

	FEVS Question		NSF 2010	NSF 2011	NSF 2012	NSF 2013	NSF 2014	NSF	
								Difference 2013 to 2014	Difference 2012 to 2014
M Y W O R K  E X P E R I E N C E S	(1) I am given a real opportunity to improve my skills in my organization.	% Positive % Negative	74% 16%	74% 15%	69% 19%	67% 19%	72% 17%	↑ 4.82% ↑ 2.20%	↑ 3.00% ↑ 2.40%
	(2) I have enough information to do my job well.	% Positive % Negative	79% 11%	77% 12%	71% 16%	72% 16%	76% 14%	↑ 3.70% ↑ 2.10%	↑ 4.30% ↑ 1.40%
	(3) I feel encouraged to come up with new and better ways of doing things.	% Positive % Negative	71% 18%	67% 20%	66% 19%	67% 18%	66% 18%	↔ -0.70% ↔ 0.70%	↔ 0.80% ↑ 1.80%
	(4) My work gives me a feeling of personal accomplishment.	% Positive % Negative	79% 12%	77% 12%	73% 13%	76% 12%	77% 12%	↑ 1.60% ↔ -0.40%	↑ 4.10% ↑ 1.20%
	(5) I like the kind of work I do.	% Positive % Negative	85% 4%	83% 7%	79% 7%	82% 6%	82% 6%	↔ -0.29% ↔ -0.10%	↑ 2.30% ↔ 0.90%
	(6) I know what is expected of me on the job.	% Positive % Negative	82% 8%	78% 9%	74% 14%	78% 11%	78% 12%	↔ 0.69% ↔ -0.90%	↑ 4.70% ↑ 1.80%
	(7) When needed, I am willing to put in the extra effort to get a job done.	% Positive % Negative	98% 0%	99% 0%	97% 1%	97% 1%	97% 1%	↔ -0.01% ↔ 0.40%	↔ 0.20% ↔ -0.10%
	(8) I am constantly looking for ways to do my job better.	% Positive % Negative	94% 1%	94% 1%	93% 1%	93% 1%	92% 1%	↔ -0.82% ↔ 0.60%	↔ -0.60% ↔ 0.70%
	(9) I have sufficient resources (for example, people, materials, budget) to get my job done.	% Positive % Negative	54% 34%	52% 34%	48% 38%	49% 38%	52% 35%	↑ 2.96% ↑ 2.30%	↑ 4.80% ↑ 3.20%
	(10) My workload is reasonable.	% Positive % Negative	52% 32%	45% 38%	44% 38%	52% 35%	49% 35%	↓ -2.80% ↔ 0.20%	↑ 4.90% ↑ 3.90%
	(11) My talents are used well in the workplace.	% Positive % Negative	63% 24%	59% 28%	56% 29%	58% 27%	59% 23%	↑ 1.00% ↑ 4.10%	↑ 2.70% ↑ 5.90%
	(12) I know how my work relates to the agency's goals and priorities.	% Positive % Negative	91% 4%	89% 5%	85% 6%	87% 6%	87% 6%	↔ -0.48% ↔ -0.10%	↑ 1.90% ↔ -0.20%
	(13) The work I do is important.	% Positive % Negative	92% 2%	91% 2%	90% 3%	91% 3%	89% 4%	↓ -1.49% ↔ -0.90%	↔ -0.60% ↔ -0.40%
	(14) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	% Positive % Negative	81% 10%	80% 9%	77% 12%	81% 10%	79% 9%	↓ -2.35% ↔ 0.80%	↑ 1.90% ↑ 2.40%
	(15) My performance appraisal is a fair reflection of my performance.	% Positive % Negative	79% 9%	72% 16%	67% 18%	75% 16%	75% 15%	↔ -0.17% ↑ 1.20%	↑ 7.80% ↑ 2.70%
	(16) I am held accountable for achieving results.	% Positive % Negative	88% 3%	85% 6%	83% 5%	84% 6%	83% 6%	↓ -1.04% ↔ -0.10%	↔ -0.30% ↓ -1.40%
	(17) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	% Positive % Negative	64% 19%	64% 17%	59% 20%	62% 19%	62% 21%	↔ -0.04% ↓ -1.40%	↑ 3.10% ↔ -0.80%
	(18) My training needs are assessed.	% Positive % Negative	50% 27%	44% 30%	44% 32%	44% 30%	52% 25%	↑ 8.11% ↑ 5.30%	↑ 8.50% ↑ 6.90%
	(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).	% Positive % Negative	68% 16%	63% 19%	62% 22%	67% 20%	71% 18%	↑ 3.59% ↑ 2.90%	↑ 8.30% ↑ 4.70%
