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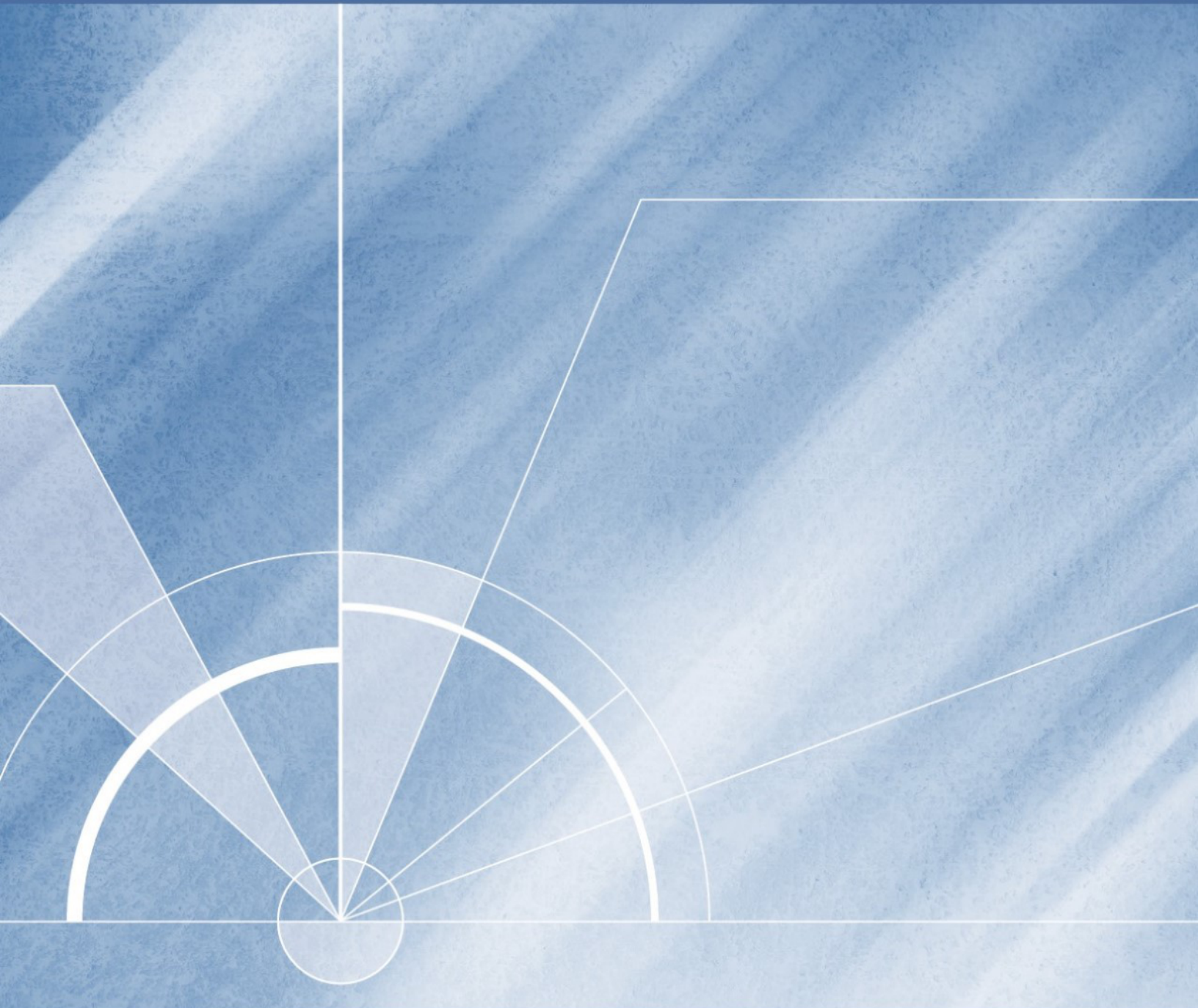
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2016

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

Agency  
Trend  
Report

American Battle Monuments Commission



## American Battle Monuments Commission *Trend Report*

This 2016 Federal Employee Viewpoint Survey Report provides trend results for your department or agency.

### Response Summary

	Surveys Completed
2016 Governmentwide	407,789
<b>2016 American Battle Monuments Commission</b>	<b>11</b>
2015 American Battle Monuments Commission	14
2014 American Battle Monuments Commission	37
2013 American Battle Monuments Commission	15
2012 American Battle Monuments Commission	13
2011 American Battle Monuments Commission	18
2010 American Battle Monuments Commission	26

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"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"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.

The last column indicates whether or not there was a statistically significant increase, decrease, or no change in positive percentages from the previous year. Statistical significance indicates that the differences from year to year are not due to random chance. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2016 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2015 to 2016. Please keep in mind that with large sample sizes, even small differences may show statistical significance.

*Note:* The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '--' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

# American Battle Monuments Commission Trend Report

## My Work Experience

### *1. I am given a real opportunity to improve my skills in my organization.*

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>72.1%</b>	<b>18.0%</b>	<b>9.8%</b>	--
2015 American Battle Monuments Commission	14	73.3%	26.7%	0.0%	--
2014 American Battle Monuments Commission	37	67.8%	13.4%	18.9%	--
2013 American Battle Monuments Commission	15	59.8%	40.2%	0.0%	--
2012 American Battle Monuments Commission	13	62.2%	9.8%	28.0%	--
2011 American Battle Monuments Commission	18	69.2%	26.1%	4.7%	--
2010 American Battle Monuments Commission	26	75.3%	10.8%	13.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,152	70.2%	14.7%	15.1%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>73.8%</b>	<b>18.0%</b>	<b>8.2%</b>	--
2015 American Battle Monuments Commission	14	72.3%	27.7%	0.0%	--
2014 American Battle Monuments Commission	35	71.9%	16.6%	11.6%	--
2013 American Battle Monuments Commission	15	46.5%	33.5%	20.0%	--
2012 American Battle Monuments Commission	13	60.6%	7.6%	31.8%	--
2011 American Battle Monuments Commission	18	74.8%	15.1%	10.1%	--
2010 American Battle Monuments Commission	26	64.1%	22.3%	13.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,408	57.7%	18.0%	24.3%	
<b>2016 American Battle Monuments Commission</b>	<b>10</b>	<b>58.5%</b>	<b>21.6%</b>	<b>19.9%</b>	--
2015 American Battle Monuments Commission	13	77.3%	8.3%	14.4%	--
2014 American Battle Monuments Commission	37	68.4%	15.5%	16.1%	--
2013 American Battle Monuments Commission	15	39.7%	20.2%	40.2%	--
2012 American Battle Monuments Commission	13	31.7%	29.4%	38.9%	--
2011 American Battle Monuments Commission	18	52.0%	37.9%	10.1%	--
2010 American Battle Monuments Commission	26	52.8%	15.7%	31.5%	

