFICE	25	72.3%	7.3%	20.4%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	90.3%	0.0%	9.7%	0
OAS-HQ &ERO	14	91.3%	8.7%	0.0%	0
OAS-WEST	11	82.9%	17.1%	0.0%	0
OFFC OF ACQUISITION & PROP MGT	15	83.5%	5.6%	10.9%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	16	82.6%	4.7%	12.7%	0
OFFICE OF CIVIL RIGHTS	12	71.7%	8.0%	20.4%	0
OFFICE OF HUMAN RESOURCES	10	92.1%	0.0%	7.9%	0
OFFICE OF MINERALS EVALUATION (OME)	12	88.1%	4.7%	7.2%	0
OFFICE OF WILDLAND FIRE	10	90.6%	0.0%	9.4%	0
UNIFIED MESSAGING BRANCH	12	35.9%	25.2%	38.9%	0

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**My Work Experience** (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	18,118	66.8%	16.0%	17.2%	177
Office of the Secretary of the Interior	1,101	71.2%	13.0%	15.8%	14
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>298</b>	<b>70.8%</b>	<b>12.3%</b>	<b>16.9%</b>	<b>4</b>
BUSINESS INTEGRATION OFFICE	25	84.0%	7.5%	8.5%	0
DIR OFC, OFFICE OF FINANCIAL MGT	12	61.9%	29.6%	8.4%	0
OAS-HQ &ERO	14	65.0%	16.4%	18.7%	0
OAS-WEST	11	16.3%	11.6%	72.0%	0
OFFC OF ACQUISITION & PROP MGT	15	85.1%	7.2%	7.7%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	16	80.8%	13.1%	6.1%	0
OFFICE OF CIVIL RIGHTS	12	88.2%	0.0%	11.8%	0
OFFICE OF HUMAN RESOURCES	10	67.1%	25.0%	7.9%	0
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%	1
OFFICE OF WILDLAND FIRE	9	54.2%	35.4%	10.4%	1
UNIFIED MESSAGING BRANCH	12	76.5%	23.5%	0.0%	0

*16. I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
Department of the Interior	18,124	80.4%	13.1%	6.6%	87
Office of the Secretary of the Interior	1,095	82.7%	12.3%	5.0%	7
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>295</b>	<b>80.7%</b>	<b>12.6%</b>	<b>6.7%</b>	<b>2</b>
BUSINESS INTEGRATION OFFICE	25	87.8%	12.2%	0.0%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	90.3%	9.7%	0.0%	0
OAS-HQ &ERO	14	91.3%	8.7%	0.0%	0
OAS-WEST	11	68.9%	11.6%	19.4%	0
OFFC OF ACQUISITION & PROP MGT	15	86.1%	7.2%	6.7%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	16	74.4%	13.6%	12.0%	0
OFFICE OF CIVIL RIGHTS	12	88.2%	8.0%	3.8%	0
OFFICE OF HUMAN RESOURCES	8	100.0%	0.0%	0.0%	1
OFFICE OF MINERALS EVALUATION (OME)	10	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	72.2%	18.4%	9.4%	0
UNIFIED MESSAGING BRANCH	11	100.0%	0.0%	0.0%	0

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**My Work Experience** (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,462	57.9%	19.2%	22.8%	777
Office of the Secretary of the Interior	1,072	57.8%	21.8%	20.3%	42
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>286</b>	<b>54.7%</b>	<b>23.1%</b>	<b>22.2%</b>	<b>16</b>
BUSINESS INTEGRATION OFFICE	24	75.2%	8.2%	16.5%	1
DIR OFC, OFFICE OF FINANCIAL MGT	11	78.7%	0.0%	21.3%	2
OAS-HQ &ERO	14	66.4%	15.7%	17.9%	0
OAS-WEST	11	24.0%	11.6%	64.3%	0
OFFC OF ACQUISITION & PROP MGT	14	84.7%	7.1%	8.2%	1
OFFC OF ENVRNMTL POLICY & CMLPNC	16	40.8%	31.4%	27.8%	0
OFFICE OF CIVIL RIGHTS	11	59.1%	8.7%	32.2%	0
OFFICE OF HUMAN RESOURCES	10	90.3%	0.0%	9.7%	0
OFFICE OF MINERALS EVALUATION (OME)	11	92.1%	0.0%	7.9%	1
OFFICE OF WILDLAND FIRE	8	52.7%	36.0%	11.2%	2
UNIFIED MESSAGING BRANCH	11	42.6%	46.4%	11.0%	1

*18. My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
Department of the Interior	18,107	45.4%	24.5%	30.1%	138
Office of the Secretary of the Interior	1,097	47.1%	26.3%	26.6%	14
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>299</b>	<b>35.8%</b>	<b>29.7%</b>	<b>34.5%</b>	<b>4</b>
BUSINESS INTEGRATION OFFICE	23	46.6%	23.3%	30.0%	2
DIR OFC, OFFICE OF FINANCIAL MGT	12	38.7%	61.3%	0.0%	1
OAS-HQ &ERO	14	29.2%	52.9%	17.9%	0
OAS-WEST	11	0.0%	36.3%	63.7%	0
OFFC OF ACQUISITION & PROP MGT	15	54.4%	18.5%	27.1%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	15	22.7%	23.5%	53.8%	0
OFFICE OF CIVIL RIGHTS	12	35.1%	19.8%	45.1%	0
OFFICE OF HUMAN RESOURCES	10	19.0%	45.9%	35.0%	0
OFFICE OF MINERALS EVALUATION (OME)	12	90.7%	9.3%	0.0%	0
OFFICE OF WILDLAND FIRE	10	23.7%	20.0%	56.4%	0
UNIFIED MESSAGING BRANCH	11	76.2%	17.0%	6.8%	1

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**My Work Experience** (continued)

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
Department of the Interior	18,090	66.9%	14.6%	18.4%	270
Office of the Secretary of the Interior	1,096	69.8%	12.6%	17.6%	24
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>300</b>	<b>64.3%</b>	<b>13.9%</b>	<b>21.9%</b>	<b>3</b>
BUSINESS INTEGRATION OFFICE	25	83.5%	8.0%	8.5%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	57.2%	33.1%	9.7%	0
OAS-HQ &ERO	14	62.6%	6.9%	30.4%	0
OAS-WEST	11	36.7%	0.0%	63.3%	0
OFFC OF ACQUISITION & PROP MGT	15	75.2%	10.9%	13.9%	0
OFFC OF ENVRNMTL POLICY & CMPLNC	16	63.6%	0.0%	36.4%	0
OFFICE OF CIVIL RIGHTS	12	74.2%	0.0%	25.8%	0
OFFICE OF HUMAN RESOURCES	10	73.9%	9.7%	16.4%	0
OFFICE OF MINERALS EVALUATION (OME)	12	91.3%	0.0%	8.7%	0
OFFICE OF WILDLAND FIRE	10	32.6%	30.2%	37.1%	0
UNIFIED MESSAGING BRANCH	12	82.7%	17.3%	0.0%	0

**My Work Unit**

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

	N	Positive	Neutral	Negative
Department of the Interior	18,343	71.0%	14.9%	14.0%
Office of the Secretary of the Interior	1,121	69.3%	16.2%	14.5%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>303</b>	<b>70.2%</b>	<b>14.4%</b>	<b>15.4%</b>
BUSINESS INTEGRATION OFFICE	25	76.5%	10.7%	12.8%
DIR OFC, OFFICE OF FINANCIAL MGT	13	81.4%	9.0%	9.7%
OAS-HQ &ERO	14	63.9%	21.5%	14.6%
OAS-WEST	11	71.9%	0.0%	28.1%
OFFC OF ACQUISITION & PROP MGT	15	59.7%	18.6%	21.7%
OFFC OF ENVRNMTL POLICY & CMPLNC	16	58.3%	13.6%	28.1%
OFFICE OF CIVIL RIGHTS	12	38.5%	23.3%	38.2%
OFFICE OF HUMAN RESOURCES	10	88.0%	12.0%	0.0%
OFFICE OF MINERALS EVALUATION (OME)	12	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	62.0%	19.6%	18.4%
UNIFIED MESSAGING BRANCH	12	82.7%	9.9%	7.4%

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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
Department of the Interior	17,779	36.9%	25.7%	37.3%	558
Office of the Secretary of the Interior	1,075	44.3%	28.7%	27.0%	47
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>294</b>	<b>39.1%</b>	<b>29.4%</b>	<b>31.4%</b>	<b>9</b>
BUSINESS INTEGRATION OFFICE	23	71.5%	20.7%	7.8%	2
DIR OFC, OFFICE OF FINANCIAL MGT	11	42.6%	48.8%	8.6%	2
OAS-HQ &ERO	14	69.6%	24.5%	5.9%	0
OAS-WEST	11	15.3%	19.5%	65.2%	0
OFFC OF ACQUISITION & PROP MGT	14	22.9%	39.0%	38.1%	1
OFFC OF ENVRNMTL POLICY & CMLPNC	16	40.3%	13.6%	46.1%	0
OFFICE OF CIVIL RIGHTS	12	12.4%	34.5%	53.1%	0
OFFICE OF HUMAN RESOURCES	10	28.0%	45.9%	26.1%	0
OFFICE OF MINERALS EVALUATION (OME)	12	92.0%	8.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	53.1%	37.5%	9.4%	0
UNIFIED MESSAGING BRANCH	10	50.2%	41.0%	8.9%	2

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	16,987	35.2%	28.3%	36.5%	1,209
Office of the Secretary of the Interior	1,019	38.7%	29.3%	31.9%	87
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>280</b>	<b>35.2%</b>	<b>31.2%</b>	<b>33.6%</b>	<b>22</b>
BUSINESS INTEGRATION OFFICE	21	71.8%	23.9%	4.2%	4
DIR OFC, OFFICE OF FINANCIAL MGT	11	59.9%	19.9%	20.1%	2
OAS-HQ &ERO	14	43.0%	24.5%	32.5%	0
OAS-WEST	11	0.0%	36.4%	63.6%	0
OFFC OF ACQUISITION & PROP MGT	13	38.3%	22.8%	39.0%	2
OFFC OF ENVRNMTL POLICY & CMLPNC	16	33.2%	20.6%	46.1%	0
OFFICE OF CIVIL RIGHTS	11	28.2%	30.6%	41.2%	1
OFFICE OF HUMAN RESOURCES	9	33.9%	47.7%	18.4%	1
OFFICE OF MINERALS EVALUATION (OME)	9	82.1%	11.6%	6.3%	3
OFFICE OF WILDLAND FIRE	10	20.0%	18.3%	61.8%	0
UNIFIED MESSAGING BRANCH	12	17.3%	56.1%	26.5%	0

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**My Work Unit (continued)**