<b>MY WORK EXPERIENCES</b>		% Positive % Negative	<b>76%</b> <b>13%</b>	<b>73%</b> <b>15%</b>	<b>70%</b> <b>16%</b>	<b>73%</b> <b>16%</b>	<b>74%</b> <b>15%</b>	↔ <b>0.90%</b> ↔ <b>0.99%</b>	↑ <b>3.29%</b> ↑ <b>1.95%</b>

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								Difference 2013 to 2014	Difference 2012 to 2014
M Y W O R K U N I T	(20) The people I work with cooperate to get the job done.	% Positive % Negative	75% 13%	75% 13%	76% 13%	77% 15%	79% 10%	↑ 2.24% ↑ 4.80%	↑ 3.00% ↑ 2.80%
	(21) My work unit is able to recruit people with the right skills.	% Positive % Negative	53% 28%	51% 23%	53% 26%	55% 26%	58% 22%	↑ 2.90% ↑ 3.50%	↑ 4.20% ↑ 3.70%
	(22) Promotions in my work unit are based on merit.	% Positive % Negative	45% 31%	41% 30%	41% 33%	40% 33%	44% 28%	↑ 3.59% ↑ 4.40%	↑ 2.70% ↑ 4.30%
	(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	% Positive % Negative	31% 45%	28% 45%	33% 45%	31% 43%	37% 37%	↑ 6.36% ↑ 6.10%	↑ 4.80% ↑ 7.30%
	(24) In my work unit, differences in performance are recognized in a meaningful way.	% Positive % Negative	39% 38%	34% 37%	35% 36%	30% 43%	35% 37%	↑ 4.51% ↑ 5.40%	→ 0.00% ↓ -1.90%
	(25) Awards in my work unit depend on how well employees perform their jobs.	% Positive % Negative	49% 29%	44% 30%	42% 32%	35% 36%	41% 32%	↑ 6.51% ↑ 3.70%	→ -0.50% → 0.00%
	(26) Employees in my work unit share job knowledge with each other.	% Positive % Negative	69% 17%	71% 15%	72% 16%	73% 14%	75% 13%	↑ 2.20% ↑ 1.00%	↑ 3.40% ↑ 3.20%
	(27) The skill level in my work unit has improved in the past year.	% Positive % Negative	51% 22%	51% 18%	52% 17%	51% 19%	52% 18%	→ 0.56% → 0.80%	→ -0.20% → -0.70%
	(28) How would you rate the overall quality of work done by your work group?	% Positive % Negative	86% 3%	86% 3%	88% 2%	88% 2%	89% 2%	→ 0.46% → -0.30%	↑ 1.10% → 0.20%
	<b>MY WORK UNIT</b>		% Positive % Negative	<b>55% 25%</b>	<b>53% 24%</b>	<b>55% 24%</b>	<b>53% 26%</b>	<b>57% 22%</b>	<b>↑ 3.26% ↑ 3.27%</b>

	FEVS Question		NSF 2010	NSF 2011	NSF 2012	NSF 2013	NSF 2014	NSF Difference 2013 to 2014	NSF Difference 2012 to 2014
M Y A G E N C Y	(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	% Positive % Negative	76% 11%	77% 9%	75% 10%	76% 11%	77% 9%	↗ 0.81% ↑ 2.40%	↑ 1.10% ↑ 1.30%
	(30) Employees have a feeling of personal empowerment with respect to work processes.	% Positive % Negative	57% 23%	49% 25%	46% 30%	46% 31%	50% 27%	↑ 4.28% ↑ 4.60%	↑ 4.60% ↑ 3.80%
	(31) Employees are recognized for providing high quality products and services.	% Positive % Negative	65% 18%	58% 21%	50% 27%	49% 29%	54% 24%	↑ 4.62% ↑ 4.30%	↑ 3.90% ↑ 2.90%
	(32) Creativity and innovation are rewarded.	% Positive % Negative	55% 23%	52% 24%	44% 29%	44% 32%	44% 26%	↔ 0.01% ↑ 5.60%	↔ 0.40% ↑ 2.80%
	(33) Pay raises depend on how well employees perform their jobs.	% Positive % Negative	34% 32%	33% 36%	27% 44%	21% 51%	28% 43%	↑ 6.76% ↑ 8.30%	↗ 0.80% ↑ 1.40%
	(34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	% Positive % Negative	61% 17%	62% 15%	57% 20%	61% 17%	63% 16%	↑ 1.54% ↑ 1.50%	↑ 5.70% ↑ 4.30%