## American Battle Monuments Commission Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	--
2015 American Battle Monuments Commission	14	85.5%	14.5%	0.0%	--
2014 American Battle Monuments Commission	36	81.0%	10.8%	8.2%	--
2013 American Battle Monuments Commission	15	80.0%	13.3%	6.7%	--
2012 American Battle Monuments Commission	13	83.5%	0.0%	16.5%	--
2011 American Battle Monuments Commission	18	95.5%	4.5%	0.0%	--
2010 American Battle Monuments Commission	26	75.4%	7.1%	17.5%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,675	83.2%	10.8%	6.1%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	--
2015 American Battle Monuments Commission	14	100.0%	0.0%	0.0%	--
2014 American Battle Monuments Commission	37	89.1%	5.4%	5.5%	--
2013 American Battle Monuments Commission	15	86.6%	6.8%	6.7%	--
2012 American Battle Monuments Commission	13	100.0%	0.0%	0.0%	--
2011 American Battle Monuments Commission	17	100.0%	0.0%	0.0%	--
2010 American Battle Monuments Commission	26	96.5%	3.5%	0.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	402,718	79.4%	11.0%	9.6%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>82.0%</b>	<b>0.0%</b>	<b>18.0%</b>	--
2015 American Battle Monuments Commission	14	72.1%	21.2%	6.7%	--
2014 American Battle Monuments Commission	37	76.1%	18.4%	5.5%	--
2013 American Battle Monuments Commission	15	73.3%	13.3%	13.3%	--
2012 American Battle Monuments Commission	13	60.6%	6.7%	32.7%	--
2011 American Battle Monuments Commission	18	78.8%	15.6%	5.6%	--
2010 American Battle Monuments Commission	26	78.3%	3.6%	18.1%	

## American Battle Monuments Commission Trend Report

### 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	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>--</b>
2015 American Battle Monuments Commission	14	100.0%	0.0%	0.0%	--
2014 American Battle Monuments Commission	37	91.9%	8.1%	0.0%	--
2013 American Battle Monuments Commission	15	100.0%	0.0%	0.0%	--
2012 American Battle Monuments Commission	13	100.0%	0.0%	0.0%	--
2011 American Battle Monuments Commission	18	100.0%	0.0%	0.0%	--
2010 American Battle Monuments Commission	26	95.8%	0.0%	4.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	405,416	90.9%	7.2%	1.8%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>--</b>
2015 American Battle Monuments Commission	14	100.0%	0.0%	0.0%	--
2014 American Battle Monuments Commission	37	94.6%	5.4%	0.0%	--
2013 American Battle Monuments Commission	15	80.0%	13.3%	6.7%	--
2012 American Battle Monuments Commission	13	84.8%	15.2%	0.0%	--
2011 American Battle Monuments Commission	18	100.0%	0.0%	0.0%	--
2010 American Battle Monuments Commission	26	93.3%	6.7%	0.0%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	405,568	46.6%	16.0%	37.5%	922	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>63.1%</b>	<b>0.0%</b>	<b>36.9%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	52.1%	21.0%	26.9%	0	--
2014 American Battle Monuments Commission	37	65.5%	18.8%	15.7%	0	--
2013 American Battle Monuments Commission	15	73.2%	6.8%	20.0%	0	--
2012 American Battle Monuments Commission	12	61.6%	0.0%	38.4%	0	--
2011 American Battle Monuments Commission	17	50.9%	33.5%	15.6%	1	--
2010 American Battle Monuments Commission	26	68.0%	10.8%	21.3%	0	

## American Battle Monuments Commission Trend Report

### My Work Experience (continued)

#### *10. My workload is reasonable.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>54.9%</b>	<b>18.9%</b>	<b>26.2%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	13	77.3%	15.5%	7.2%	0	--
2014 American Battle Monuments Commission	37	65.8%	15.2%	18.9%	0	--
2013 American Battle Monuments Commission	15	80.0%	13.3%	6.7%	0	--
2012 American Battle Monuments Commission	13	71.9%	6.7%	21.4%	0	--
2011 American Battle Monuments Commission	18	85.3%	5.6%	9.2%	0	--
2010 American Battle Monuments Commission	26	78.0%	10.8%	11.2%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,751	58.4%	16.5%	25.1%	1,759	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>63.9%</b>	<b>18.9%</b>	<b>17.2%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	58.7%	14.5%	26.9%	0	--
2014 American Battle Monuments Commission	35	60.3%	11.6%	28.2%	0	--
2013 American Battle Monuments Commission	15	53.2%	26.8%	20.0%	0	--
2012 American Battle Monuments Commission	13	68.2%	7.8%	24.1%	0	--
2011 American Battle Monuments Commission	18	69.0%	9.8%	21.2%	0	--
2010 American Battle Monuments Commission	26	63.5%	7.9%	28.5%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,835	83.1%	9.9%	7.0%	1,337	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>91.8%</b>	<b>8.2%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	58.9%	41.1%	0.0%	0	--
2014 American Battle Monuments Commission	35	80.8%	10.9%	8.2%	1	--
2013 American Battle Monuments Commission	15	79.8%	13.5%	6.7%	0	--
2012 American Battle Monuments Commission	13	69.6%	15.1%	15.3%	0	--
2011 American Battle Monuments Commission	18	80.3%	5.6%	14.1%	0	--
2010 American Battle Monuments Commission	26	82.4%	7.2%	10.4%	0	

## American Battle Monuments Commission Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	12	91.0%	9.0%	0.0%	0	--
2014 American Battle Monuments Commission	36	85.8%	11.5%	2.7%	0	--
2013 American Battle Monuments Commission	15	86.7%	13.3%	0.0%	0	--
2012 American Battle Monuments Commission	13	100.0%	0.0%	0.0%	0	--
2011 American Battle Monuments Commission	18	95.5%	4.5%	0.0%	0	--
2010 American Battle Monuments Commission	26	96.4%	3.6%	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	Difference from previous year
2016 Governmentwide	403,735	65.7%	14.0%	20.3%	1,775	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>91.8%</b>	<b>0.0%</b>	<b>8.2%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	72.1%	14.5%	13.4%	0	--
2014 American Battle Monuments Commission	37	76.2%	7.9%	15.9%	0	--
2013 American Battle Monuments Commission	15	80.0%	13.3%	6.7%	0	--
2012 American Battle Monuments Commission	13	92.4%	7.6%	0.0%	0	--
2011 American Battle Monuments Commission	18	89.3%	0.0%	10.7%	0	--
2010 American Battle Monuments Commission	26	80.6%	7.2%	12.3%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,544	69.6%	14.3%	16.2%	6,003	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>82.0%</b>	<b>8.2%</b>	<b>9.8%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	49.2%	50.8%	0.0%	0	--
2014 American Battle Monuments Commission	35	52.9%	30.1%	17.1%	2	--
2013 American Battle Monuments Commission	15	60.0%	20.0%	20.0%	0	--
2012 American Battle Monuments Commission	13	46.9%	39.4%	13.7%	0	--
2011 American Battle Monuments Commission	17	73.9%	10.4%	15.7%	1	--
2010 American Battle Monuments Commission	26	74.1%	7.9%	17.9%	0	



## American Battle Monuments Commission Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>81.1%</b>	<b>18.9%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	78.8%	21.2%	0.0%	0	--
2014 American Battle Monuments Commission	37	65.8%	24.0%	10.2%	0	--
2013 American Battle Monuments Commission	15	86.7%	6.7%	6.7%	0	--
2012 American Battle Monuments Commission	13	78.7%	15.1%	6.2%	0	--
2011 American Battle Monuments Commission	18	75.0%	10.1%	14.9%	0	--
2010 American Battle Monuments Commission	26	81.5%	7.2%	11.3%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	386,924	62.1%	18.1%	19.8%	17,784	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>72.1%</b>	<b>9.0%</b>	<b>18.9%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	53.2%	26.9%	19.9%	0	--
2014 American Battle Monuments Commission	37	47.3%	12.9%	39.8%	0	--
2013 American Battle Monuments Commission	15	53.8%	12.7%	33.5%	0	--
2012 American Battle Monuments Commission	13	18.0%	21.5%	60.5%	0	--
2011 American Battle Monuments Commission	18	60.0%	15.1%	24.9%	0	--
2010 American Battle Monuments Commission	26	46.5%	14.3%	39.3%	0	