*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
Department of the Interior	16,810	28.6%	27.4%	44.0%	1,415
Office of the Secretary of the Interior	1,013	31.9%	28.7%	39.5%	103
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>264</b>	<b>32.3%</b>	<b>28.2%</b>	<b>39.5%</b>	<b>38</b>
BUSINESS INTEGRATION OFFICE	21	47.7%	29.7%	22.6%	4
DIR OFC, OFFICE OF FINANCIAL MGT	11	53.1%	46.9%	0.0%	2
OAS-HQ &ERO	14	43.9%	31.3%	24.8%	0
OAS-WEST	11	0.0%	27.0%	73.0%	0
OFFC OF ACQUISITION & PROP MGT	12	15.5%	51.6%	32.9%	3
OFFC OF ENVRNMTL POLICY & CMLPNC	15	24.0%	19.8%	56.1%	1
OFFICE OF CIVIL RIGHTS	11	29.0%	20.8%	50.2%	1
OFFICE OF HUMAN RESOURCES	8	23.0%	21.6%	55.4%	1
OFFICE OF MINERALS EVALUATION (OME)	7	85.8%	14.2%	0.0%	4
OFFICE OF WILDLAND FIRE	7	18.4%	41.3%	40.3%	3
UNIFIED MESSAGING BRANCH	10	8.6%	62.7%	28.7%	2

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,228	31.8%	29.0%	39.2%	1,026
Office of the Secretary of the Interior	1,041	33.9%	29.3%	36.7%	76
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>276</b>	<b>29.1%</b>	<b>31.7%</b>	<b>39.2%</b>	<b>27</b>
BUSINESS INTEGRATION OFFICE	25	44.2%	31.8%	24.0%	0
DIR OFC, OFFICE OF FINANCIAL MGT	10	36.8%	52.8%	10.4%	3
OAS-HQ &ERO	14	20.6%	38.8%	40.7%	0
OAS-WEST	11	0.0%	24.0%	76.0%	0
OFFC OF ACQUISITION & PROP MGT	12	43.4%	32.2%	24.4%	3
OFFC OF ENVRNMTL POLICY & CMLPNC	16	33.2%	24.8%	41.9%	0
OFFICE OF CIVIL RIGHTS	12	41.5%	28.3%	30.2%	0
OFFICE OF HUMAN RESOURCES	9	24.7%	19.9%	55.5%	1
OFFICE OF MINERALS EVALUATION (OME)	10	84.8%	15.2%	0.0%	2
OFFICE OF WILDLAND FIRE	7	0.0%	59.7%	40.3%	3
UNIFIED MESSAGING BRANCH	10	20.7%	70.5%	8.9%	2

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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,034	41.8%	24.7%	33.6%	1,175
Office of the Secretary of the Interior	1,035	43.1%	26.4%	30.5%	78
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>276</b>	<b>40.9%</b>	<b>28.5%</b>	<b>30.6%</b>	<b>26</b>
BUSINESS INTEGRATION OFFICE	23	56.0%	26.1%	17.9%	1
DIR OFC, OFFICE OF FINANCIAL MGT	11	60.8%	27.8%	11.4%	2
OAS-HQ &ERO	13	30.5%	34.9%	34.6%	1
OAS-WEST	11	16.3%	19.4%	64.2%	0
OFFC OF ACQUISITION & PROP MGT	14	57.1%	14.7%	28.2%	1
OFFC OF ENVRNMTL POLICY & CMLPNC	16	28.0%	18.3%	53.7%	0
OFFICE OF CIVIL RIGHTS	11	22.9%	44.2%	32.8%	0
OFFICE OF HUMAN RESOURCES	9	43.2%	38.4%	18.4%	1
OFFICE OF MINERALS EVALUATION (OME)	8	100.0%	0.0%	0.0%	4
OFFICE OF WILDLAND FIRE	9	22.4%	56.9%	20.7%	1
UNIFIED MESSAGING BRANCH	11	36.2%	37.4%	26.4%	1

*26. Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
Department of the Interior	18,198	70.4%	15.0%	14.7%	74
Office of the Secretary of the Interior	1,116	68.3%	15.5%	16.1%	2
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>304</b>	<b>63.5%</b>	<b>17.9%</b>	<b>18.6%</b>	<b>0</b>
BUSINESS INTEGRATION OFFICE	25	75.8%	12.0%	12.2%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	81.4%	0.0%	18.6%	0
OAS-HQ &ERO	14	62.1%	32.1%	5.9%	0
OAS-WEST	11	91.3%	8.7%	0.0%	0
OFFC OF ACQUISITION & PROP MGT	15	53.4%	14.0%	32.6%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	16	52.3%	34.5%	13.2%	0
OFFICE OF CIVIL RIGHTS	12	45.3%	23.9%	30.8%	0
OFFICE OF HUMAN RESOURCES	10	61.9%	12.0%	26.1%	0
OFFICE OF MINERALS EVALUATION (OME)	12	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	60.8%	20.3%	18.9%	0
UNIFIED MESSAGING BRANCH	12	69.1%	24.8%	6.1%	0

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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,781	49.4%	30.6%	20.0%	510
Office of the Secretary of the Interior	1,083	55.7%	27.3%	17.0%	34
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>299</b>	<b>46.6%</b>	<b>30.6%</b>	<b>22.8%</b>	<b>4</b>
BUSINESS INTEGRATION OFFICE	24	61.4%	29.8%	8.8%	1
DIR OFC, OFFICE OF FINANCIAL MGT	13	65.9%	26.3%	7.8%	0
OAS-HQ &ERO	14	43.2%	36.3%	20.5%	0
OAS-WEST	11	45.3%	45.3%	9.4%	0
OFFC OF ACQUISITION & PROP MGT	13	35.8%	24.3%	39.9%	2
OFFC OF ENVRNMTL POLICY & CMLPNC	16	23.3%	52.9%	23.8%	0
OFFICE OF CIVIL RIGHTS	12	34.1%	33.8%	32.2%	0
OFFICE OF HUMAN RESOURCES	10	56.5%	18.2%	25.3%	0
OFFICE OF MINERALS EVALUATION (OME)	12	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	23.7%	57.6%	18.8%	0
UNIFIED MESSAGING BRANCH	12	51.7%	48.3%	0.0%	0

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

	N	Positive	Neutral	Negative
Department of the Interior	18,319	82.2%	14.2%	3.6%
Office of the Secretary of the Interior	1,117	85.5%	12.3%	2.2%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>303</b>	<b>84.0%</b>	<b>14.2%</b>	<b>1.8%</b>
BUSINESS INTEGRATION OFFICE	25	95.1%	4.9%	0.0%
DIR OFC, OFFICE OF FINANCIAL MGT	13	81.4%	18.6%	0.0%
OAS-HQ &ERO	14	91.3%	8.7%	0.0%
OAS-WEST	11	90.6%	9.4%	0.0%
OFFC OF ACQUISITION & PROP MGT	15	79.6%	20.4%	0.0%
OFFC OF ENVRNMTL POLICY & CMLPNC	16	83.7%	10.2%	6.1%
OFFICE OF CIVIL RIGHTS	12	70.0%	23.9%	6.0%
OFFICE OF HUMAN RESOURCES	10	92.1%	7.9%	0.0%
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	90.6%	9.4%	0.0%
UNIFIED MESSAGING BRANCH	12	100.0%	0.0%	0.0%

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**My Agency**

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,749	65.3%	20.1%	14.6%	324
Office of the Secretary of the Interior	1,077	66.0%	21.6%	12.4%	22
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>294</b>	<b>61.4%</b>	<b>26.8%</b>	<b>11.8%</b>	<b>3</b>
BUSINESS INTEGRATION OFFICE	24	74.4%	13.3%	12.2%	1
DIR OFC, OFFICE OF FINANCIAL MGT	13	66.6%	33.4%	0.0%	0
OAS-HQ &ERO	14	91.3%	8.7%	0.0%	0
OAS-WEST	11	44.5%	39.1%	16.4%	0
OFFC OF ACQUISITION & PROP MGT	15	60.1%	34.5%	5.5%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	16	45.0%	48.8%	6.1%	0
OFFICE OF CIVIL RIGHTS	12	45.3%	20.4%	34.4%	0
OFFICE OF HUMAN RESOURCES	10	92.1%	0.0%	7.9%	0
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	62.0%	8.9%	29.0%	0
UNIFIED MESSAGING BRANCH	12	48.3%	51.7%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,596	41.3%	26.5%	32.2%	452
Office of the Secretary of the Interior	1,060	46.6%	28.6%	24.8%	34
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>288</b>	<b>44.3%</b>	<b>25.3%</b>	<b>30.4%</b>	<b>8</b>
BUSINESS INTEGRATION OFFICE	24	53.6%	29.3%	17.0%	1
DIR OFC, OFFICE OF FINANCIAL MGT	11	59.9%	40.1%	0.0%	2
OAS-HQ &ERO	14	57.0%	25.1%	17.9%	0
OAS-WEST	11	7.6%	8.7%	83.7%	0
OFFC OF ACQUISITION & PROP MGT	13	55.3%	20.8%	23.9%	2
OFFC OF ENVRNMTL POLICY & CMLPNC	16	20.2%	44.5%	35.4%	0
OFFICE OF CIVIL RIGHTS	11	50.5%	30.1%	19.4%	1
OFFICE OF HUMAN RESOURCES	10	48.1%	27.1%	24.8%	0
OFFICE OF MINERALS EVALUATION (OME)	11	90.7%	9.3%	0.0%	0
OFFICE OF WILDLAND FIRE	10	20.3%	18.4%	61.3%	0
UNIFIED MESSAGING BRANCH	12	23.5%	58.8%	17.8%	0

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**ASST SECY,POL MGT & BUD**  
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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,691	45.5%	24.3%	30.3%	300
Office of the Secretary of the Interior	1,059	48.9%	24.6%	26.4%	31
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>293</b>	<b>45.4%</b>	<b>24.5%</b>	<b>30.1%</b>	<b>3</b>
BUSINESS INTEGRATION OFFICE	24	84.6%	11.6%	3.7%	1
DIR OFC, OFFICE OF FINANCIAL MGT	13	74.5%	15.8%	9.7%	0
OAS-HQ &ERO	14	50.6%	31.5%	17.9%	0
OAS-WEST	11	0.0%	36.6%	63.4%	0
OFFC OF ACQUISITION & PROP MGT	15	55.1%	25.4%	19.4%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	16	27.2%	31.9%	40.9%	0
OFFICE OF CIVIL RIGHTS	12	6.9%	50.5%	42.6%	0
OFFICE OF HUMAN RESOURCES	10	48.5%	43.7%	7.9%	0
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	27.2%	52.3%	20.4%	0
UNIFIED MESSAGING BRANCH	12	34.7%	55.4%	9.9%	0

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,492	34.8%	30.4%	34.9%	484
Office of the Secretary of the Interior	1,046	37.3%	32.6%	30.1%	47
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>292</b>	<b>31.8%</b>	<b>33.1%</b>	<b>35.1%</b>	<b>4</b>
BUSINESS INTEGRATION OFFICE	25	59.5%	28.4%	12.0%	0
DIR OFC, OFFICE OF FINANCIAL MGT	12	56.8%	43.2%	0.0%	1
OAS-HQ &ERO	14	52.6%	13.8%	33.6%	0
OAS-WEST	11	0.0%	16.3%	83.7%	0
OFFC OF ACQUISITION & PROP MGT	15	48.4%	19.4%	32.2%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	15	23.1%	26.6%	50.3%	1
OFFICE OF CIVIL RIGHTS	12	14.3%	35.1%	50.6%	0
OFFICE OF HUMAN RESOURCES	9	31.0%	41.9%	27.1%	0
OFFICE OF MINERALS EVALUATION (OME)	11	90.7%	9.3%	0.0%	0
OFFICE OF WILDLAND FIRE	10	8.9%	41.9%	49.1%	0
UNIFIED MESSAGING BRANCH	12	27.2%	46.2%	26.5%	0