	(35) Employees are protected from health and safety hazards on the job.	% Positive % Negative	86% 5%	85% 5%	82% 5%	85% 4%	86% 3%	↑ 1.01% ↑ 1.30%	↑ 3.80% ↑ 2.10%
	(36) My organization has prepared employees for potential security threats.	% Positive % Negative	78% 7%	71% 10%	75% 9%	76% 10%	73% 10%	↓ -2.84% ↔ 0.10%	↓ -2.20% ↓ -1.70%
	(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	% Positive % Negative	56% 22%	56% 22%	52% 27%	54% 26%	55% 26%	↑ 1.32% ↗ 0.70%	↑ 3.30% ↑ 1.20%
	(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.	% Positive % Negative	68% 15%	68% 12%	63% 16%	66% 16%	67% 16%	↗ 0.96% ↔ 0.00%	↑ 4.20% ↔ -0.30%
	(39) My agency is successful at accomplishing its mission.	% Positive % Negative	90% 3%	89% 2%	84% 3%	87% 4%	85% 4%	↓ -1.42% ↔ 0.30%	↑ 1.40% ↔ -0.60%
	(40) I recommend my organization as a good place to work.	% Positive % Negative	80% 8%	75% 9%	68% 15%	69% 14%	70% 14%	↑ 1.37% ↔ 0.20%	↑ 2.50% ↔ 0.50%
	(41) I believe the results of this survey will be used to make my agency a better place to work.	% Positive % Negative	57% 17%	51% 20%	47% 25%	48% 28%	49% 27%	↑ 1.43% ↗ 0.60%	↑ 2.50% ↓ -1.70%
	<b>MY AGENCY</b>		% Positive % Negative	<b>66% 15%</b>	<b>64% 16%</b>	<b>59% 20%</b>	<b>60% 21%</b>	<b>62% 19%</b>	<b>↑ 1.53% ↑ 2.30%</b>

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M Y S U P E R V I S O R  /  T E A M  L E A D E R	(42) My supervisor supports my need to balance work and family issues.	% Positive % Negative	80% 10%	79% 11%	81% 10%	82% 9%	83% 9%	↔ 0.93% → -0.40%	↑ 2.10% ↑ 1.50%
	(43) My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	% Positive % Negative	73% 14%	69% 17%	67% 17%	72% 16%	72% 14%	↔ 0.52% ↑ 1.90%	↑ 5.50% ↑ 3.10%
	(44) Discussions with my supervisor/team leader about my performance are worthwhile.	% Positive % Negative	63% 19%	60% 21%	59% 20%	66% 17%	66% 17%	↔ -0.04% ↔ 0.90%	↑ 6.50% ↑ 3.50%
	(45) My supervisors/team leader is committed to a workforce representative of all segments of society.	% Positive % Negative	70% 10%	70% 10%	67% 12%	72% 11%	72% 10%	↔ -0.25% ↔ 0.60%	↑ 5.00% ↑ 1.90%
	(46) My supervisor/team leader provides me with constructive suggestions to improve my job performance.	% Positive % Negative	59% 19%	57% 19%	57% 20%	62% 19%	65% 18%	↑ 2.89% ↔ 0.50%	↑ 8.40% ↑ 2.10%
	(47) Supervisors/team leaders in my work unit support employee development.	% Positive % Negative	72% 12%	70% 14%	68% 15%	69% 14%	74% 13%	↑ 4.84% ↑ 1.50%	↑ 5.70% ↑ 2.50%
	(48) My supervisor/team leader listens to what I have to say.	% Positive % Negative	79% 12%	76% 12%	75% 11%	79% 13%	78% 12%	↔ -0.70% ↑ 1.20%	↑ 3.20% ↔ -0.40%
	(49) My supervisor/team leader treats me with respect.	% Positive % Negative	82% 9%	81% 10%	80% 10%	83% 9%	83% 9%	↔ 0.03% ↔ -0.20%	↑ 3.00% ↑ 1.10%
	(50) In the last six months, my supervisor/team leader has talked with me about my performance.	% Positive % Negative	78% 14%	74% 16%	82% 11%	87% 8%	88% 6%	↔ 0.25% ↑ 1.10%	↑ 6.10% ↑ 4.70%