#### *18. My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	401,073	52.9%	22.9%	24.2%	4,002	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>72.9%</b>	<b>18.9%</b>	<b>8.2%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	53.2%	26.7%	20.1%	0	--
2014 American Battle Monuments Commission	36	40.7%	29.5%	29.8%	1	--
2013 American Battle Monuments Commission	14	49.8%	28.7%	21.4%	1	--
2012 American Battle Monuments Commission	13	39.7%	32.3%	28.0%	0	--
2011 American Battle Monuments Commission	17	60.8%	28.9%	10.3%	1	--
2010 American Battle Monuments Commission	25	50.9%	22.9%	26.1%	0	

# American Battle Monuments Commission

## Trend Report

### 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	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>72.9%</b>	<b>9.8%</b>	<b>17.2%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	65.4%	21.2%	13.4%	0	--
2014 American Battle Monuments Commission	36	51.4%	21.6%	27.0%	1	--
2013 American Battle Monuments Commission	14	42.6%	28.8%	28.6%	1	--
2012 American Battle Monuments Commission	13	63.7%	15.0%	21.3%	0	--
2011 American Battle Monuments Commission	17	79.8%	15.4%	4.8%	1	--
2010 American Battle Monuments Commission	25	73.7%	11.4%	14.9%	1	

### My Work Unit

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,886	73.3%	13.5%	13.2%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>81.1%</b>	<b>0.0%</b>	<b>18.9%</b>	<b>--</b>
2015 American Battle Monuments Commission	14	73.3%	26.7%	0.0%	--
2014 American Battle Monuments Commission	35	55.8%	19.5%	24.7%	--
2013 American Battle Monuments Commission	15	53.2%	20.2%	26.7%	--
2012 American Battle Monuments Commission	13	53.4%	17.2%	29.4%	--
2011 American Battle Monuments Commission	15	46.2%	38.0%	15.8%	--
2010 American Battle Monuments Commission	23	75.9%	7.9%	16.2%	

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,412	42.6%	25.2%	32.2%	14,370	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>73.0%</b>	<b>8.1%</b>	<b>18.9%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	59.9%	26.7%	13.4%	0	--
2014 American Battle Monuments Commission	34	59.6%	29.0%	11.4%	3	--
2013 American Battle Monuments Commission	14	78.6%	21.4%	0.0%	1	--
2012 American Battle Monuments Commission	13	78.3%	6.7%	15.0%	0	--
2011 American Battle Monuments Commission	18	65.9%	34.1%	0.0%	0	--
2010 American Battle Monuments Commission	26	74.3%	11.2%	14.5%	0	

## American Battle Monuments Commission Trend Report

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
<b>2016 American Battle Monuments Commission</b>	<b>9</b>	<b>55.6%</b>	<b>44.4%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	38.7%	34.6%	26.7%	0	--
2014 American Battle Monuments Commission	32	45.2%	24.1%	30.7%	4	--
2013 American Battle Monuments Commission	15	46.3%	13.3%	40.3%	0	--
2012 American Battle Monuments Commission	13	47.0%	15.3%	37.7%	0	--
2011 American Battle Monuments Commission	17	35.4%	32.0%	32.5%	1	--
2010 American Battle Monuments Commission	26	63.2%	15.1%	21.7%	0	

**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	Difference from previous year
2016 Governmentwide	363,758	29.3%	27.1%	43.6%	41,216	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>55.7%</b>	<b>18.9%</b>	<b>25.4%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	30.7%	49.4%	19.9%	0	--
2014 American Battle Monuments Commission	34	36.9%	26.4%	36.7%	3	--
2013 American Battle Monuments Commission	14	28.9%	42.3%	28.7%	0	--
2012 American Battle Monuments Commission	13	47.0%	16.5%	36.5%	0	--
2011 American Battle Monuments Commission	17	42.7%	6.2%	51.1%	1	--
2010 American Battle Monuments Commission	25	57.8%	7.8%	34.4%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,352	34.0%	27.9%	38.1%	25,041	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>55.7%</b>	<b>8.1%</b>	<b>36.1%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	45.4%	47.9%	6.7%	0	--
2014 American Battle Monuments Commission	35	32.9%	34.1%	33.0%	2	--
2013 American Battle Monuments Commission	15	32.8%	33.7%	33.5%	0	--
2012 American Battle Monuments Commission	13	40.8%	17.6%	41.6%	0	--
2011 American Battle Monuments Commission	17	41.1%	31.0%	27.9%	1	--
2010 American Battle Monuments Commission	26	60.8%	13.9%	25.3%	0	

## American Battle Monuments Commission Trend Report

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>63.9%</b>	<b>8.2%</b>	<b>27.9%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	53.2%	26.9%	19.9%	0	--
2014 American Battle Monuments Commission	33	38.3%	17.7%	44.0%	3	--
2013 American Battle Monuments Commission	15	26.1%	40.4%	33.5%	0	--
2012 American Battle Monuments Commission	13	58.2%	7.8%	34.0%	0	--
2011 American Battle Monuments Commission	17	60.3%	17.5%	22.2%	1	--
2010 American Battle Monuments Commission	25	63.1%	3.7%	33.2%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,664	73.3%	13.8%	12.9%	1,739	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>73.7%</b>	<b>9.0%</b>	<b>17.2%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	59.9%	33.6%	6.5%	0	--
2014 American Battle Monuments Commission	36	53.9%	21.3%	24.8%	1	--
2013 American Battle Monuments Commission	15	53.8%	26.2%	20.0%	0	--
2012 American Battle Monuments Commission	13	70.8%	15.0%	14.3%	0	--
2011 American Battle Monuments Commission	17	63.3%	15.4%	21.3%	0	--
2010 American Battle Monuments Commission	26	70.0%	12.3%	17.8%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,303	54.2%	28.2%	17.6%	16,713	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>72.9%</b>	<b>18.1%</b>	<b>9.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	13	55.9%	36.9%	7.2%	0	--
2014 American Battle Monuments Commission	34	56.8%	37.6%	5.6%	3	--
2013 American Battle Monuments Commission	14	64.1%	28.7%	7.1%	1	--
2012 American Battle Monuments Commission	13	53.2%	32.5%	14.3%	0	--
2011 American Battle Monuments Commission	18	70.2%	20.6%	9.2%	0	--
2010 American Battle Monuments Commission	26	68.0%	21.7%	10.4%	0	