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**ASST SECY,POL MGT & BUD**  
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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	16,758	19.0%	29.2%	51.8%	1,199
Office of the Secretary of the Interior	1,006	25.6%	31.1%	43.3%	86
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>275</b>	<b>22.8%</b>	<b>28.6%</b>	<b>48.7%</b>	<b>17</b>
BUSINESS INTEGRATION OFFICE	24	28.8%	33.9%	37.3%	1
DIR OFC, OFFICE OF FINANCIAL MGT	10	10.3%	60.2%	29.5%	3
OAS-HQ &ERO	13	33.2%	39.1%	27.7%	0
OAS-WEST	10	0.0%	43.1%	56.9%	0
OFFC OF ACQUISITION & PROP MGT	14	30.1%	21.1%	48.8%	1
OFFC OF ENVRNMTL POLICY & CMLPNC	15	10.3%	23.2%	66.5%	0
OFFICE OF CIVIL RIGHTS	12	14.3%	45.6%	40.1%	0
OFFICE OF HUMAN RESOURCES	10	27.5%	12.0%	60.5%	0
OFFICE OF MINERALS EVALUATION (OME)	9	82.5%	0.0%	17.5%	2
OFFICE OF WILDLAND FIRE	8	0.0%	39.5%	60.5%	2
UNIFIED MESSAGING BRANCH	11	18.7%	62.5%	18.7%	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
Department of the Interior	16,861	53.2%	29.3%	17.5%	1,176
Office of the Secretary of the Interior	1,007	52.7%	27.5%	19.7%	85
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>275</b>	<b>44.9%</b>	<b>27.8%</b>	<b>27.4%</b>	<b>22</b>
BUSINESS INTEGRATION OFFICE	24	52.3%	38.8%	8.9%	1
DIR OFC, OFFICE OF FINANCIAL MGT	11	77.5%	11.7%	10.9%	2
OAS-HQ &ERO	14	43.0%	30.4%	26.6%	0
OAS-WEST	10	8.5%	61.4%	30.2%	1
OFFC OF ACQUISITION & PROP MGT	15	61.6%	12.3%	26.1%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	16	37.8%	25.3%	36.9%	0
OFFICE OF CIVIL RIGHTS	12	50.9%	23.9%	25.2%	0
OFFICE OF HUMAN RESOURCES	10	55.9%	35.2%	8.9%	0
OFFICE OF MINERALS EVALUATION (OME)	10	74.1%	25.9%	0.0%	1
OFFICE OF WILDLAND FIRE	8	13.6%	47.3%	39.1%	2
UNIFIED MESSAGING BRANCH	8	36.1%	63.9%	0.0%	4

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**ASST SECY,POL MGT & BUD**  
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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,831	77.7%	13.8%	8.6%	190
Office of the Secretary of the Interior	1,059	75.5%	15.6%	8.9%	30
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>289</b>	<b>73.6%</b>	<b>17.8%</b>	<b>8.7%</b>	<b>6</b>
BUSINESS INTEGRATION OFFICE	25	88.4%	11.6%	0.0%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	90.3%	9.7%	0.0%	0
OAS-HQ &ERO	13	90.7%	9.3%	0.0%	0
OAS-WEST	11	62.5%	37.5%	0.0%	0
OFFC OF ACQUISITION & PROP MGT	14	91.8%	8.2%	0.0%	1
OFFC OF ENVRNMTL POLICY & CMLPNC	16	59.6%	33.3%	7.0%	0
OFFICE OF CIVIL RIGHTS	12	73.6%	26.4%	0.0%	0
OFFICE OF HUMAN RESOURCES	10	73.7%	17.4%	8.9%	0
OFFICE OF MINERALS EVALUATION (OME)	11	91.4%	8.6%	0.0%	0
OFFICE OF WILDLAND FIRE	9	89.4%	10.6%	0.0%	0
UNIFIED MESSAGING BRANCH	12	57.4%	23.5%	19.1%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,643	66.3%	20.0%	13.7%	344
Office of the Secretary of the Interior	1,068	69.3%	17.3%	13.4%	22
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>291</b>	<b>64.9%</b>	<b>19.8%</b>	<b>15.4%</b>	<b>4</b>
BUSINESS INTEGRATION OFFICE	25	65.1%	14.0%	20.9%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	92.3%	7.7%	0.0%	0
OAS-HQ &ERO	14	91.3%	8.7%	0.0%	0
OAS-WEST	10	49.3%	50.7%	0.0%	1
OFFC OF ACQUISITION & PROP MGT	15	66.1%	14.9%	19.0%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	16	51.7%	23.3%	25.0%	0
OFFICE OF CIVIL RIGHTS	12	39.7%	46.3%	14.0%	0
OFFICE OF HUMAN RESOURCES	10	55.5%	35.6%	8.9%	0
OFFICE OF MINERALS EVALUATION (OME)	11	54.2%	45.8%	0.0%	0
OFFICE OF WILDLAND FIRE	10	80.3%	19.7%	0.0%	0
UNIFIED MESSAGING BRANCH	11	63.2%	19.1%	17.7%	1

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**ASST SECY,POL MGT & BUD**  
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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,000	51.3%	22.4%	26.3%	1,012
Office of the Secretary of the Interior	1,027	46.9%	26.1%	27.0%	61
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>273</b>	<b>45.1%</b>	<b>28.0%</b>	<b>27.0%</b>	<b>20</b>
BUSINESS INTEGRATION OFFICE	23	75.2%	24.8%	0.0%	2
DIR OFC, OFFICE OF FINANCIAL MGT	10	64.9%	24.9%	10.2%	3
OAS-HQ &ERO	14	73.4%	14.9%	11.7%	0
OAS-WEST	11	28.7%	17.4%	53.9%	0
OFFC OF ACQUISITION & PROP MGT	14	71.3%	0.0%	28.7%	1
OFFC OF ENVRNMTL POLICY & CMLPNC	15	35.8%	32.1%	32.0%	1
OFFICE OF CIVIL RIGHTS	10	39.8%	40.9%	19.3%	1
OFFICE OF HUMAN RESOURCES	9	79.7%	0.0%	20.3%	1
OFFICE OF MINERALS EVALUATION (OME)	10	79.5%	20.5%	0.0%	0
OFFICE OF WILDLAND FIRE	9	58.2%	21.1%	20.7%	1
UNIFIED MESSAGING BRANCH	10	88.0%	12.0%	0.0%	2

**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
Department of the Interior	16,389	66.4%	18.5%	15.1%	1,534
Office of the Secretary of the Interior	979	62.5%	21.3%	16.2%	101
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>273</b>	<b>62.1%</b>	<b>20.2%</b>	<b>17.6%</b>	<b>20</b>
BUSINESS INTEGRATION OFFICE	24	96.1%	3.9%	0.0%	1
DIR OFC, OFFICE OF FINANCIAL MGT	10	77.2%	12.3%	10.5%	2
OAS-HQ &ERO	14	78.3%	8.7%	13.0%	0
OAS-WEST	11	44.3%	19.5%	36.2%	0
OFFC OF ACQUISITION & PROP MGT	13	75.0%	0.0%	25.0%	2
OFFC OF ENVRNMTL POLICY & CMLPNC	15	49.9%	32.1%	18.0%	1
OFFICE OF CIVIL RIGHTS	10	45.8%	27.7%	26.5%	1
OFFICE OF HUMAN RESOURCES	9	89.4%	0.0%	10.6%	1
OFFICE OF MINERALS EVALUATION (OME)	11	90.0%	10.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	61.9%	28.7%	9.4%	0
UNIFIED MESSAGING BRANCH	9	76.4%	10.1%	13.5%	3

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**My Agency (continued)**

*39. My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,686	68.4%	20.4%	11.3%	371
Office of the Secretary of the Interior	1,069	75.8%	17.2%	7.0%	24
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>287</b>	<b>67.3%</b>	<b>24.0%</b>	<b>8.7%</b>	<b>9</b>
BUSINESS INTEGRATION OFFICE	24	100.0%	0.0%	0.0%	1
DIR OFC, OFFICE OF FINANCIAL MGT	13	90.3%	9.7%	0.0%	0
OAS-HQ &ERO	14	77.5%	16.4%	6.2%	0
OAS-WEST	11	50.9%	40.4%	8.7%	0
OFFC OF ACQUISITION & PROP MGT	15	79.6%	7.2%	13.2%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	16	72.4%	11.3%	16.3%	0
OFFICE OF CIVIL RIGHTS	11	72.6%	23.2%	4.2%	1
OFFICE OF HUMAN RESOURCES	9	81.7%	0.0%	18.3%	1
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	9	58.2%	41.8%	0.0%	0
UNIFIED MESSAGING BRANCH	12	82.7%	17.3%	0.0%	0

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

	N	Positive	Neutral	Negative
Department of the Interior	18,055	62.5%	21.1%	16.4%
Office of the Secretary of the Interior	1,087	62.3%	21.3%	16.4%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>294</b>	<b>52.4%</b>	<b>24.0%</b>	<b>23.5%</b>
BUSINESS INTEGRATION OFFICE	24	88.9%	7.4%	3.7%
DIR OFC, OFFICE OF FINANCIAL MGT	13	56.4%	43.6%	0.0%
OAS-HQ &ERO	14	71.6%	16.4%	12.0%
OAS-WEST	11	18.3%	0.0%	81.7%
OFFC OF ACQUISITION & PROP MGT	15	65.7%	19.4%	14.9%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	42.5%	26.5%	31.0%
OFFICE OF CIVIL RIGHTS	12	42.1%	34.4%	23.6%
OFFICE OF HUMAN RESOURCES	10	83.6%	8.5%	7.9%
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	32.6%	38.7%	28.7%
UNIFIED MESSAGING BRANCH	12	65.6%	24.5%	9.9%

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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
Department of the Interior	16,348	34.4%	30.2%	35.5%	1,729
Office of the Secretary of the Interior	982	41.4%	30.8%	27.8%	109
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>260</b>	<b>31.1%</b>	<b>39.1%</b>	<b>29.7%</b>	<b>34</b>
BUSINESS INTEGRATION OFFICE	19	37.6%	34.9%	27.5%	5
DIR OFC, OFFICE OF FINANCIAL MGT	12	21.7%	67.7%	10.6%	1
OAS-HQ &ERO	14	20.6%	53.1%	26.3%	0
OAS-WEST	11	10.7%	0.0%	89.3%	0
OFFC OF ACQUISITION & PROP MGT	11	38.6%	18.2%	43.2%	4
OFFC OF ENVRNMTL POLICY & CMLPNC	15	17.1%	6.9%	76.0%	0
OFFICE OF CIVIL RIGHTS	8	23.0%	32.6%	44.5%	4
OFFICE OF HUMAN RESOURCES	10	10.6%	55.7%	33.8%	0
OFFICE OF MINERALS EVALUATION (OME)	8	46.9%	53.1%	0.0%	3
OFFICE OF WILDLAND FIRE	10	32.6%	28.7%	38.7%	0
UNIFIED MESSAGING BRANCH	11	37.0%	26.8%	36.2%	1