	(51) I have trust and confidence in my supervisor.	% Positive % Negative	67% 17%	64% 18%	65% 19%	68% 18%	69% 16%	↑ 1.85% ↑ 1.70%	↑ 4.90% ↑ 2.80%
	(52) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	% Positive % Negative	71% 12%	69% 12%	71% 13%	75% 11%	76% 12%	↔ 0.37% ↔ -0.60%	↑ 4.20% ↑ 1.30%
		<b>MY SUPERVISOR / TEAM LEADER</b>	% Positive % Negative	<b>72% 13%</b>	<b>70% 14%</b>	<b>70% 15%</b>	<b>74% 13%</b>	<b>75% 12%</b>	<b>↔ 0.97% ↔ 0.75%</b>

	FEVS Question		NSF 2010	NSF 2011	NSF 2012	NSF 2013	NSF 2014	NSF		
								Difference 2013 to 2014	Difference 2012 to 2014	
L E A D E R S H I P	(53) In my organization, leaders generate high levels of motivation and commitment in the workforce.	% Positive % Negative	53% 25%	44% 30%	40% 36%	43% 36%	45% 32%	↑ 1.90% ↑ 4.30%	↑ 5.00% ↑ 3.90%	
	(54) My organization's leaders maintain high standards of honesty and integrity.	% Positive % Negative	65% 15%	58% 19%	56% 22%	58% 22%	58% 20%	→ 0.47% ↑ 1.30%	↑ 2.40% ↑ 1.10%	
	(55) Managers/supervisors/team leaders work well with employees of different backgrounds.	% Positive % Negative	63% 17%	60% 17%	58% 19%	60% 19%	63% 16%	↑ 3.39% ↑ 3.40%	↑ 5.50% ↑ 3.40%	
	(56) Managers communicate the goals and priorities of the organization.	% Positive % Negative	65% 18%	59% 18%	56% 23%	59% 23%	61% 20%	↑ 2.02% ↑ 3.50%	↑ 4.90% ↑ 3.40%	
	(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.	% Positive % Negative	68% 14%	59% 17%	56% 19%	57% 21%	61% 17%	↑ 4.30% ↑ 4.20%	↑ 5.50% ↑ 2.20%	
	(58) Managers promote communication among different work units (for example, about projects, goals, needed resources).	% Positive % Negative	59% 23%	56% 23%	52% 25%	53% 26%	55% 23%	↑ 2.03% ↑ 2.80%	↑ 3.50% ↑ 1.50%	
	(59) Managers support collaboration across work units to accomplish work objectives?	% Positive % Negative	67% 17%	64% 17%	62% 17%	61% 21%	62% 15%	↑ 1.13% ↑ 6.20%	→ -0.10% ↑ 2.50%	
	(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	% Positive % Negative	61% 17%	59% 18%	57% 19%	62% 18%	63% 15%	↑ 1.01% ↑ 2.40%	↑ 5.50% ↑ 3.70%	
	(61) I have a high level of respect for my organization's senior leaders.	% Positive % Negative	63% 18%	58% 19%	51% 24%	56% 27%	58% 21%	↑ 2.89% ↑ 6.00%	↑ 7.80% ↑ 3.10%	
	(62) Senior leaders demonstrate support for work/life programs.	% Positive % Negative	66% 14%	60% 14%	63% 16%	65% 14%	69% 12%	↑ 4.49% ↑ 1.50%	↑ 5.80% ↑ 3.90%	
	<b>LEADERSHIP</b>		% Positive % Negative	<b>63%</b> <b>18%</b>	<b>58%</b> <b>19%</b>	<b>55%</b> <b>22%</b>	<b>57%</b> <b>23%</b>	<b>60%</b> <b>19%</b>	<b>↑ 2.36%</b> <b>↑ 3.56%</b>	<b>↑ 4.58%</b> <b>↑ 2.87%</b>

FEVS Question			NSF 2010	NSF 2011	NSF 2012	NSF 2013	NSF 2014	NSF Difference 2013 to 2014	NSF Difference 2012 to 2014
M Y S A T I S F A C T I O N	(63) How satisfied are you with your involvement in decisions that affect your work?	% Positive % Negative	61% 22%	56% 25%	52% 28%	56% 28%	58% 23%	↑ 2.06% ↑ 4.20%	↑ 5.90% ↑ 4.90%
	(64) How satisfied are you with the information you receive from management on what's going on in your organization?	% Positive % Negative	55% 25%	50% 31%	46% 34%	48% 33%	54% 25%	↑ 6.51% ↑ 7.50%	↑ 8.00% ↑ 8.60%