## American Battle Monuments Commission Trend Report

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>91.0%</b>	<b>9.0%</b>	<b>0.0%</b>	<b>--</b>
2015 American Battle Monuments Commission	14	93.3%	6.7%	0.0%	--
2014 American Battle Monuments Commission	37	73.2%	26.8%	0.0%	--
2013 American Battle Monuments Commission	15	86.7%	6.7%	6.7%	--
2012 American Battle Monuments Commission	13	85.7%	14.3%	0.0%	--
2011 American Battle Monuments Commission	18	85.7%	9.8%	4.5%	--
2010 American Battle Monuments Commission	26	81.9%	11.3%	6.8%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,750	69.4%	17.3%	13.3%	6,753	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>63.1%</b>	<b>36.9%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	79.0%	14.3%	6.7%	0	--
2014 American Battle Monuments Commission	35	65.9%	26.1%	8.0%	1	--
2013 American Battle Monuments Commission	15	73.3%	26.7%	0.0%	0	--
2012 American Battle Monuments Commission	13	54.6%	28.1%	17.4%	0	--
2011 American Battle Monuments Commission	18	78.2%	5.6%	16.2%	0	--
2010 American Battle Monuments Commission	26	81.5%	18.5%	0.0%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,805	44.8%	24.6%	30.6%	9,449	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>62.3%</b>	<b>27.9%</b>	<b>9.8%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	58.9%	27.7%	13.4%	0	--
2014 American Battle Monuments Commission	34	36.2%	32.0%	31.8%	1	--
2013 American Battle Monuments Commission	15	33.6%	46.2%	20.2%	0	--
2012 American Battle Monuments Commission	13	27.7%	25.5%	46.8%	0	--
2011 American Battle Monuments Commission	17	58.6%	12.9%	28.5%	1	--
2010 American Battle Monuments Commission	26	58.1%	23.8%	18.1%	0	

## American Battle Monuments Commission Trend Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>62.3%</b>	<b>37.7%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	13	55.8%	29.9%	14.4%	0	--
2014 American Battle Monuments Commission	34	47.9%	20.3%	31.8%	2	--
2013 American Battle Monuments Commission	15	39.7%	26.7%	33.7%	0	--
2012 American Battle Monuments Commission	12	27.9%	30.4%	41.8%	0	--
2011 American Battle Monuments Commission	17	49.5%	38.6%	12.0%	1	--
2010 American Battle Monuments Commission	26	78.3%	3.6%	18.1%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	385,387	38.4%	28.3%	33.3%	13,365	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>53.2%</b>	<b>27.9%</b>	<b>18.9%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	13	55.9%	36.9%	7.2%	0	--
2014 American Battle Monuments Commission	34	47.9%	20.7%	31.4%	2	--
2013 American Battle Monuments Commission	15	26.2%	40.2%	33.7%	0	--
2012 American Battle Monuments Commission	13	18.0%	50.9%	31.1%	0	--
2011 American Battle Monuments Commission	16	37.9%	25.0%	37.1%	1	--
2010 American Battle Monuments Commission	25	49.6%	31.6%	18.8%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,966	22.3%	26.9%	50.7%	29,028	
<b>2016 American Battle Monuments Commission</b>	<b>10</b>	<b>20.9%</b>	<b>59.0%</b>	<b>20.0%</b>	<b>1</b>	<b>--</b>
2015 American Battle Monuments Commission	13	0.0%	54.6%	45.4%	0	--
2014 American Battle Monuments Commission	34	21.4%	35.5%	43.2%	2	--
2013 American Battle Monuments Commission	15	12.7%	40.3%	47.0%	0	--
2012 American Battle Monuments Commission	13	33.1%	32.9%	34.0%	0	--
2011 American Battle Monuments Commission	17	29.2%	37.3%	33.5%	1	--
2010 American Battle Monuments Commission	25	33.2%	31.5%	35.3%	1	

# American Battle Monuments Commission

## Trend Report

### My Agency (continued)

**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	Difference from previous year
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>80.3%</b>	<b>19.7%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	43.7%	49.5%	6.7%	0	--
2014 American Battle Monuments Commission	32	38.2%	31.0%	30.9%	4	--
2013 American Battle Monuments Commission	15	40.1%	53.2%	6.7%	0	--
2012 American Battle Monuments Commission	13	60.4%	33.4%	6.2%	0	--
2011 American Battle Monuments Commission	17	65.8%	28.0%	6.2%	1	--
2010 American Battle Monuments Commission	25	49.2%	20.2%	30.6%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,340	76.0%	13.3%	10.7%	6,278	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>72.9%</b>	<b>18.9%</b>	<b>8.2%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	100.0%	0.0%	0.0%	0	--
2014 American Battle Monuments Commission	36	72.3%	19.5%	8.2%	0	--
2013 American Battle Monuments Commission	15	66.5%	20.2%	13.3%	0	--
2012 American Battle Monuments Commission	13	92.4%	7.6%	0.0%	0	--
2011 American Battle Monuments Commission	18	84.2%	10.2%	5.6%	0	--
2010 American Battle Monuments Commission	26	89.2%	7.2%	3.6%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,948	77.2%	13.3%	9.5%	4,677	
<b>2016 American Battle Monuments Commission</b>	<b>10</b>	<b>59.5%</b>	<b>40.5%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	80.1%	13.4%	6.5%	0	--
2014 American Battle Monuments Commission	36	44.8%	24.7%	30.5%	0	--
2013 American Battle Monuments Commission	15	59.8%	6.7%	33.5%	0	--
2012 American Battle Monuments Commission	13	50.6%	28.3%	21.1%	0	--
2011 American Battle Monuments Commission	18	55.8%	28.4%	15.8%	0	--
2010 American Battle Monuments Commission	26	68.0%	7.1%	24.9%	0	

## American Battle Monuments Commission Trend Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>54.0%</b>	<b>27.9%</b>	<b>18.1%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	59.9%	13.4%	26.7%	0	--
2014 American Battle Monuments Commission	34	32.8%	26.4%	40.8%	2	--
2013 American Battle Monuments Commission	15	39.8%	20.0%	40.2%	0	--
2012 American Battle Monuments Commission	13	25.7%	21.3%	53.0%	0	--
2011 American Battle Monuments Commission	17	55.1%	22.6%	22.3%	1	--
2010 American Battle Monuments Commission	25	42.9%	31.2%	25.9%	1	

**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	Difference from previous year
2016 Governmentwide	361,746	66.7%	18.9%	14.4%	35,073	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>45.0%</b>	<b>46.0%</b>	<b>9.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	66.6%	26.7%	6.7%	0	--
2014 American Battle Monuments Commission	34	47.6%	25.8%	26.6%	2	--
2013 American Battle Monuments Commission	13	61.3%	15.4%	23.3%	2	--
2012 American Battle Monuments Commission	13	31.9%	30.4%	37.7%	0	--
2011 American Battle Monuments Commission	16	65.2%	11.4%	23.5%	1	--
2010 American Battle Monuments Commission	25	58.5%	22.7%	18.8%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,488	74.0%	17.2%	8.8%	7,188	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>71.3%</b>	<b>28.7%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	86.6%	13.4%	0.0%	0	--
2014 American Battle Monuments Commission	36	77.7%	19.4%	2.9%	0	--
2013 American Battle Monuments Commission	14	78.2%	21.8%	0.0%	1	--
2012 American Battle Monuments Commission	12	75.3%	8.4%	16.3%	1	--
2011 American Battle Monuments Commission	17	78.8%	15.4%	5.8%	0	--
2010 American Battle Monuments Commission	26	74.7%	10.4%	14.9%	0	