**My Supervisor**

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,911	80.7%	10.1%	9.2%	122
Office of the Secretary of the Interior	1,084	80.7%	9.1%	10.2%	5
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>295</b>	<b>79.8%</b>	<b>7.1%</b>	<b>13.0%</b>	<b>1</b>
BUSINESS INTEGRATION OFFICE	25	93.1%	3.1%	3.8%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	90.3%	0.0%	9.7%	0
OAS-HQ &ERO	14	88.3%	5.9%	5.9%	0
OAS-WEST	11	55.8%	8.7%	35.5%	0
OFFC OF ACQUISITION & PROP MGT	15	86.0%	0.0%	14.0%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	15	69.0%	6.9%	24.1%	0
OFFICE OF CIVIL RIGHTS	12	87.6%	0.0%	12.4%	0
OFFICE OF HUMAN RESOURCES	10	91.5%	8.5%	0.0%	0
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	77.9%	12.7%	9.4%	0
UNIFIED MESSAGING BRANCH	12	100.0%	0.0%	0.0%	0

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**My Supervisor (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,881	65.5%	17.3%	17.2%	103
Office of the Secretary of the Interior	1,082	65.5%	18.2%	16.3%	3
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>293</b>	<b>59.3%</b>	<b>20.2%</b>	<b>20.6%</b>	<b>1</b>
BUSINESS INTEGRATION OFFICE	25	84.0%	3.8%	12.2%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	65.4%	9.7%	25.0%	0
OAS-HQ &ERO	14	65.9%	22.4%	11.7%	0
OAS-WEST	11	8.7%	39.3%	51.9%	0
OFFC OF ACQUISITION & PROP MGT	15	65.6%	14.0%	20.4%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	15	62.1%	13.8%	24.1%	0
OFFICE OF CIVIL RIGHTS	12	69.8%	3.8%	26.4%	0
OFFICE OF HUMAN RESOURCES	8	90.3%	0.0%	9.7%	0
OFFICE OF MINERALS EVALUATION (OME)	11	90.7%	0.0%	9.3%	0
OFFICE OF WILDLAND FIRE	10	21.6%	39.5%	38.8%	0
UNIFIED MESSAGING BRANCH	12	69.1%	30.9%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,683	61.0%	19.0%	19.9%	174
Office of the Secretary of the Interior	1,063	64.0%	18.8%	17.2%	9
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>289</b>	<b>60.1%</b>	<b>16.3%</b>	<b>23.7%</b>	<b>5</b>
BUSINESS INTEGRATION OFFICE	25	76.0%	11.7%	12.2%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	62.5%	16.7%	20.8%	0
OAS-HQ &ERO	14	59.0%	21.7%	19.4%	0
OAS-WEST	11	0.0%	37.3%	62.7%	0
OFFC OF ACQUISITION & PROP MGT	15	60.7%	7.2%	32.1%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	15	41.7%	21.7%	36.6%	0
OFFICE OF CIVIL RIGHTS	12	42.5%	6.9%	50.6%	0
OFFICE OF HUMAN RESOURCES	9	69.1%	22.3%	8.6%	0
OFFICE OF MINERALS EVALUATION (OME)	11	90.7%	9.3%	0.0%	0
OFFICE OF WILDLAND FIRE	9	48.6%	30.9%	20.5%	1
UNIFIED MESSAGING BRANCH	12	92.6%	7.4%	0.0%	0

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**ASST SECY,POL MGT & BUD**  
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**My Supervisor (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	16,170	64.8%	24.9%	10.4%	1,798
Office of the Secretary of the Interior	994	65.4%	24.0%	10.6%	96
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>262</b>	<b>63.4%</b>	<b>24.2%</b>	<b>12.4%</b>	<b>34</b>
BUSINESS INTEGRATION OFFICE	23	92.0%	8.0%	0.0%	2
DIR OFC, OFFICE OF FINANCIAL MGT	11	71.6%	28.4%	0.0%	2
OAS-HQ &ERO	14	57.9%	30.4%	11.7%	0
OAS-WEST	11	16.3%	54.8%	28.9%	0
OFFC OF ACQUISITION & PROP MGT	14	50.9%	28.7%	20.4%	1
OFFC OF ENVRNMTL POLICY & CMLPNC	14	73.5%	14.9%	11.6%	1
OFFICE OF CIVIL RIGHTS	12	77.7%	16.2%	6.0%	0
OFFICE OF HUMAN RESOURCES	8	89.9%	10.1%	0.0%	2
OFFICE OF MINERALS EVALUATION (OME)	8	100.0%	0.0%	0.0%	3
OFFICE OF WILDLAND FIRE	8	11.4%	76.6%	12.0%	2
UNIFIED MESSAGING BRANCH	10	62.0%	38.0%	0.0%	2

*46. My supervisor provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,852	57.9%	22.3%	19.8%	108
Office of the Secretary of the Interior	1,083	62.8%	20.0%	17.3%	4
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>292</b>	<b>56.0%</b>	<b>21.5%</b>	<b>22.5%</b>	<b>3</b>
BUSINESS INTEGRATION OFFICE	25	68.2%	15.5%	16.4%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	51.6%	40.8%	7.7%	0
OAS-HQ &ERO	14	65.0%	15.7%	19.4%	0
OAS-WEST	11	28.0%	0.0%	72.0%	0
OFFC OF ACQUISITION & PROP MGT	15	61.2%	12.2%	26.6%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	15	36.5%	27.7%	35.8%	0
OFFICE OF CIVIL RIGHTS	12	49.4%	32.7%	17.8%	0
OFFICE OF HUMAN RESOURCES	10	75.1%	8.1%	16.8%	0
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	9	48.6%	20.4%	31.0%	1
UNIFIED MESSAGING BRANCH	12	82.7%	17.3%	0.0%	0

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**My Supervisor (continued)**

*47. Supervisors in my work unit support employee development.*

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,717	63.3%	19.3%	17.4%	286
Office of the Secretary of the Interior	1,063	67.0%	16.7%	16.3%	25
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>289</b>	<b>57.8%</b>	<b>18.4%</b>	<b>23.7%</b>	<b>6</b>
BUSINESS INTEGRATION OFFICE	25	68.2%	18.8%	13.0%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	84.2%	15.8%	0.0%	0
OAS-HQ &ERO	14	59.9%	21.5%	18.7%	0
OAS-WEST	11	0.0%	35.7%	64.3%	0
OFFC OF ACQUISITION & PROP MGT	14	71.8%	7.3%	20.9%	1
OFFC OF ENVRNMTL POLICY & CMLPNC	15	42.0%	26.5%	31.6%	0
OFFICE OF CIVIL RIGHTS	12	61.2%	6.0%	32.7%	0
OFFICE OF HUMAN RESOURCES	10	83.6%	7.9%	8.5%	0
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	9	20.4%	36.4%	43.3%	1
UNIFIED MESSAGING BRANCH	12	84.7%	15.3%	0.0%	0

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

	N	Positive	Neutral	Negative
Department of the Interior	18,005	75.0%	12.8%	12.2%
Office of the Secretary of the Interior	1,090	74.2%	13.6%	12.2%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>296</b>	<b>67.1%</b>	<b>15.5%</b>	<b>17.4%</b>
BUSINESS INTEGRATION OFFICE	25	84.0%	7.5%	8.5%
DIR OFC, OFFICE OF FINANCIAL MGT	13	63.2%	23.7%	13.2%
OAS-HQ &ERO	14	71.9%	16.4%	11.7%
OAS-WEST	11	8.7%	28.1%	63.2%
OFFC OF ACQUISITION & PROP MGT	15	80.6%	0.0%	19.4%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	64.0%	17.6%	18.4%
OFFICE OF CIVIL RIGHTS	12	65.6%	0.0%	34.4%
OFFICE OF HUMAN RESOURCES	10	83.6%	8.5%	7.9%
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	43.6%	37.5%	18.9%
UNIFIED MESSAGING BRANCH	12	100.0%	0.0%	0.0%

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**My Supervisor (continued)**

*49. My supervisor treats me with respect.*

	N	Positive	Neutral	Negative
Department of the Interior	17,941	79.1%	11.0%	9.9%
Office of the Secretary of the Interior	1,085	76.9%	13.0%	10.2%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>295</b>	<b>70.3%</b>	<b>13.9%</b>	<b>15.8%</b>
BUSINESS INTEGRATION OFFICE	25	91.5%	0.0%	8.5%
DIR OFC, OFFICE OF FINANCIAL MGT	13	77.2%	0.0%	22.8%
OAS-HQ &ERO	14	71.9%	7.6%	20.5%
OAS-WEST	11	18.1%	28.8%	53.1%
OFFC OF ACQUISITION & PROP MGT	15	73.4%	7.2%	19.4%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	86.2%	13.8%	0.0%
OFFICE OF CIVIL RIGHTS	12	61.2%	26.4%	12.4%
OFFICE OF HUMAN RESOURCES	10	83.6%	0.0%	16.4%
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	53.9%	46.1%	0.0%
UNIFIED MESSAGING BRANCH	11	100.0%	0.0%	0.0%

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

	N	Positive	Neutral	Negative
Department of the Interior	17,932	79.8%	9.0%	11.2%
Office of the Secretary of the Interior	1,087	85.7%	6.8%	7.5%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>295</b>	<b>83.7%</b>	<b>5.4%</b>	<b>10.9%</b>
BUSINESS INTEGRATION OFFICE	25	100.0%	0.0%	0.0%
DIR OFC, OFFICE OF FINANCIAL MGT	13	100.0%	0.0%	0.0%
OAS-HQ &ERO	14	86.5%	0.0%	13.5%
OAS-WEST	11	79.7%	20.3%	0.0%
OFFC OF ACQUISITION & PROP MGT	15	92.3%	7.7%	0.0%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	100.0%	0.0%	0.0%
OFFICE OF CIVIL RIGHTS	12	79.6%	12.4%	8.0%
OFFICE OF HUMAN RESOURCES	10	92.1%	0.0%	7.9%
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	43.6%	8.9%	47.4%
UNIFIED MESSAGING BRANCH	12	100.0%	0.0%	0.0%

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**My Supervisor** (continued)

*51. I have trust and confidence in my supervisor.*

	N	Positive	Neutral	Negative
Department of the Interior	17,970	64.4%	17.0%	18.6%
Office of the Secretary of the Interior	1,086	67.4%	15.4%	17.2%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>296</b>	<b>62.3%</b>	<b>14.6%</b>	<b>23.1%</b>
BUSINESS INTEGRATION OFFICE	25	80.2%	11.3%	8.5%
DIR OFC, OFFICE OF FINANCIAL MGT	13	43.8%	42.2%	14.0%
OAS-HQ &ERO	14	71.9%	0.0%	28.1%
OAS-WEST	11	0.0%	28.0%	72.0%
OFFC OF ACQUISITION & PROP MGT	15	60.7%	19.8%	19.4%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	49.6%	28.2%	22.2%
OFFICE OF CIVIL RIGHTS	12	49.4%	0.0%	50.6%
OFFICE OF HUMAN RESOURCES	10	80.1%	0.0%	19.9%
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	53.0%	37.6%	9.4%
UNIFIED MESSAGING BRANCH	12	92.6%	7.4%	0.0%