	(65) How satisfied are you with the recognition you receive for doing a good job?	% Positive % Negative	67% 18%	58% 22%	52% 26%	52% 29%	55% 23%	↑ 2.57% ↑ 5.20%	↑ 2.20% ↑ 2.60%
	(66) How satisfied are you with the policies and practices of your senior leaders.	% Positive % Negative	52% 23%	44% 27%	40% 33%	42% 32%	48% 25%	↑ 6.15% ↑ 7.10%	↑ 8.30% ↑ 8.50%
	(67) How satisfied are you with your opportunity to get a better job in your organization?	% Positive % Negative	41% 31%	35% 31%	30% 37%	32% 41%	34% 35%	↑ 2.88% ↑ 5.20%	↑ 4.90% ↑ 1.40%
	(68) How satisfied are you with the training you receive for your present job?	% Positive % Negative	61% 15%	57% 16%	54% 21%	51% 21%	59% 15%	↑ 7.92% ↑ 6.60%	↑ 4.90% ↑ 6.60%
	(69) Considering everything, how satisfied are you with your job?	% Positive % Negative	73% 12%	70% 13%	66% 18%	66% 18%	69% 16%	↑ 2.47% ↑ 1.10%	↑ 2.60% ↑ 1.20%
	(70) Considering everything, how satisfied are you with your pay?	% Positive % Negative	74% 13%	66% 18%	59% 24%	54% 29%	59% 26%	↑ 4.39% ↑ 3.00%	↔ -0.10% ↓ -2.20%
	(71) Considering everything, how satisfied are you with your organization?	% Positive % Negative	71% 12%	66% 15%	60% 20%	60% 22%	65% 19%	↑ 4.64% ↑ 2.70%	↑ 4.50% ↑ 1.60%
	<b>MY SATISFACTION</b>	% Positive % Negative	<b>62%</b> <b>19%</b>	<b>56%</b> <b>22%</b>	<b>51%</b> <b>27%</b>	<b>51%</b> <b>28%</b>	<b>56%</b> <b>23%</b>	↑ 4.40% ↑ 4.73%	↑ 4.58% ↑ 3.69%

	FEVS Question		NSF 2010	NSF 2011	NSF 2012	NSF 2013	NSF 2014	NSF Difference 2013 to 2014	NSF Difference 2012 to 2014	
	<b>NOTE: OPM changed the way scores are calculated for questions related to Work/Life programs in 2012. Scores now only include inputs from those who participate in the referenced program.</b>									
W O R K  L I F E	(79) How satisfied are you with telework in your agency?	% Positive % Negative	70% --	71% 10%	79% 11%	81% 9%	83% 8%	↑ 2.74% ↔ 0.70%	↑ 4.40% ↑ 2.70%	
	(80) How satisfied are you with alternative work schedules in your agency?	% Positive % Negative	68% --	59% 7%	91% 4%	89% 5%	91% 2%	↑ 2.39% ↑ 2.30%	↔ 0.20% ↑ 2.10%	
	(81) How satisfied are you with health and wellness programs (for example, exercise, medical screening, quit smoking programs) in your agency?	% Positive % Negative	80% --	75% 2%	89% 2%	90% 3%	86% 4%	↓ -4.13% ↓ -1.10%	↓ -2.60% ↓ -1.70%	
	(82) How satisfied are you with your Employee Assistance Program (EAP) in your agency?	% Positive % Negative	55% --	52% 0%	86% 3%	83% 4%	80% 5%	↓ -3.60% ↓ -1.60%	↓ -5.90% ↓ -2.70%	
	(83) How satisfied are you with Child Care Programs in your agency?	% Positive % Negative	49% --	41% 4%	69% 3%	84% 5%	91% 4%	↑ 6.99% ↔ 0.60%	↑ 22.10% ↓ -1.40%	
	(84) How satisfied are you with Elder Care Programs in your agency?	% Positive % Negative	33% --	29% 0%	66% 0%	82% 4%	71% 8%	↓ -11.36% ↓ -3.20%	↑ 5.10% ↓ -7.60%	
	<b>WORK LIFE</b>	% Positive % Negative	59% --	54% 4%	80% 4%	85% 5%	84% 5%	↓ -1.16% ↔ -0.38%	↑ 3.88% ↓ -1.43%	