# American Battle Monuments Commission Trend Report

## My Agency (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>81.9%</b>	<b>9.0%</b>	<b>9.0%</b>	<b>--</b>
2015 American Battle Monuments Commission	14	58.9%	34.4%	6.7%	--
2014 American Battle Monuments Commission	36	58.9%	30.1%	11.0%	--
2013 American Battle Monuments Commission	15	73.2%	6.8%	20.0%	--
2012 American Battle Monuments Commission	13	47.7%	15.3%	37.0%	--
2011 American Battle Monuments Commission	18	76.1%	19.4%	4.5%	--
2010 American Battle Monuments Commission	26	71.5%	6.8%	21.7%	

### *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	Difference from previous year
2016 Governmentwide	370,195	40.9%	26.8%	32.3%	30,395	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>35.2%</b>	<b>36.1%</b>	<b>28.7%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	52.1%	13.4%	34.4%	0	--
2014 American Battle Monuments Commission	35	37.8%	25.3%	36.9%	1	--
2013 American Battle Monuments Commission	15	13.6%	53.1%	33.3%	0	--
2012 American Battle Monuments Commission	12	27.6%	42.3%	30.1%	1	--
2011 American Battle Monuments Commission	18	60.3%	19.8%	19.8%	0	--
2010 American Battle Monuments Commission	25	63.1%	21.8%	15.1%	1	

## My Supervisor

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	397,533	78.3%	10.8%	10.9%	2,147	
<b>2016 American Battle Monuments Commission</b>	<b>10</b>	<b>60.8%</b>	<b>39.2%</b>	<b>0.0%</b>	<b>1</b>	<b>--</b>
2015 American Battle Monuments Commission	14	80.1%	13.2%	6.7%	0	--
2014 American Battle Monuments Commission	36	83.3%	14.0%	2.7%	0	--
2013 American Battle Monuments Commission	15	73.8%	26.2%	0.0%	0	--
2012 American Battle Monuments Commission	13	78.7%	6.2%	15.1%	0	--
2011 American Battle Monuments Commission	18	84.4%	10.1%	5.6%	0	--
2010 American Battle Monuments Commission	25	70.5%	15.0%	14.5%	1	

## American Battle Monuments Commission Trend Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>54.8%</b>	<b>36.9%</b>	<b>8.2%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	66.6%	6.7%	26.7%	0	--
2014 American Battle Monuments Commission	35	59.6%	20.3%	20.1%	0	--
2013 American Battle Monuments Commission	15	53.8%	32.9%	13.3%	0	--
2012 American Battle Monuments Commission	13	56.0%	16.0%	28.0%	0	--
2011 American Battle Monuments Commission	17	67.8%	27.5%	4.7%	0	--
2010 American Battle Monuments Commission	24	61.7%	19.4%	18.9%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	391,835	63.4%	18.2%	18.4%	4,496	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>54.8%</b>	<b>45.2%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	13	70.6%	14.6%	14.8%	0	--
2014 American Battle Monuments Commission	35	54.7%	28.0%	17.3%	1	--
2013 American Battle Monuments Commission	15	47.1%	39.6%	13.3%	0	--
2012 American Battle Monuments Commission	13	65.1%	7.4%	27.5%	0	--
2011 American Battle Monuments Commission	18	58.3%	37.2%	4.5%	0	--
2010 American Battle Monuments Commission	25	63.0%	10.8%	26.2%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	365,376	67.8%	21.7%	10.5%	32,531	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>72.9%</b>	<b>27.1%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	66.6%	19.9%	13.4%	0	--
2014 American Battle Monuments Commission	35	65.7%	25.5%	8.8%	1	--
2013 American Battle Monuments Commission	14	57.8%	42.2%	0.0%	1	--
2012 American Battle Monuments Commission	12	52.3%	41.0%	6.7%	1	--
2011 American Battle Monuments Commission	16	82.4%	17.6%	0.0%	2	--
2010 American Battle Monuments Commission	24	63.8%	25.0%	11.2%	2	

## American Battle Monuments Commission Trend Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>82.8%</b>	<b>9.0%</b>	<b>8.2%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	13	78.5%	7.2%	14.4%	0	--
2014 American Battle Monuments Commission	35	54.7%	31.4%	13.8%	0	--
2013 American Battle Monuments Commission	15	60.6%	26.1%	13.3%	0	--
2012 American Battle Monuments Commission	13	64.6%	14.1%	21.3%	0	--
2011 American Battle Monuments Commission	18	58.3%	20.2%	21.5%	0	--
2010 American Battle Monuments Commission	24	56.1%	21.0%	22.9%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,465	65.6%	17.8%	16.6%	6,120	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>81.9%</b>	<b>18.1%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	73.3%	19.9%	6.7%	0	--
2014 American Battle Monuments Commission	36	55.6%	35.9%	8.5%	0	--
2013 American Battle Monuments Commission	14	64.9%	28.0%	7.2%	0	--
2012 American Battle Monuments Commission	13	52.8%	25.9%	21.3%	0	--
2011 American Battle Monuments Commission	18	58.3%	20.8%	20.9%	0	--
2010 American Battle Monuments Commission	25	70.8%	14.6%	14.5%	1	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,731	76.1%	12.1%	11.8%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>72.9%</b>	<b>27.1%</b>	<b>0.0%</b>	<b>--</b>
2015 American Battle Monuments Commission	14	73.3%	6.7%	19.9%	--
2014 American Battle Monuments Commission	37	75.9%	16.0%	8.1%	--
2013 American Battle Monuments Commission	15	60.6%	26.1%	13.3%	--
2012 American Battle Monuments Commission	13	46.6%	19.2%	34.2%	--
2011 American Battle Monuments Commission	18	75.3%	13.2%	11.5%	--
2010 American Battle Monuments Commission	26	52.0%	26.3%	21.7%	

## American Battle Monuments Commission Trend Report

### My Supervisor (continued)

#### *49. My supervisor treats me with respect.*

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
<b>2016 American Battle Monuments Commission</b>	<b>10</b>	<b>89.2%</b>	<b>10.8%</b>	<b>0.0%</b>	--
2015 American Battle Monuments Commission	14	86.8%	6.5%	6.7%	--
2014 American Battle Monuments Commission	37	70.6%	18.6%	10.8%	--
2013 American Battle Monuments Commission	15	67.3%	19.4%	13.3%	--
2012 American Battle Monuments Commission	13	65.8%	15.1%	19.1%	--
2011 American Battle Monuments Commission	18	89.6%	5.9%	4.5%	--
2010 American Battle Monuments Commission	26	55.3%	26.6%	18.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,581	77.6%	10.0%	12.4%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>82.8%</b>	<b>0.0%</b>	<b>17.2%</b>	--
2015 American Battle Monuments Commission	14	73.3%	6.7%	19.9%	--
2014 American Battle Monuments Commission	37	63.1%	15.6%	21.3%	--
2013 American Battle Monuments Commission	15	80.6%	19.4%	0.0%	--
2012 American Battle Monuments Commission	13	73.3%	19.2%	7.6%	--
2011 American Battle Monuments Commission	16	76.7%	17.2%	6.1%	--
2010 American Battle Monuments Commission	26	44.5%	7.8%	47.7%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,003	67.4%	16.0%	16.6%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>54.8%</b>	<b>45.2%</b>	<b>0.0%</b>	--
2015 American Battle Monuments Commission	14	73.3%	6.5%	20.1%	--
2014 American Battle Monuments Commission	37	75.7%	10.9%	13.4%	--
2013 American Battle Monuments Commission	15	47.1%	39.6%	13.3%	--
2012 American Battle Monuments Commission	13	48.6%	31.5%	19.9%	--
2011 American Battle Monuments Commission	18	78.5%	0.0%	21.5%	--
2010 American Battle Monuments Commission	26	48.1%	15.1%	36.8%	