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

	N	Positive	Neutral	Negative
Department of the Interior	17,989	66.6%	19.6%	13.7%
Office of the Secretary of the Interior	1,088	70.5%	16.3%	13.2%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>296</b>	<b>65.4%</b>	<b>15.0%</b>	<b>19.5%</b>
BUSINESS INTEGRATION OFFICE	25	84.0%	7.5%	8.5%
DIR OFC, OFFICE OF FINANCIAL MGT	13	69.5%	24.1%	6.3%
OAS-HQ &ERO	14	71.9%	8.7%	19.4%
OAS-WEST	11	8.7%	28.6%	62.7%
OFFC OF ACQUISITION & PROP MGT	15	54.0%	19.4%	26.6%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	64.0%	24.5%	11.5%
OFFICE OF CIVIL RIGHTS	12	49.4%	20.4%	30.2%
OFFICE OF HUMAN RESOURCES	10	92.1%	0.0%	7.9%
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	71.3%	19.2%	9.4%
UNIFIED MESSAGING BRANCH	12	82.7%	17.3%	0.0%

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**Leadership**

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,572	32.4%	27.2%	40.3%	342
Office of the Secretary of the Interior	1,063	40.0%	28.3%	31.7%	21
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>292</b>	<b>31.9%</b>	<b>24.8%</b>	<b>43.4%</b>	<b>4</b>
BUSINESS INTEGRATION OFFICE	25	73.4%	18.2%	8.5%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	59.7%	32.6%	7.7%	0
OAS-HQ &ERO	14	86.2%	7.6%	6.2%	0
OAS-WEST	11	0.0%	7.6%	92.4%	0
OFFC OF ACQUISITION & PROP MGT	14	45.7%	19.0%	35.2%	1
OFFC OF ENVRNMTL POLICY & CMLPNC	15	17.6%	38.6%	43.7%	0
OFFICE OF CIVIL RIGHTS	12	8.0%	34.1%	57.9%	0
OFFICE OF HUMAN RESOURCES	10	47.6%	0.0%	52.4%	0
OFFICE OF MINERALS EVALUATION (OME)	11	90.7%	9.3%	0.0%	0
OFFICE OF WILDLAND FIRE	10	41.6%	9.3%	49.1%	0
UNIFIED MESSAGING BRANCH	11	26.8%	47.4%	25.8%	1

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	16,530	46.6%	27.4%	26.0%	1,343
Office of the Secretary of the Interior	1,019	51.0%	26.2%	22.8%	63
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>279</b>	<b>44.1%</b>	<b>30.9%</b>	<b>25.0%</b>	<b>16</b>
BUSINESS INTEGRATION OFFICE	24	92.5%	7.5%	0.0%	1
DIR OFC, OFFICE OF FINANCIAL MGT	13	66.0%	16.7%	17.3%	0
OAS-HQ &ERO	13	79.3%	6.4%	14.4%	1
OAS-WEST	11	7.7%	25.7%	66.5%	0
OFFC OF ACQUISITION & PROP MGT	14	58.9%	19.2%	22.0%	1
OFFC OF ENVRNMTL POLICY & CMLPNC	14	32.2%	41.6%	26.2%	1
OFFICE OF CIVIL RIGHTS	10	41.9%	14.7%	43.3%	2
OFFICE OF HUMAN RESOURCES	9	60.9%	18.8%	20.3%	1
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	50.9%	19.7%	29.4%	0
UNIFIED MESSAGING BRANCH	10	30.6%	69.4%	0.0%	2

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**Leadership (continued)**

*55. Supervisors work well with employees of different backgrounds.*

	N	Positive	Neutral	Negative	DNK
Department of the Interior	16,391	59.8%	25.8%	14.4%	1,296
Office of the Secretary of the Interior	987	59.2%	26.3%	14.5%	85
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>271</b>	<b>55.6%</b>	<b>28.5%</b>	<b>15.9%</b>	<b>20</b>
BUSINESS INTEGRATION OFFICE	24	92.5%	7.5%	0.0%	1
DIR OFC, OFFICE OF FINANCIAL MGT	10	88.0%	12.0%	0.0%	3
OAS-HQ &ERO	12	86.0%	7.0%	7.0%	2
OAS-WEST	11	19.2%	33.9%	46.9%	0
OFFC OF ACQUISITION & PROP MGT	13	60.8%	17.0%	22.2%	2
OFFC OF ENVRNMTL POLICY & CMLPNC	13	35.3%	35.7%	29.0%	1
OFFICE OF CIVIL RIGHTS	10	39.9%	14.7%	45.4%	2
OFFICE OF HUMAN RESOURCES	10	72.9%	18.2%	8.9%	0
OFFICE OF MINERALS EVALUATION (OME)	10	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	31.0%	46.9%	22.1%	0
UNIFIED MESSAGING BRANCH	10	58.0%	42.0%	0.0%	1

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,553	51.4%	23.7%	24.9%	268
Office of the Secretary of the Interior	1,055	58.1%	21.7%	20.2%	22
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>288</b>	<b>51.3%</b>	<b>23.7%</b>	<b>24.9%</b>	<b>5</b>
BUSINESS INTEGRATION OFFICE	25	77.1%	10.7%	12.2%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	81.4%	18.6%	0.0%	0
OAS-HQ &ERO	14	94.1%	0.0%	5.9%	0
OAS-WEST	11	25.9%	16.3%	57.8%	0
OFFC OF ACQUISITION & PROP MGT	15	74.2%	5.5%	20.4%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	15	22.7%	39.6%	37.7%	0
OFFICE OF CIVIL RIGHTS	10	40.3%	28.6%	31.2%	1
OFFICE OF HUMAN RESOURCES	10	36.0%	47.2%	16.8%	0
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	38.2%	28.7%	33.1%	0
UNIFIED MESSAGING BRANCH	10	49.4%	39.5%	11.1%	1

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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	16,260	49.3%	29.1%	21.6%	1,566
Office of the Secretary of the Interior	998	60.6%	24.3%	15.1%	75
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>269</b>	<b>56.9%</b>	<b>23.9%</b>	<b>19.2%</b>	<b>21</b>
BUSINESS INTEGRATION OFFICE	23	84.0%	12.1%	3.9%	1
DIR OFC, OFFICE OF FINANCIAL MGT	13	73.7%	26.3%	0.0%	0
OAS-HQ &ERO	12	93.0%	0.0%	7.0%	2
OAS-WEST	11	18.2%	36.6%	45.2%	0
OFFC OF ACQUISITION & PROP MGT	13	69.4%	6.4%	24.2%	1
OFFC OF ENVRNMTL POLICY & CMLPNC	13	32.1%	53.8%	14.1%	2
OFFICE OF CIVIL RIGHTS	10	47.2%	30.7%	22.1%	1
OFFICE OF HUMAN RESOURCES	9	57.6%	10.3%	32.1%	0
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	9	42.6%	24.1%	33.3%	1
UNIFIED MESSAGING BRANCH	10	49.4%	39.5%	11.1%	1

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,306	45.2%	24.0%	30.8%	547
Office of the Secretary of the Interior	1,042	51.8%	22.0%	26.2%	39
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>283</b>	<b>47.4%</b>	<b>20.0%</b>	<b>32.6%</b>	<b>10</b>
BUSINESS INTEGRATION OFFICE	24	62.8%	17.1%	20.1%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	66.1%	26.3%	7.7%	0
OAS-HQ &ERO	14	71.6%	0.0%	28.4%	0
OAS-WEST	11	0.0%	26.1%	73.9%	0
OFFC OF ACQUISITION & PROP MGT	14	65.9%	11.7%	22.4%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	15	35.1%	20.7%	44.2%	0
OFFICE OF CIVIL RIGHTS	12	43.2%	31.5%	25.2%	0
OFFICE OF HUMAN RESOURCES	10	30.6%	34.3%	35.0%	0
OFFICE OF MINERALS EVALUATION (OME)	10	89.1%	10.9%	0.0%	1
OFFICE OF WILDLAND FIRE	10	38.2%	8.9%	52.8%	0
UNIFIED MESSAGING BRANCH	10	62.6%	30.0%	7.4%	1

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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	17,293	51.2%	24.0%	24.8%	546
Office of the Secretary of the Interior	1,042	54.9%	24.1%	21.0%	35
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>280</b>	<b>50.5%</b>	<b>25.1%</b>	<b>24.4%</b>	<b>9</b>
BUSINESS INTEGRATION OFFICE	25	76.4%	15.1%	8.5%	0
DIR OFC, OFFICE OF FINANCIAL MGT	13	73.7%	26.3%	0.0%	0
OAS-HQ &ERO	14	64.5%	14.9%	20.6%	0
OAS-WEST	11	0.0%	17.4%	82.6%	0
OFFC OF ACQUISITION & PROP MGT	14	65.9%	19.8%	14.2%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	15	42.5%	20.7%	36.7%	0
OFFICE OF CIVIL RIGHTS	12	39.1%	40.6%	20.4%	0
OFFICE OF HUMAN RESOURCES	10	39.1%	44.0%	16.8%	0
OFFICE OF MINERALS EVALUATION (OME)	11	90.0%	0.0%	10.0%	0
OFFICE OF WILDLAND FIRE	10	38.2%	8.9%	52.8%	0
UNIFIED MESSAGING BRANCH	10	62.6%	37.4%	0.0%	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
Department of the Interior	16,863	52.7%	25.9%	21.4%	1,029
Office of the Secretary of the Interior	1,006	58.8%	21.8%	19.4%	71
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>274</b>	<b>57.7%</b>	<b>21.3%</b>	<b>21.0%</b>	<b>17</b>
BUSINESS INTEGRATION OFFICE	25	84.8%	6.7%	8.5%	0
DIR OFC, OFFICE OF FINANCIAL MGT	12	72.4%	19.2%	8.5%	0
OAS-HQ &ERO	13	72.0%	28.0%	0.0%	1
OAS-WEST	10	0.0%	8.2%	91.8%	1
OFFC OF ACQUISITION & PROP MGT	14	80.2%	11.7%	8.2%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	13	56.6%	15.8%	27.6%	2
OFFICE OF CIVIL RIGHTS	11	42.8%	36.7%	20.5%	1
OFFICE OF HUMAN RESOURCES	10	27.1%	46.6%	26.3%	0
OFFICE OF MINERALS EVALUATION (OME)	9	87.8%	12.2%	0.0%	2
OFFICE OF WILDLAND FIRE	10	69.3%	10.3%	20.4%	0
UNIFIED MESSAGING BRANCH	9	79.6%	10.2%	10.2%	2

