

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	75.60%	31.98%	43.62%	8.72%	11.14%	4.54%	15.68%	29	39	8	10	4	90	N/A
2	I have enough information to do my job well.	67.61%	21.09%	46.52%	17.92%	9.99%	4.48%	14.47%	19	42	16	9	4	90	N/A
3	I feel encouraged to come up with new and better ways of doing things.	42.32%	15.57%	26.75%	18.63%	22.32%	16.72%	39.04%	14	24	17	20	15	90	N/A
4	*My work gives me a feeling of personal accomplishment.	66.61%	15.60%	51.01%	12.01%	9.02%	12.36%	21.37%	14	46	11	8	11	90	N/A
5	*I like the kind of work I do.	74.24%	29.08%	45.15%	16.77%	6.75%	2.24%	8.99%	26	41	15	6	2	90	N/A
6	I know what is expected of me on the job.	56.84%	15.57%	41.27%	13.15%	17.75%	12.26%	30.01%	14	37	12	16	11	90	N/A
7	When needed I am willing to put in the extra effort to get a job done.	94.43%	56.41%	38.03%	4.45%	1.11%	0.00%	1.11%	51	34	4	1	0	90	N/A
8	I am constantly looking for ways to do my job better.	83.04%	29.92%	53.12%	12.49%	2.23%	2.24%	4.47%	27	48	11	2	2	90	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	57.19%	13.72%	43.47%	12.45%	21.20%	9.16%	30.36%	12	39	11	19	8	89	0
10	*My workload is reasonable.	60.87%	12.27%	48.59%	12.11%	15.93%	11.09%	27.02%	11	44	11	14	10	90	0

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11	*My talents are used well in the workplace.	47.92%	11.08%	36.85%	16.50%	18.80%	16.78%	35.58%	10	33	15	17	15	90	0
12	*I know how my work relates to the agency's goals and priorities.	72.05%	21.12%	50.93%	11.07%	5.47%	11.41%	16.88%	19	46	10	5	10	90	0
13	*The work I do is important.	82.69%	42.31%	40.38%	12.52%	3.58%	1.21%	4.79%	37	36	11	3	1	88	0
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	84.29%	36.03%	48.26%	10.08%	2.24%	3.39%	5.63%	32	43	9	2	3	89	1
15	*My performance appraisal is a fair reflection of my performance.	73.56%	30.83%	42.73%	9.14%	8.15%	9.15%	17.30%	27	37	8	7	8	87	3
16	I am held accountable for achieving results.	73.35%	22.28%	51.06%	14.56%	6.69%	5.41%	12.09%	20	46	13	6	5	90	0
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	60.38%	29.00%	31.38%	21.12%	7.99%	10.51%	18.50%	25	27	18	7	9	86	4
18	*My training needs are assessed.	56.52%	17.59%	38.93%	17.71%	14.56%	11.21%	25.78%	16	35	16	13	10	90	0

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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).	61.22%	23.41%	37.81%	15.20%	15.39%	8.19%	23.58%	20	32	13	13	7	85	5
20	*The people I work with cooperate to get the job done.	80.11%	33.52%	46.59%	7.55%	7.86%	4.48%	12.34%	30	42	7	7	4	90	N/A
21	*My work unit is able to recruit people with the right skills.	47.62%	17.95%	29.66%	21.17%	19.26%	11.96%	31.22%	15	25	18	16	10	84	6
22	*Promotions in my work unit are based on merit.	59.82%	17.11%	42.71%	20.62%	9.96%	9.61%	19.57%	14	35	17	8	8	82	8
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	40.72%	11.50%	29.22%	31.70%	16.35%	11.24%	27.59%	9	23	25	13	9	79	11
24	*In my work unit, differences in performance are recognized in a meaningful way.	39.25%	13.49%	25.76%	32.78%	18.16%	9.81%	27.97%	11	21	27	15	8	82	6
25	Awards in my work unit depend on how well employees perform their jobs.	51.80%	14.21%	37.59%	25.79%	10.81%	11.60%	22.41%	12	32	22	9	10	85	4
26	Employees in my work unit share job knowledge with each other.	84.48%	37.56%	46.92%	8.80%	4.50%	2.22%	6.72%	34	42	8	4	2	90	0