## American Battle Monuments Commission Trend Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>81.9%</b>	<b>18.1%</b>	<b>0.0%</b>	<b>--</b>
2015 American Battle Monuments Commission	14	73.3%	19.9%	6.7%	--
2014 American Battle Monuments Commission	37	73.1%	18.9%	7.9%	--
2013 American Battle Monuments Commission	15	60.6%	19.4%	20.0%	--
2012 American Battle Monuments Commission	13	54.0%	26.0%	19.9%	--
2011 American Battle Monuments Commission	18	73.8%	14.7%	11.5%	--
2010 American Battle Monuments Commission	26	52.8%	10.4%	36.8%	

### Leadership

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	388,819	40.9%	24.1%	35.0%	7,594	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>43.4%</b>	<b>18.9%</b>	<b>37.7%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	59.9%	6.7%	33.4%	0	--
2014 American Battle Monuments Commission	37	42.3%	28.8%	28.9%	0	--
2013 American Battle Monuments Commission	15	26.9%	39.7%	33.3%	0	--
2012 American Battle Monuments Commission	13	24.1%	21.5%	54.4%	0	--
2011 American Battle Monuments Commission	18	48.4%	31.3%	20.3%	0	--
2010 American Battle Monuments Commission	26	56.5%	18.6%	24.9%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	372,029	51.8%	24.0%	24.3%	23,730	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>43.4%</b>	<b>28.7%</b>	<b>27.9%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	59.9%	19.9%	20.1%	0	--
2014 American Battle Monuments Commission	34	51.7%	25.4%	22.9%	2	--
2013 American Battle Monuments Commission	13	31.0%	53.6%	15.4%	1	--
2012 American Battle Monuments Commission	13	18.0%	29.1%	53.0%	0	--
2011 American Battle Monuments Commission	18	54.4%	14.3%	31.3%	0	--
2010 American Battle Monuments Commission	25	46.6%	34.6%	18.8%	1	

## American Battle Monuments Commission Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>62.3%</b>	<b>37.7%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	66.6%	26.7%	6.7%	0	--
2014 American Battle Monuments Commission	34	51.0%	34.7%	14.4%	2	--
2013 American Battle Monuments Commission	13	61.5%	23.1%	15.4%	1	--
2012 American Battle Monuments Commission	13	24.1%	15.3%	60.5%	0	--
2011 American Battle Monuments Commission	18	48.9%	29.8%	21.3%	0	--
2010 American Battle Monuments Commission	26	59.6%	18.7%	21.7%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,027	60.3%	20.1%	19.6%	5,145	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>71.3%</b>	<b>9.8%</b>	<b>18.9%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	52.1%	34.6%	13.2%	0	--
2014 American Battle Monuments Commission	36	51.3%	24.3%	24.4%	1	--
2013 American Battle Monuments Commission	15	73.3%	20.0%	6.7%	0	--
2012 American Battle Monuments Commission	13	38.6%	13.7%	47.6%	0	--
2011 American Battle Monuments Commission	17	48.4%	22.6%	29.0%	1	--
2010 American Battle Monuments Commission	26	60.0%	18.7%	21.4%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	367,493	60.1%	23.5%	16.4%	26,319	
<b>2016 American Battle Monuments Commission</b>	<b>10</b>	<b>58.1%</b>	<b>20.9%</b>	<b>20.9%</b>	<b>1</b>	<b>--</b>
2015 American Battle Monuments Commission	13	55.9%	29.7%	14.4%	0	--
2014 American Battle Monuments Commission	34	45.8%	22.9%	31.4%	3	--
2013 American Battle Monuments Commission	14	64.9%	35.1%	0.0%	1	--
2012 American Battle Monuments Commission	13	33.9%	36.8%	29.2%	0	--
2011 American Battle Monuments Commission	18	58.7%	21.0%	20.3%	0	--
2010 American Battle Monuments Commission	25	62.2%	11.2%	26.6%	1	

## American Battle Monuments Commission Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>61.4%</b>	<b>18.9%</b>	<b>19.7%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	59.9%	26.9%	13.2%	0	--
2014 American Battle Monuments Commission	35	52.8%	19.2%	28.0%	2	--
2013 American Battle Monuments Commission	15	47.1%	39.4%	13.5%	0	--
2012 American Battle Monuments Commission	13	6.2%	33.3%	60.5%	0	--
2011 American Battle Monuments Commission	18	53.6%	15.5%	31.0%	0	--
2010 American Battle Monuments Commission	26	52.8%	17.9%	29.3%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,902	55.7%	22.4%	21.8%	14,062	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>44.2%</b>	<b>27.9%</b>	<b>27.9%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	59.9%	20.1%	19.9%	0	--
2014 American Battle Monuments Commission	35	40.2%	37.2%	22.6%	1	--
2013 American Battle Monuments Commission	15	53.8%	26.1%	20.2%	0	--
2012 American Battle Monuments Commission	13	13.9%	25.5%	60.5%	0	--
2011 American Battle Monuments Commission	18	42.7%	31.4%	25.9%	0	--
2010 American Battle Monuments Commission	25	62.2%	11.2%	26.6%	0	

**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	Difference from previous year
2016 Governmentwide	373,425	57.9%	23.3%	18.9%	21,965	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>54.8%</b>	<b>18.9%</b>	<b>26.3%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	13	49.7%	21.5%	28.7%	1	--
2014 American Battle Monuments Commission	36	48.7%	24.3%	27.0%	1	--
2013 American Battle Monuments Commission	14	42.5%	28.9%	28.6%	1	--
2012 American Battle Monuments Commission	13	6.2%	18.5%	75.3%	0	--
2011 American Battle Monuments Commission	17	55.8%	5.8%	38.4%	0	--
2010 American Battle Monuments Commission	26	49.3%	13.9%	36.8%	0	

## American Battle Monuments Commission Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>44.2%</b>	<b>27.9%</b>	<b>27.9%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	14	59.9%	6.7%	33.4%	0	--
2014 American Battle Monuments Commission	36	56.8%	16.1%	27.1%	1	--
2013 American Battle Monuments Commission	14	50.3%	35.4%	14.3%	1	--
2012 American Battle Monuments Commission	13	33.9%	22.9%	43.2%	0	--
2011 American Battle Monuments Commission	18	69.7%	4.0%	26.3%	0	--
2010 American Battle Monuments Commission	26	57.2%	21.1%	21.7%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,124	55.1%	25.8%	19.1%	32,433	
<b>2016 American Battle Monuments Commission</b>	<b>9</b>	<b>53.5%</b>	<b>35.4%</b>	<b>11.1%</b>	<b>2</b>	<b>--</b>
2015 American Battle Monuments Commission	13	57.0%	35.8%	7.2%	1	--
2014 American Battle Monuments Commission	34	68.7%	22.6%	8.8%	3	--
2013 American Battle Monuments Commission	13	62.0%	38.0%	0.0%	2	--
2012 American Battle Monuments Commission	12	41.7%	43.5%	14.8%	1	--
2011 American Battle Monuments Commission	16	61.0%	21.4%	17.6%	1	--
2010 American Battle Monuments Commission	24	77.1%	11.7%	11.2%	2	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	394,068	50.7%	22.7%	26.6%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>63.9%</b>	<b>18.1%</b>	<b>18.0%</b>	<b>--</b>
2015 American Battle Monuments Commission	14	66.6%	19.9%	13.4%	--
2014 American Battle Monuments Commission	37	55.2%	21.0%	23.9%	--
2013 American Battle Monuments Commission	15	40.3%	26.2%	33.5%	--
2012 American Battle Monuments Commission	13	31.9%	13.7%	54.4%	--
2011 American Battle Monuments Commission	18	37.9%	29.3%	32.7%	--
2010 American Battle Monuments Commission	26	52.0%	19.1%	28.9%	