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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
Department of the Interior	17,588	44.4%	28.0%	27.6%	297
Office of the Secretary of the Interior	1,051	50.5%	29.0%	20.5%	27
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>287</b>	<b>44.1%</b>	<b>29.9%</b>	<b>26.0%</b>	<b>5</b>
BUSINESS INTEGRATION OFFICE	24	83.8%	7.4%	8.8%	0
DIR OFC, OFFICE OF FINANCIAL MGT	12	63.9%	36.1%	0.0%	0
OAS-HQ &ERO	13	69.5%	23.7%	6.7%	1
OAS-WEST	11	0.0%	7.6%	92.4%	0
OFFC OF ACQUISITION & PROP MGT	14	64.9%	26.9%	8.2%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	15	45.0%	25.7%	29.3%	0
OFFICE OF CIVIL RIGHTS	12	56.1%	8.0%	36.0%	0
OFFICE OF HUMAN RESOURCES	10	27.1%	29.0%	43.9%	0
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	10	50.9%	28.7%	20.4%	0
UNIFIED MESSAGING BRANCH	10	71.7%	28.3%	0.0%	1

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

	N	Positive	Neutral	Negative	DNK
Department of the Interior	15,962	53.5%	29.1%	17.4%	1,929
Office of the Secretary of the Interior	996	59.6%	26.2%	14.2%	82
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>275</b>	<b>48.9%</b>	<b>32.0%</b>	<b>19.1%</b>	<b>17</b>
BUSINESS INTEGRATION OFFICE	24	63.1%	27.9%	9.1%	0
DIR OFC, OFFICE OF FINANCIAL MGT	12	46.4%	53.6%	0.0%	0
OAS-HQ &ERO	14	100.0%	0.0%	0.0%	0
OAS-WEST	11	26.9%	36.9%	36.2%	0
OFFC OF ACQUISITION & PROP MGT	13	62.8%	7.8%	29.4%	1
OFFC OF ENVRNMTL POLICY & CMLPNC	15	29.8%	19.6%	50.6%	0
OFFICE OF CIVIL RIGHTS	11	65.7%	12.8%	21.5%	1
OFFICE OF HUMAN RESOURCES	10	55.5%	35.6%	8.9%	0
OFFICE OF MINERALS EVALUATION (OME)	10	100.0%	0.0%	0.0%	1
OFFICE OF WILDLAND FIRE	10	68.4%	22.1%	9.4%	0
UNIFIED MESSAGING BRANCH	8	90.3%	9.7%	0.0%	3

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**My Satisfaction**

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

	N	Positive	Neutral	Negative
Department of the Interior	17,807	49.7%	23.2%	27.1%
Office of the Secretary of the Interior	1,076	52.3%	25.2%	22.5%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>291</b>	<b>47.0%</b>	<b>25.0%</b>	<b>28.0%</b>
BUSINESS INTEGRATION OFFICE	24	50.4%	33.3%	16.2%
DIR OFC, OFFICE OF FINANCIAL MGT	11	61.5%	30.8%	7.7%
OAS-HQ &ERO	14	56.1%	24.5%	19.4%
OAS-WEST	11	18.5%	51.8%	29.7%
OFFC OF ACQUISITION & PROP MGT	14	62.5%	13.5%	24.0%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	44.4%	26.3%	29.3%
OFFICE OF CIVIL RIGHTS	12	54.4%	21.4%	24.2%
OFFICE OF HUMAN RESOURCES	10	74.7%	8.5%	16.8%
OFFICE OF MINERALS EVALUATION (OME)	11	82.1%	17.9%	0.0%
OFFICE OF WILDLAND FIRE	10	20.0%	31.1%	49.0%
UNIFIED MESSAGING BRANCH	11	61.8%	27.2%	11.0%

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

	N	Positive	Neutral	Negative
Department of the Interior	17,742	42.9%	25.5%	31.6%
Office of the Secretary of the Interior	1,069	48.5%	25.0%	26.5%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>291</b>	<b>36.3%</b>	<b>24.5%</b>	<b>39.1%</b>
BUSINESS INTEGRATION OFFICE	24	63.2%	11.5%	25.2%
DIR OFC, OFFICE OF FINANCIAL MGT	11	70.6%	29.4%	0.0%
OAS-HQ &ERO	14	57.7%	21.5%	20.8%
OAS-WEST	11	7.7%	33.7%	58.6%
OFFC OF ACQUISITION & PROP MGT	14	45.9%	13.4%	40.7%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	29.6%	39.4%	31.0%
OFFICE OF CIVIL RIGHTS	12	14.9%	33.8%	51.3%
OFFICE OF HUMAN RESOURCES	10	18.6%	42.8%	38.6%
OFFICE OF MINERALS EVALUATION (OME)	11	91.4%	8.6%	0.0%
OFFICE OF WILDLAND FIRE	10	28.9%	8.9%	62.1%
UNIFIED MESSAGING BRANCH	11	46.0%	43.0%	11.0%

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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
Department of the Interior	17,719	46.0%	24.8%	29.3%
Office of the Secretary of the Interior	1,064	47.2%	26.3%	26.5%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>286</b>	<b>44.4%</b>	<b>24.1%</b>	<b>31.5%</b>
BUSINESS INTEGRATION OFFICE	24	68.9%	14.7%	16.4%
DIR OFC, OFFICE OF FINANCIAL MGT	10	66.7%	21.6%	11.8%
OAS-HQ &ERO	14	48.6%	24.0%	27.4%
OAS-WEST	11	0.0%	54.7%	45.3%
OFFC OF ACQUISITION & PROP MGT	13	56.6%	6.4%	37.0%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	35.1%	46.3%	18.6%
OFFICE OF CIVIL RIGHTS	12	35.2%	22.1%	42.6%
OFFICE OF HUMAN RESOURCES	10	48.4%	26.3%	25.3%
OFFICE OF MINERALS EVALUATION (OME)	10	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	41.6%	30.7%	27.7%
UNIFIED MESSAGING BRANCH	11	80.8%	19.2%	0.0%

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

	N	Positive	Neutral	Negative
Department of the Interior	17,723	35.2%	32.7%	32.2%
Office of the Secretary of the Interior	1,067	41.1%	35.5%	23.4%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>288</b>	<b>33.1%</b>	<b>37.3%</b>	<b>29.6%</b>
BUSINESS INTEGRATION OFFICE	24	63.7%	22.4%	13.9%
DIR OFC, OFFICE OF FINANCIAL MGT	11	79.1%	20.9%	0.0%
OAS-HQ &ERO	14	55.8%	31.0%	13.3%
OAS-WEST	11	0.0%	16.3%	83.7%
OFFC OF ACQUISITION & PROP MGT	14	59.2%	19.3%	21.5%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	37.5%	26.3%	36.2%
OFFICE OF CIVIL RIGHTS	11	24.7%	29.3%	46.0%
OFFICE OF HUMAN RESOURCES	10	19.0%	54.4%	26.6%
OFFICE OF MINERALS EVALUATION (OME)	11	81.4%	18.6%	0.0%
OFFICE OF WILDLAND FIRE	10	41.6%	18.4%	40.0%
UNIFIED MESSAGING BRANCH	11	46.8%	46.4%	6.8%

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**My Satisfaction (continued)**

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

	N	Positive	Neutral	Negative
Department of the Interior	17,749	32.2%	29.6%	38.2%
Office of the Secretary of the Interior	1,074	34.6%	31.3%	34.1%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>291</b>	<b>27.8%</b>	<b>35.5%</b>	<b>36.6%</b>
BUSINESS INTEGRATION OFFICE	24	54.6%	31.5%	13.9%
DIR OFC, OFFICE OF FINANCIAL MGT	11	69.2%	19.9%	10.9%
OAS-HQ &ERO	14	22.1%	31.3%	46.6%
OAS-WEST	11	0.0%	16.3%	83.7%
OFFC OF ACQUISITION & PROP MGT	14	21.9%	36.0%	42.1%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	23.2%	28.1%	48.7%
OFFICE OF CIVIL RIGHTS	12	14.9%	33.2%	51.9%
OFFICE OF HUMAN RESOURCES	10	48.4%	34.2%	17.4%
OFFICE OF MINERALS EVALUATION (OME)	11	62.0%	28.6%	9.3%
OFFICE OF WILDLAND FIRE	10	20.0%	21.6%	58.4%
UNIFIED MESSAGING BRANCH	11	18.5%	70.5%	11.0%

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

	N	Positive	Neutral	Negative
Department of the Interior	17,724	46.9%	25.1%	28.0%
Office of the Secretary of the Interior	1,073	44.5%	26.1%	29.4%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>290</b>	<b>33.4%</b>	<b>28.3%</b>	<b>38.3%</b>
BUSINESS INTEGRATION OFFICE	24	32.7%	29.0%	38.3%
DIR OFC, OFFICE OF FINANCIAL MGT	11	60.5%	31.8%	7.7%
OAS-HQ &ERO	14	36.8%	29.6%	33.6%
OAS-WEST	11	7.7%	25.7%	66.6%
OFFC OF ACQUISITION & PROP MGT	14	35.4%	36.3%	28.2%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	20.7%	39.4%	39.9%
OFFICE OF CIVIL RIGHTS	11	8.7%	27.4%	63.9%
OFFICE OF HUMAN RESOURCES	10	39.1%	33.7%	27.1%
OFFICE OF MINERALS EVALUATION (OME)	11	80.7%	0.0%	19.3%
OFFICE OF WILDLAND FIRE	10	21.6%	32.3%	46.1%
UNIFIED MESSAGING BRANCH	11	59.7%	25.2%	15.1%

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**My Satisfaction (continued)**

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

	N	Positive	Neutral	Negative
Department of the Interior	17,745	63.9%	18.5%	17.6%
Office of the Secretary of the Interior	1,067	66.5%	18.2%	15.3%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>288</b>	<b>59.9%</b>	<b>16.9%</b>	<b>23.3%</b>
BUSINESS INTEGRATION OFFICE	24	80.1%	3.7%	16.2%
DIR OFC, OFFICE OF FINANCIAL MGT	11	77.5%	22.5%	0.0%
OAS-HQ &ERO	14	43.2%	44.1%	12.8%
OAS-WEST	10	20.1%	39.6%	40.3%
OFFC OF ACQUISITION & PROP MGT	14	77.9%	5.8%	16.3%
OFFC OF ENVRNMTL POLICY & CMLPNC	14	45.6%	22.2%	32.1%
OFFICE OF CIVIL RIGHTS	12	70.4%	6.0%	23.6%
OFFICE OF HUMAN RESOURCES	10	91.1%	0.0%	8.9%
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	41.6%	27.7%	30.7%
UNIFIED MESSAGING BRANCH	11	76.2%	23.8%	0.0%