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27	The skill level in my work unit has improved in the past year.	54.91%	21.16%	33.75%	25.26%	9.28%	10.55%	19.83%	18	29	22	8	9	86	4
28	How would you rate the overall quality of work done by your work unit?	84.42%	40.23%	44.19%	12.22%	2.24%	1.12%	3.36%	36	40	11	2	1	90	N/A
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.88%	17.36%	54.52%	14.10%	7.00%	7.02%	14.02%	15	47	12	6	6	86	1
30	*Employees have a feeling of personal empowerment with respect to work processes.	26.79%	7.06%	19.73%	20.65%	31.96%	20.60%	52.56%	6	17	18	28	18	87	2
31	Employees are recognized for providing high quality products and services.	50.65%	13.45%	37.19%	22.66%	9.98%	16.72%	26.69%	12	33	20	9	15	89	0
32	*Creativity and innovation are rewarded	24.38%	5.80%	18.58%	25.17%	27.52%	22.93%	50.45%	5	16	22	24	20	87	0
33	*Pay raises depend on how well employees perform their jobs.	50.59%	7.44%	43.15%	16.23%	17.10%	16.08%	33.18%	6	35	13	14	13	81	7
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	65.33%	23.36%	41.97%	18.82%	6.09%	9.76%	15.85%	19	34	15	5	8	81	8

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35	*Employees are protected from health and safety hazards on the job.	89.78%	46.36%	43.42%	7.93%	1.15%	1.15%	2.29%	41	38	7	1	1	88	1
36	*My organization has prepared employees for potential security threats.	80.81%	23.43%	57.38%	7.90%	4.46%	6.83%	11.29%	21	50	7	4	6	88	1
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	48.91%	16.18%	32.72%	15.19%	13.86%	22.04%	35.90%	14	28	13	12	19	86	3
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.	72.39%	33.56%	38.83%	17.62%	3.63%	6.36%	9.99%	27	31	14	3	5	80	9
39	My agency is successful at accomplishing its mission.	51.64%	10.17%	41.47%	19.44%	18.54%	10.38%	28.91%	9	36	17	16	9	87	2
40	I recommend my organization as a good place to work.	34.73%	8.91%	25.83%	31.46%	19.26%	14.55%	33.81%	8	23	28	17	13	89	N/A

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41	I believe the results of this survey will be used to make my agency a better place to work.	30.97%	5.96%	25.01%	21.61%	23.69%	23.73%	47.42%	5	21	18	20	20	84	4
42	*My supervisor supports my need to balance work and other life issues.	89.89%	67.51%	22.37%	7.89%	1.09%	1.13%	2.22%	60	20	7	1	1	89	0
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	75.46%	47.17%	28.29%	10.06%	12.22%	2.26%	14.49%	42	25	9	11	2	89	0
44	*Discussions with my supervisor about my performance are worthwhile.	67.22%	39.79%	27.43%	14.74%	13.57%	4.48%	18.05%	35	24	13	12	4	88	1
45	My supervisor is committed to a workforce representative of all segments of society.	73.81%	49.98%	23.82%	21.31%	2.46%	2.42%	4.88%	40	19	17	2	2	80	9
46	My supervisor provides me with constructive suggestions to improve my job performance.	69.40%	39.86%	29.54%	13.58%	12.47%	4.55%	17.02%	35	26	12	11	4	88	1
47	*Supervisors in my work unit support employee development.	79.38%	48.21%	31.17%	11.37%	4.56%	4.69%	9.25%	42	27	10	4	4	87	2
48	My supervisor listens to what I have to say.	83.18%	56.16%	27.02%	7.79%	5.66%	3.36%	9.02%	50	24	7	5	3	89	N/A