# American Battle Monuments Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>63.9%</b>	<b>27.9%</b>	<b>8.2%</b>	--
2015 American Battle Monuments Commission	13	47.1%	23.4%	29.4%	--
2014 American Battle Monuments Commission	37	49.8%	13.1%	37.0%	--
2013 American Battle Monuments Commission	15	46.9%	26.2%	26.8%	--
2012 American Battle Monuments Commission	13	18.6%	31.8%	49.6%	--
2011 American Battle Monuments Commission	18	32.4%	46.7%	20.9%	--
2010 American Battle Monuments Commission	26	40.5%	18.7%	40.8%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,389	47.5%	23.8%	28.7%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>63.1%</b>	<b>9.0%</b>	<b>27.9%</b>	--
2015 American Battle Monuments Commission	13	78.5%	7.2%	14.4%	--
2014 American Battle Monuments Commission	37	55.5%	18.0%	26.4%	--
2013 American Battle Monuments Commission	15	39.7%	33.5%	26.8%	--
2012 American Battle Monuments Commission	13	38.6%	30.4%	31.0%	--
2011 American Battle Monuments Commission	18	74.6%	20.7%	4.7%	--
2010 American Battle Monuments Commission	26	63.2%	7.9%	28.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,440	42.5%	29.3%	28.3%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>45.0%</b>	<b>27.1%</b>	<b>27.9%</b>	--
2015 American Battle Monuments Commission	14	53.2%	26.7%	20.1%	--
2014 American Battle Monuments Commission	36	51.8%	15.7%	32.5%	--
2013 American Battle Monuments Commission	15	40.3%	39.7%	20.0%	--
2012 American Battle Monuments Commission	13	30.3%	22.9%	46.8%	--
2011 American Battle Monuments Commission	18	60.3%	8.7%	31.0%	--
2010 American Battle Monuments Commission	26	45.0%	33.7%	21.4%	

## American Battle Monuments Commission Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>55.7%</b>	<b>18.1%</b>	<b>26.3%</b>	--
2015 American Battle Monuments Commission	14	33.0%	46.8%	20.1%	--
2014 American Battle Monuments Commission	37	42.2%	31.2%	26.6%	--
2013 American Battle Monuments Commission	15	32.9%	40.3%	26.8%	--
2012 American Battle Monuments Commission	13	31.9%	40.2%	27.9%	--
2011 American Battle Monuments Commission	18	44.3%	45.7%	10.1%	--
2010 American Battle Monuments Commission	26	49.3%	25.4%	25.3%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,659	52.5%	23.5%	23.9%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>91.8%</b>	<b>8.2%</b>	<b>0.0%</b>	--
2015 American Battle Monuments Commission	14	53.2%	33.4%	13.4%	--
2014 American Battle Monuments Commission	37	52.7%	39.3%	7.9%	--
2013 American Battle Monuments Commission	15	53.2%	33.5%	13.3%	--
2012 American Battle Monuments Commission	13	47.2%	22.5%	30.3%	--
2011 American Battle Monuments Commission	18	37.5%	46.1%	16.4%	--
2010 American Battle Monuments Commission	26	64.1%	25.6%	10.4%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,826	66.2%	17.4%	16.4%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>82.8%</b>	<b>8.2%</b>	<b>9.0%</b>	--
2015 American Battle Monuments Commission	14	79.9%	13.4%	6.7%	--
2014 American Battle Monuments Commission	37	60.6%	18.4%	21.0%	--
2013 American Battle Monuments Commission	15	80.0%	0.0%	20.0%	--
2012 American Battle Monuments Commission	13	78.2%	0.0%	21.8%	--
2011 American Battle Monuments Commission	18	80.2%	10.7%	9.2%	--
2010 American Battle Monuments Commission	26	78.3%	0.0%	21.7%	

# American Battle Monuments Commission

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>63.1%</b>	<b>9.8%</b>	<b>27.0%</b>	--
2015 American Battle Monuments Commission	14	64.0%	28.2%	7.8%	--
2014 American Battle Monuments Commission	37	76.6%	10.1%	13.3%	--
2013 American Battle Monuments Commission	15	73.0%	20.2%	6.8%	--
2012 American Battle Monuments Commission	13	92.6%	0.0%	7.4%	--
2011 American Battle Monuments Commission	18	68.7%	11.1%	20.2%	--
2010 American Battle Monuments Commission	25	78.0%	7.4%	14.5%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,451	56.9%	21.4%	21.7%	
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>71.3%</b>	<b>9.8%</b>	<b>18.9%</b>	--
2015 American Battle Monuments Commission	14	66.6%	13.4%	19.9%	--
2014 American Battle Monuments Commission	37	58.3%	12.7%	29.0%	--
2013 American Battle Monuments Commission	15	59.7%	6.8%	33.5%	--
2012 American Battle Monuments Commission	13	25.7%	31.1%	43.2%	--
2011 American Battle Monuments Commission	18	64.7%	20.6%	14.7%	--
2010 American Battle Monuments Commission	26	71.5%	6.8%	21.7%	

### Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2016 Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>18.0%</b>	<b>18.0%</b>	<b>36.9%</b>	<b>27.1%</b>
2015 American Battle Monuments Commission	14	7.8%	6.7%	58.9%	26.7%
2014 American Battle Monuments Commission	37	5.7%	7.7%	70.0%	16.6%
2013 American Battle Monuments Commission	--	--	--	--	--
2012 American Battle Monuments Commission	--	--	--	--	--
2011 American Battle Monuments Commission	--	--	--	--	--
2010 American Battle Monuments Commission	--	--	--	--	--

\*This item was added to the survey in 2014. It is on a different response scale and is not included in the significance testing.