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

	N	Positive	Neutral	Negative
Department of the Interior	17,764	58.0%	18.4%	23.6%
Office of the Secretary of the Interior	1,066	63.9%	18.6%	17.5%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>289</b>	<b>59.2%</b>	<b>19.8%</b>	<b>21.0%</b>
BUSINESS INTEGRATION OFFICE	24	75.7%	15.9%	8.4%
DIR OFC, OFFICE OF FINANCIAL MGT	11	69.8%	30.2%	0.0%
OAS-HQ &ERO	14	76.7%	8.7%	14.6%
OAS-WEST	11	70.9%	8.7%	20.4%
OFFC OF ACQUISITION & PROP MGT	13	56.6%	15.2%	28.2%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	48.3%	20.7%	31.0%
OFFICE OF CIVIL RIGHTS	12	41.5%	25.8%	32.7%
OFFICE OF HUMAN RESOURCES	10	91.1%	0.0%	8.9%
OFFICE OF MINERALS EVALUATION (OME)	11	72.8%	8.6%	18.7%
OFFICE OF WILDLAND FIRE	10	53.9%	18.3%	27.8%
UNIFIED MESSAGING BRANCH	11	69.8%	19.2%	11.0%

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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
Department of the Interior	17,774	53.8%	23.0%	23.1%
Office of the Secretary of the Interior	1,066	60.4%	20.5%	19.1%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>288</b>	<b>49.0%</b>	<b>22.3%</b>	<b>28.7%</b>
BUSINESS INTEGRATION OFFICE	24	78.7%	8.8%	12.5%
DIR OFC, OFFICE OF FINANCIAL MGT	11	77.5%	22.5%	0.0%
OAS-HQ &ERO	14	61.8%	32.0%	6.2%
OAS-WEST	11	7.6%	19.5%	72.9%
OFFC OF ACQUISITION & PROP MGT	14	66.8%	11.7%	21.5%
OFFC OF ENVRNMTL POLICY & CMLNLC	15	42.5%	35.1%	22.4%
OFFICE OF CIVIL RIGHTS	12	50.0%	27.7%	22.3%
OFFICE OF HUMAN RESOURCES	10	83.2%	0.0%	16.8%
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	10	41.6%	27.7%	30.7%
UNIFIED MESSAGING BRANCH	11	80.3%	19.7%	0.0%

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**Work/Life**

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

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Department of the Interior	17,707	60.0%	14.0%	17.3%	8.7%
Office of the Secretary of the Interior	1,065	79.3%	11.1%	7.2%	2.4%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>290</b>	<b>85.3%</b>	<b>9.3%</b>	<b>5.2%</b>	<b>0.2%</b>
BUSINESS INTEGRATION OFFICE	24	100.0%	0.0%	0.0%	0.0%
DIR OFC, OFFICE OF FINANCIAL MGT	11	90.8%	9.2%	0.0%	0.0%
OAS-HQ &ERO	14	100.0%	0.0%	0.0%	0.0%
OAS-WEST	11	91.3%	0.0%	0.0%	8.7%
OFFC OF ACQUISITION & PROP MGT	14	100.0%	0.0%	0.0%	0.0%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	82.8%	10.7%	6.5%	0.0%
OFFICE OF CIVIL RIGHTS	12	100.0%	0.0%	0.0%	0.0%
OFFICE OF HUMAN RESOURCES	10	100.0%	0.0%	0.0%	0.0%
OFFICE OF MINERALS EVALUATION (OME)	11	100.0%	0.0%	0.0%	0.0%
OFFICE OF WILDLAND FIRE	9	90.2%	9.8%	0.0%	0.0%
UNIFIED MESSAGING BRANCH	11	100.0%	0.0%	0.0%	0.0%

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**Work/Life (continued)**

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
Department of the Interior	17,643	2.4%	11.6%	6.7%	20.0%
Office of the Secretary of the Interior	1,065	5.2%	26.8%	8.0%	16.6%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>291</b>	<b>7.5%</b>	<b>30.0%</b>	<b>13.9%</b>	<b>20.6%</b>
BUSINESS INTEGRATION OFFICE	24	0.0%	79.9%	3.3%	8.5%
DIR OFC, OFFICE OF FINANCIAL MGT	11	16.8%	27.2%	10.9%	45.1%
OAS-HQ & ERO	14	21.5%	33.5%	7.7%	24.4%
OAS-WEST	11	0.0%	7.6%	0.0%	45.3%
OFFC OF ACQUISITION & PROP MGT	14	36.3%	22.9%	7.1%	25.4%
OFFC OF ENVRNMTL POLICY & CMPLNC	15	0.0%	0.0%	0.0%	68.5%
OFFICE OF CIVIL RIGHTS	12	3.8%	53.6%	26.7%	15.9%
OFFICE OF HUMAN RESOURCES	10	10.6%	38.3%	33.7%	8.9%
OFFICE OF MINERALS EVALUATION (OME)	11	11.5%	42.7%	8.6%	8.6%
OFFICE OF WILDLAND FIRE	10	0.0%	12.7%	18.4%	60.0%
UNIFIED MESSAGING BRANCH	11	33.5%	28.0%	8.3%	11.0%

(continued)

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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
Department of the Interior	17,643	21.2%	5.4%	14.1%	18.5%
Office of the Secretary of the Interior	1,065	6.5%	4.9%	13.7%	18.3%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>291</b>	<b>3.3%</b>	<b>4.8%</b>	<b>11.7%</b>	<b>8.2%</b>
BUSINESS INTEGRATION OFFICE	24	0.0%	0.0%	0.0%	8.3%
DIR OFC, OFFICE OF FINANCIAL MGT	11	0.0%	0.0%	0.0%	0.0%
OAS-HQ &ERO	14	0.0%	0.0%	7.1%	5.9%
OAS-WEST	11	0.0%	0.0%	8.7%	38.4%
OFFC OF ACQUISITION & PROP MGT	14	0.0%	0.0%	8.2%	0.0%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	0.0%	0.0%	31.5%	0.0%
OFFICE OF CIVIL RIGHTS	12	0.0%	0.0%	0.0%	0.0%
OFFICE OF HUMAN RESOURCES	10	0.0%	0.0%	8.5%	0.0%
OFFICE OF MINERALS EVALUATION (OME)	11	0.0%	9.3%	0.0%	19.3%
OFFICE OF WILDLAND FIRE	10	0.0%	0.0%	0.0%	8.9%
UNIFIED MESSAGING BRANCH	11	0.0%	0.0%	0.0%	19.2%

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

	N	Yes	No	Not Available To Me
Office of the Secretary of the Interior	1,066	52.3%	39.8%	7.9%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>289</b>	<b>51.0%</b>	<b>36.7%</b>	<b>12.3%</b>
BUSINESS INTEGRATION OFFICE	24	3.7%	37.8%	58.5%
DIR OFC, OFFICE OF FINANCIAL MGT	11	39.1%	60.9%	0.0%
OAS-HQ &ERO	14	20.6%	64.8%	14.6%
OAS-WEST	11	64.5%	17.4%	18.1%
OFFC OF ACQUISITION & PROP MGT	14	62.4%	16.3%	21.2%
OFFC OF ENVRNMTL POLICY & CMLPNC	15	72.3%	20.3%	7.4%
OFFICE OF CIVIL RIGHTS	12	56.6%	43.4%	0.0%
OFFICE OF HUMAN RESOURCES	10	62.8%	37.2%	0.0%
OFFICE OF MINERALS EVALUATION (OME)	11	62.5%	37.5%	0.0%
OFFICE OF WILDLAND FIRE	10	70.9%	19.7%	9.4%
UNIFIED MESSAGING BRANCH	11	47.3%	44.5%	8.3%

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**Work/Life (continued)**

**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
Department of the Interior	17,633	29.6%	56.2%	14.1%
Office of the Secretary of the Interior	1,063	26.4%	60.7%	12.9%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>288</b>	<b>21.5%</b>	<b>59.3%</b>	<b>19.2%</b>
BUSINESS INTEGRATION OFFICE	24	15.1%	56.8%	28.0%
DIR OFC, OFFICE OF FINANCIAL MGT	11	30.2%	69.8%	0.0%
OAS-HQ &ERO	14	19.5%	45.0%	35.5%
OAS-WEST	11	27.1%	56.5%	16.4%
OFFC OF ACQUISITION & PROP MGT	14	15.2%	71.9%	12.9%
OFFC OF ENVRNMTL POLICY & CMLNLC	15	30.0%	57.3%	12.7%
OFFICE OF CIVIL RIGHTS	12	24.2%	75.8%	0.0%
OFFICE OF HUMAN RESOURCES	10	8.5%	74.1%	17.4%
OFFICE OF MINERALS EVALUATION (OME)	11	19.7%	75.2%	5.1%
OFFICE OF WILDLAND FIRE	10	11.0%	50.7%	38.3%
UNIFIED MESSAGING BRANCH	11	34.3%	47.2%	18.5%

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

	N	Yes	No	Not Available To Me
Department of the Interior	17,454	21.5%	76.0%	2.5%
Office of the Secretary of the Interior	1,048	19.8%	78.3%	1.9%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>283</b>	<b>19.1%</b>	<b>80.5%</b>	<b>0.5%</b>
BUSINESS INTEGRATION OFFICE	24	8.8%	91.2%	0.0%
DIR OFC, OFFICE OF FINANCIAL MGT	11	18.5%	81.5%	0.0%
OAS-HQ &ERO	13	37.5%	62.5%	0.0%
OAS-WEST	10	43.2%	56.8%	0.0%
OFFC OF ACQUISITION & PROP MGT	14	14.2%	80.0%	5.8%
OFFC OF ENVRNMTL POLICY & CMLNLC	15	12.1%	87.9%	0.0%
OFFICE OF CIVIL RIGHTS	12	0.0%	100.0%	0.0%
OFFICE OF HUMAN RESOURCES	9	24.8%	75.2%	0.0%
OFFICE OF MINERALS EVALUATION (OME)	10	0.0%	100.0%	0.0%
OFFICE OF WILDLAND FIRE	10	22.0%	78.0%	0.0%
UNIFIED MESSAGING BRANCH	10	11.8%	88.2%	0.0%

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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
Department of the Interior	17,682	1.8%	74.8%	23.4%
Office of the Secretary of the Interior	1,064	3.2%	78.2%	18.6%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>288</b>	<b>4.4%</b>	<b>80.7%</b>	<b>14.9%</b>
BUSINESS INTEGRATION OFFICE	24	0.0%	92.4%	7.6%
DIR OFC, OFFICE OF FINANCIAL MGT	11	10.9%	81.3%	7.9%
OAS-HQ &ERO	14	0.0%	69.8%	30.2%
OAS-WEST	11	0.0%	92.3%	7.7%
OFFC OF ACQUISITION & PROP MGT	14	7.6%	86.6%	5.8%
OFFC OF ENVRNMTL POLICY & CMLNLC	15	6.9%	85.7%	7.4%
OFFICE OF CIVIL RIGHTS	12	0.0%	93.1%	6.9%
OFFICE OF HUMAN RESOURCES	10	8.9%	70.6%	20.5%
OFFICE OF MINERALS EVALUATION (OME)	11	0.0%	100.0%	0.0%
OFFICE OF WILDLAND FIRE	10	0.0%	57.9%	42.1%
UNIFIED MESSAGING BRANCH	11	0.0%	74.7%	25.3%