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49	My supervisor treats me with respect.	88.80%	67.32%	21.48%	2.26%	6.77%	2.17%	8.94%	60	19	2	6	2	89	N/A
50	In the last six months, my supervisor has talked with me about my performance.	95.41%	55.06%	40.36%	1.12%	3.46%	0.00%	3.46%	49	36	1	3	0	89	N/A
51	*I have trust and confidence in my supervisor.	77.69%	50.62%	27.07%	6.68%	11.24%	4.39%	15.63%	45	24	6	10	4	89	N/A
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	75.48%	49.30%	26.18%	13.28%	7.94%	3.30%	11.23%	44	23	12	7	3	89	N/A
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	15.49%	3.42%	12.08%	11.18%	19.53%	53.80%	73.33%	3	11	10	17	48	89	0
54	My organization's senior leaders maintain high standards of honesty and integrity.	28.52%	6.79%	21.72%	15.35%	25.20%	30.93%	56.13%	6	19	13	22	27	87	1
55	*Supervisors work well with employees of different backgrounds.	71.36%	26.08%	45.27%	9.76%	8.19%	10.69%	18.88%	22	38	8	7	9	84	2
56	*Managers communicate the goals and priorities of the organization.	49.45%	12.44%	37.01%	15.60%	18.17%	16.78%	34.95%	11	33	14	16	15	89	0

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57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	57.81%	14.46%	43.36%	16.78%	13.31%	12.09%	25.40%	12	36	14	11	10	83	6
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	37.78%	15.43%	22.35%	28.17%	14.12%	19.93%	34.05%	13	19	24	12	17	85	3
59	Managers support collaboration across work units to accomplish work objectives.	46.39%	15.22%	31.17%	17.71%	16.12%	19.78%	35.90%	13	27	15	14	17	86	3
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	35.78%	10.71%	25.07%	29.64%	16.77%	17.81%	34.58%	9	21	25	14	15	84	5
61	*I have a high level of respect for my organization's senior leaders.	17.94%	4.54%	13.40%	16.98%	30.39%	34.68%	65.07%	4	12	15	27	31	89	0
62	Senior leaders demonstrate support for Work/Life programs.	58.47%	14.79%	43.67%	22.97%	7.52%	11.04%	18.56%	12	36	19	6	9	82	7
63	*How satisfied are you with your involvement in decisions that affect your work?	38.17%	10.34%	27.83%	19.19%	30.27%	12.36%	42.63%	9	25	17	27	11	89	N/A

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64	*How satisfied are you with the information you receive from management on what's going on in your organization?	40.45%	9.22%	31.23%	13.52%	35.91%	10.12%	46.03%	8	28	12	32	9	89	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	51.63%	12.49%	39.13%	23.70%	16.76%	7.92%	24.68%	11	35	21	15	7	89	N/A
66	*How satisfied are you with the policies and practices of your senior leaders?	14.71%	2.29%	12.43%	18.17%	27.52%	39.59%	67.11%	2	11	16	24	35	88	N/A
67	*How satisfied are you with your opportunity to get a better job in your organization?	40.65%	6.86%	33.79%	28.76%	24.87%	5.72%	30.58%	6	30	25	22	5	88	N/A
68	*How satisfied are you with the training you receive for your present job?	65.98%	22.21%	43.77%	20.33%	8.03%	5.65%	13.69%	20	39	18	7	5	89	N/A
69	*Considering everything, how satisfied are you with your job?	53.88%	12.34%	41.55%	20.00%	17.08%	9.03%	26.11%	11	37	18	15	8	89	N/A

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70	*Considering everything, how satisfied are you with your pay?	70.95%	23.72%	47.23%	15.58%	5.59%	7.88%	13.47%	21	42	14	5	7	89	N/A
71	Considering everything, how satisfied are you with your organization?	31.52%	5.67%	25.85%	18.90%	30.52%	19.06%	49.58%	5	23	17	27	17	89	N/A
79	How satisfied are you with the following Work/Life programs in your agency? Telework	89.84%	39.66%	50.18%	6.31%	3.86%	0.00%	3.86%	31	39	5	3	0	78	1
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	93.72%	42.94%	50.78%	6.28%	0.00%	0.00%	0.00%	7	8	1	0	0	16	0
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)	89.75%	37.56%	52.19%	6.86%	3.39%	0.00%	3.39%	11	15	2	1	0	29	0
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	100.00%	57.91%	42.09%	0.00%	0.00%	0.00%	0.00%	3	2	0	0	0	5	1

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83	How satisfied are you with Child Care Programs (for example, daycare, parenting classes, parenting support groups)	--	--	--	--	--	--	--	--	--	--	--	--	0	0
84	How satisfied are you with Elder Care Programs (for example, support groups, speakers)	--	--	--	--	--	--	--	--	--	--	--	--	0	0

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.