## American Battle Monuments Commission Trend Report

### Work/Life (continued)

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>0.0%</b>	<b>0.0%</b>	<b>8.1%</b>	<b>18.0%</b>
2015 American Battle Monuments Commission	14	7.8%	0.0%	0.0%	6.7%
2014 American Battle Monuments Commission	36	0.0%	0.0%	0.0%	5.6%
2013 American Battle Monuments Commission	15	0.0%	0.0%	0.0%	6.8%
2012 American Battle Monuments Commission	13	0.0%	0.0%	0.0%	0.0%
2011 American Battle Monuments Commission	17	0.0%	0.0%	0.0%	0.0%
2010 American Battle Monuments Commission	--	--	--	--	--

*\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

*(continued)*

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2016 Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>54.9%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>18.9%</b>
2015 American Battle Monuments Commission	14	37.4%	6.7%	21.5%	19.9%
2014 American Battle Monuments Commission	36	47.6%	8.4%	24.4%	13.9%
2013 American Battle Monuments Commission	15	47.0%	6.7%	26.8%	12.7%
2012 American Battle Monuments Commission	13	52.8%	13.7%	25.9%	7.6%
2011 American Battle Monuments Commission	17	63.8%	6.2%	21.0%	9.0%
2010 American Battle Monuments Commission	--	--	--	--	--

*\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

## American Battle Monuments Commission Trend Report

### Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>9.8%</b>	<b>63.1%</b>	<b>27.1%</b>
2015 American Battle Monuments Commission	14	24.0%	49.1%	26.9%
2014 American Battle Monuments Commission	37	31.9%	42.0%	26.1%
2013 American Battle Monuments Commission	15	27.0%	46.2%	26.8%
2012 American Battle Monuments Commission	13	26.9%	41.8%	31.3%
2011 American Battle Monuments Commission	18	28.6%	54.8%	16.6%
2010 American Battle Monuments Commission	--	--	--	--

\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

#### 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
2016 Governmentwide	390,233	26.8%	61.0%	12.1%
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>8.1%</b>	<b>64.8%</b>	<b>27.1%</b>
2015 American Battle Monuments Commission	14	30.9%	35.7%	33.4%
2014 American Battle Monuments Commission	35	5.5%	43.4%	51.2%
2013 American Battle Monuments Commission	15	26.7%	33.2%	40.2%
2012 American Battle Monuments Commission	13	13.7%	40.0%	46.3%
2011 American Battle Monuments Commission	17	23.9%	48.0%	28.1%
2010 American Battle Monuments Commission	--	--	--	--

\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	387,376	13.6%	81.0%	5.3%
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>0.0%</b>	<b>63.1%</b>	<b>36.9%</b>
2015 American Battle Monuments Commission	13	17.3%	61.2%	21.5%
2014 American Battle Monuments Commission	37	5.3%	66.0%	28.7%
2013 American Battle Monuments Commission	15	6.7%	73.2%	20.2%
2012 American Battle Monuments Commission	13	0.0%	61.5%	38.5%
2011 American Battle Monuments Commission	17	6.3%	54.2%	39.5%
2010 American Battle Monuments Commission	--	--	--	--

\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

## American Battle Monuments Commission Trend Report

### 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
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>0.0%</b>	<b>54.0%</b>	<b>46.0%</b>
2015 American Battle Monuments Commission	14	0.0%	73.3%	26.7%
2014 American Battle Monuments Commission	36	0.0%	51.1%	48.9%
2013 American Battle Monuments Commission	15	6.7%	53.2%	40.2%
2012 American Battle Monuments Commission	13	7.6%	39.5%	53.0%
2011 American Battle Monuments Commission	17	0.0%	60.5%	39.5%
2010 American Battle Monuments Commission	--	--	--	--

*\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

**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
2016 Governmentwide	391,248	2.3%	80.4%	17.2%
<b>2016 American Battle Monuments Commission</b>	<b>11</b>	<b>0.0%</b>	<b>63.1%</b>	<b>36.9%</b>
2015 American Battle Monuments Commission	14	9.5%	63.9%	26.7%
2014 American Battle Monuments Commission	37	0.0%	46.8%	53.2%
2013 American Battle Monuments Commission	15	6.7%	53.2%	40.2%
2012 American Battle Monuments Commission	13	0.0%	53.7%	46.3%
2011 American Battle Monuments Commission	17	0.0%	60.5%	39.5%
2010 American Battle Monuments Commission	--	--	--	--

*\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	204,775	78.9%	12.0%	9.1%	6,007	
<b>2016 American Battle Monuments Commission</b>	<b>3</b>	<b>31.1%</b>	<b>68.9%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	2	53.6%	0.0%	46.4%	0	--
2014 American Battle Monuments Commission	2	53.1%	46.9%	0.0%	1	--
2013 American Battle Monuments Commission	0	--	--	--	1	--
2012 American Battle Monuments Commission	0	--	--	--	0	--
2011 American Battle Monuments Commission	0	--	--	--	0	--
2010 American Battle Monuments Commission	--	--	--	--	--	--

*\*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*

# American Battle Monuments Commission Trend Report

## Work/Life (continued)

### 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
<b>2016 American Battle Monuments Commission</b>	<b>1</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	3	100.0%	0.0%	0.0%	0	--
2014 American Battle Monuments Commission	11	100.0%	0.0%	0.0%	1	--
2013 American Battle Monuments Commission	2	100.0%	0.0%	0.0%	2	--
2012 American Battle Monuments Commission	3	100.0%	0.0%	0.0%	0	--
2011 American Battle Monuments Commission	5	100.0%	0.0%	0.0%	0	--
2010 American Battle Monuments Commission	--	--	--	--	--	--

\*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

### 81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	102,282	80.5%	15.7%	3.8%	7,335	
<b>2016 American Battle Monuments Commission</b>	<b>1</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	4	78.3%	21.7%	0.0%	0	--
2014 American Battle Monuments Commission	2	49.8%	50.2%	0.0%	1	--
2013 American Battle Monuments Commission	3	66.7%	33.3%	0.0%	1	--
2012 American Battle Monuments Commission	1	100.0%	0.0%	0.0%	1	--
2011 American Battle Monuments Commission	3	47.7%	26.3%	26.0%	0	--
2010 American Battle Monuments Commission	--	--	--	--	--	--

\*This item was added to the survey in 2011. 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	Difference from previous year
2016 Governmentwide	51,991	75.5%	20.1%	4.4%	8,067	
<b>2016 American Battle Monuments Commission</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	2	100.0%	0.0%	0.0%	1	--
2014 American Battle Monuments Commission	2	50.5%	49.5%	0.0%	0	--
2013 American Battle Monuments Commission	1	100.0%	0.0%	0.0%	0	--
2012 American Battle Monuments Commission	0	--	--	--	0	--
2011 American Battle Monuments Commission	1	0.0%	100.0%	0.0%	0	--
2010 American Battle Monuments Commission	--	--	--	--	--	--

\*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

## American Battle Monuments Commission Trend Report

### 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	Difference from previous year
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
<b>2016 American Battle Monuments Commission</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	0	--	--	--	0	--
2014 American Battle Monuments Commission	0	--	--	--	1	--
2013 American Battle Monuments Commission	1	100.0%	0.0%	0.0%	0	--
2012 American Battle Monuments Commission	0	--	--	--	1	--
2011 American Battle Monuments Commission	0	--	--	--	0	--
2010 American Battle Monuments Commission	--	--	--	--	--	

*\*This item was added to the survey in 2011. 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	Difference from previous year
2016 Governmentwide	7,399	67.6%	30.2%	2.2%	3,730	
<b>2016 American Battle Monuments Commission</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>0</b>	<b>--</b>
2015 American Battle Monuments Commission	1	100.0%	0.0%	0.0%	0	--
2014 American Battle Monuments Commission	0	--	--	--	0	--
2013 American Battle Monuments Commission	1	100.0%	0.0%	0.0%	0	--
2012 American Battle Monuments Commission	0	--	--	--	0	--
2011 American Battle Monuments Commission	0	--	--	--	0	--
2010 American Battle Monuments Commission	--	--	--	--	--	

*\*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*