**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
Department of the Interior	17,691	1.7%	75.7%	22.6%
Office of the Secretary of the Interior	1,064	3.1%	78.5%	18.4%
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>289</b>	<b>3.1%</b>	<b>84.1%</b>	<b>12.8%</b>
BUSINESS INTEGRATION OFFICE	23	0.0%	92.2%	7.8%
DIR OFC, OFFICE OF FINANCIAL MGT	11	10.9%	81.3%	7.9%
OAS-HQ &ERO	14	0.0%	76.7%	23.3%
OAS-WEST	11	0.0%	92.3%	7.7%
OFFC OF ACQUISITION & PROP MGT	14	7.6%	86.6%	5.8%
OFFC OF ENVRNMTL POLICY & CMLNLC	15	6.9%	88.1%	5.0%
OFFICE OF CIVIL RIGHTS	12	0.0%	93.1%	6.9%
OFFICE OF HUMAN RESOURCES	10	17.4%	70.6%	12.0%
OFFICE OF MINERALS EVALUATION (OME)	11	0.0%	100.0%	0.0%
OFFICE OF WILDLAND FIRE	10	0.0%	80.0%	20.0%
UNIFIED MESSAGING BRANCH	11	0.0%	74.7%	25.3%

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**Work/Life (continued)**

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

	N	Positive	Neutral	Negative	NBJ
Department of the Interior	7,358	76.9%	15.2%	8.0%	253
Office of the Secretary of the Interior	614	82.6%	8.9%	8.5%	20
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>210</b>	<b>87.9%</b>	<b>7.6%</b>	<b>4.4%</b>	<b>5</b>
BUSINESS INTEGRATION OFFICE	21	95.8%	4.2%	0.0%	0
DIR OFC, OFFICE OF FINANCIAL MGT	10	88.0%	0.0%	12.0%	1
OAS-HQ &ERO	11	79.1%	20.9%	0.0%	1
OAS-WEST	6	61.9%	38.1%	0.0%	0
OFFC OF ACQUISITION & PROP MGT	13	100.0%	0.0%	0.0%	0
OFFC OF ENVRNMTL POLICY & CMPLNC	10	45.9%	11.7%	42.4%	0
OFFICE OF CIVIL RIGHTS	12	100.0%	0.0%	0.0%	0
OFFICE OF HUMAN RESOURCES	9	100.0%	0.0%	0.0%	0
OFFICE OF MINERALS EVALUATION (OME)	8	92.9%	0.0%	7.1%	0
OFFICE OF WILDLAND FIRE	9	54.1%	25.2%	20.7%	0
UNIFIED MESSAGING BRANCH	9	76.2%	23.8%	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
Department of the Interior	8,489	89.7%	7.1%	3.2%	121
Office of the Secretary of the Interior	532	91.7%	5.3%	3.0%	4
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>138</b>	<b>89.1%</b>	<b>8.2%</b>	<b>2.7%</b>	<b>1</b>
BUSINESS INTEGRATION OFFICE	1	100.0%	0.0%	0.0%	0
DIR OFC, OFFICE OF FINANCIAL MGT	4	100.0%	0.0%	0.0%	0
OAS-HQ &ERO	3	100.0%	0.0%	0.0%	0
OAS-WEST	7	85.5%	0.0%	14.5%	0
OFFC OF ACQUISITION & PROP MGT	9	89.4%	0.0%	10.6%	0
OFFC OF ENVRNMTL POLICY & CMPLNC	9	100.0%	0.0%	0.0%	0
OFFICE OF CIVIL RIGHTS	6	100.0%	0.0%	0.0%	0
OFFICE OF HUMAN RESOURCES	6	100.0%	0.0%	0.0%	0
OFFICE OF MINERALS EVALUATION (OME)	6	100.0%	0.0%	0.0%	1
OFFICE OF WILDLAND FIRE	7	100.0%	0.0%	0.0%	0
UNIFIED MESSAGING BRANCH	5	76.7%	23.3%	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
Department of the Interior	5,106	76.4%	18.6%	5.0%	289
Office of the Secretary of the Interior	237	80.0%	17.7%	2.3%	19
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>61</b>	<b>75.0%</b>	<b>19.2%</b>	<b>5.8%</b>	<b>4</b>
BUSINESS INTEGRATION OFFICE	3	71.5%	28.5%	0.0%	1
DIR OFC, OFFICE OF FINANCIAL MGT	3	100.0%	0.0%	0.0%	0
OAS-HQ &ERO	3	100.0%	0.0%	0.0%	0
OAS-WEST	3	100.0%	0.0%	0.0%	0
OFFC OF ACQUISITION & PROP MGT	2	100.0%	0.0%	0.0%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	4	100.0%	0.0%	0.0%	0
OFFICE OF CIVIL RIGHTS	3	67.0%	0.0%	33.0%	0
OFFICE OF HUMAN RESOURCES	0	--	--	--	0
OFFICE OF MINERALS EVALUATION (OME)	2	100.0%	0.0%	0.0%	0
OFFICE OF WILDLAND FIRE	1	100.0%	0.0%	0.0%	0
UNIFIED MESSAGING BRANCH	4	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
Department of the Interior	3,639	75.3%	20.1%	4.6%	421
Office of the Secretary of the Interior	208	76.7%	21.9%	1.4%	24
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>48</b>	<b>61.1%</b>	<b>38.9%</b>	<b>0.0%</b>	<b>3</b>
BUSINESS INTEGRATION OFFICE	2	100.0%	0.0%	0.0%	0
DIR OFC, OFFICE OF FINANCIAL MGT	2	100.0%	0.0%	0.0%	0
OAS-HQ &ERO	4	100.0%	0.0%	0.0%	1
OAS-WEST	4	76.3%	23.7%	0.0%	1
OFFC OF ACQUISITION & PROP MGT	2	53.5%	46.5%	0.0%	0
OFFC OF ENVRNMTL POLICY & CMLPNC	2	100.0%	0.0%	0.0%	0
OFFICE OF CIVIL RIGHTS	0	--	--	--	0
OFFICE OF HUMAN RESOURCES	3	100.0%	0.0%	0.0%	0
OFFICE OF MINERALS EVALUATION (OME)	1	0.0%	100.0%	0.0%	0
OFFICE OF WILDLAND FIRE	2	100.0%	0.0%	0.0%	0
UNIFIED MESSAGING BRANCH	1	100.0%	0.0%	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)**

**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
Department of the Interior	265	58.2%	35.5%	6.3%	159
Office of the Secretary of the Interior	32	58.5%	39.8%	1.7%	7
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>10</b>	<b>62.2%</b>	<b>33.6%</b>	<b>4.3%</b>	<b>3</b>
BUSINESS INTEGRATION OFFICE	0	--	--	--	0
DIR OFC, OFFICE OF FINANCIAL MGT	1	100.0%	0.0%	0.0%	0
OAS-HQ &ERO	0	--	--	--	0
OAS-WEST	0	--	--	--	0
OFFC OF ACQUISITION & PROP MGT	0	--	--	--	1
OFFC OF ENVRNMTL POLICY & CMLPNC	1	100.0%	0.0%	0.0%	0
OFFICE OF CIVIL RIGHTS	0	--	--	--	0
OFFICE OF HUMAN RESOURCES	1	0.0%	0.0%	100.0%	0
OFFICE OF MINERALS EVALUATION (OME)	0	--	--	--	0
OFFICE OF WILDLAND FIRE	0	--	--	--	0
UNIFIED MESSAGING BRANCH	0	--	--	--	0

\*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
Department of the Interior	228	62.1%	35.2%	2.7%	150
Office of the Secretary of the Interior	27	61.0%	39.0%	0.0%	11
<b>ASST SECY,POL MGT &amp; BUD</b>	<b>8</b>	<b>70.2%</b>	<b>29.8%</b>	<b>0.0%</b>	<b>3</b>
BUSINESS INTEGRATION OFFICE	1	0.0%	100.0%	0.0%	0
DIR OFC, OFFICE OF FINANCIAL MGT	1	100.0%	0.0%	0.0%	0
OAS-HQ &ERO	0	--	--	--	0
OAS-WEST	0	--	--	--	0
OFFC OF ACQUISITION & PROP MGT	0	--	--	--	1
OFFC OF ENVRNMTL POLICY & CMLPNC	1	0.0%	100.0%	0.0%	0
OFFICE OF CIVIL RIGHTS	0	--	--	--	0
OFFICE OF HUMAN RESOURCES	1	100.0%	0.0%	0.0%	1
OFFICE OF MINERALS EVALUATION (OME)	0	--	--	--	0
OFFICE OF WILDLAND FIRE	0	--	--	--	0
UNIFIED MESSAGING BRANCH	0	--	--	--	0

\*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	197	68.6%
Field	90	31.4%

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

	N	%
Non-Supervisor	184	63.9%
Team Leader	30	10.4%
Supervisor	34	11.8%
Manager	24	8.3%
Senior Leader	16	5.6%

***Are you:***

	N	%
Male	151	52.6%
Female	136	47.4%

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

	N	%
Yes	21	7.5%
No	259	92.5%

***Race***

	N	%
American Indian or Alaska Native	15	5.5%
Asian	5	1.8%
Black or African American	35	12.8%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	211	77.3%
Two or more races (Not Hispanic or Latino)	7	2.6%

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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	9	3.2%
Trade or Technical Certificate	12	4.2%
Some College (no degree)	40	14.1%
Associate's Degree (e.g., AA, AS)	15	5.3%
Bachelor's Degree (e.g., BA, BS)	84	29.6%
Master's Degree (e.g., MA, MS, MBA)	93	32.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	31	10.9%

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

	N	%
Federal Wage System	0	0.0%
GS 1-6	4	1.4%
GS 7-12	80	28.1%
GS 13-15	171	60.0%
Senior Executive Service	22	7.7%
Senior Level (SL) or Scientific or Professional (ST)	3	1.1%
Other	5	1.8%

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

	N	%
Less than 1 year	4	1.4%
1 to 3 years	26	9.1%
4 to 5 years	19	6.6%
6 to 10 years	47	16.4%
11 to 14 years	38	13.2%
15 to 20 years	34	11.8%
More than 20 years	119	41.5%

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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	9	3.2%
1 to 3 years	47	16.5%
4 to 5 years	56	19.7%
6 to 10 years	69	24.3%
11 to 20 years	61	21.5%
More than 20 years	42	14.8%

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

	N	%
No	149	52.1%
Yes, to retire	32	11.2%
Yes, to take another job within the Federal Government	81	28.3%
Yes, to take another job outside the Federal Government	13	4.5%
Yes, other	11	3.8%

*I am planning to retire:*

	N	%
Within one year	21	7.4%
Between one and three years	35	12.3%
Between three and five years	38	13.3%
Five or more years	191	67.0%

*What is your US military service status?*

	N	%
No Prior Military Service	198	70.2%
Currently in National Guard or Reserves	7	2.5%
Retired	31	11.0%
Separated or Discharged	46	16.3%

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**Demographic Questions** (continued)

*Are you an individual with a disability?*

	N	%
Yes	32	11.1%
No	256	88.9%

*What is your age group?*

	N	%
25 and under	0	0.0%
26-29	4	1.3%
30-39	35	11.5%
40-49	84	27.6%
50-59	124	40.8%
60 or older	57	18.8%