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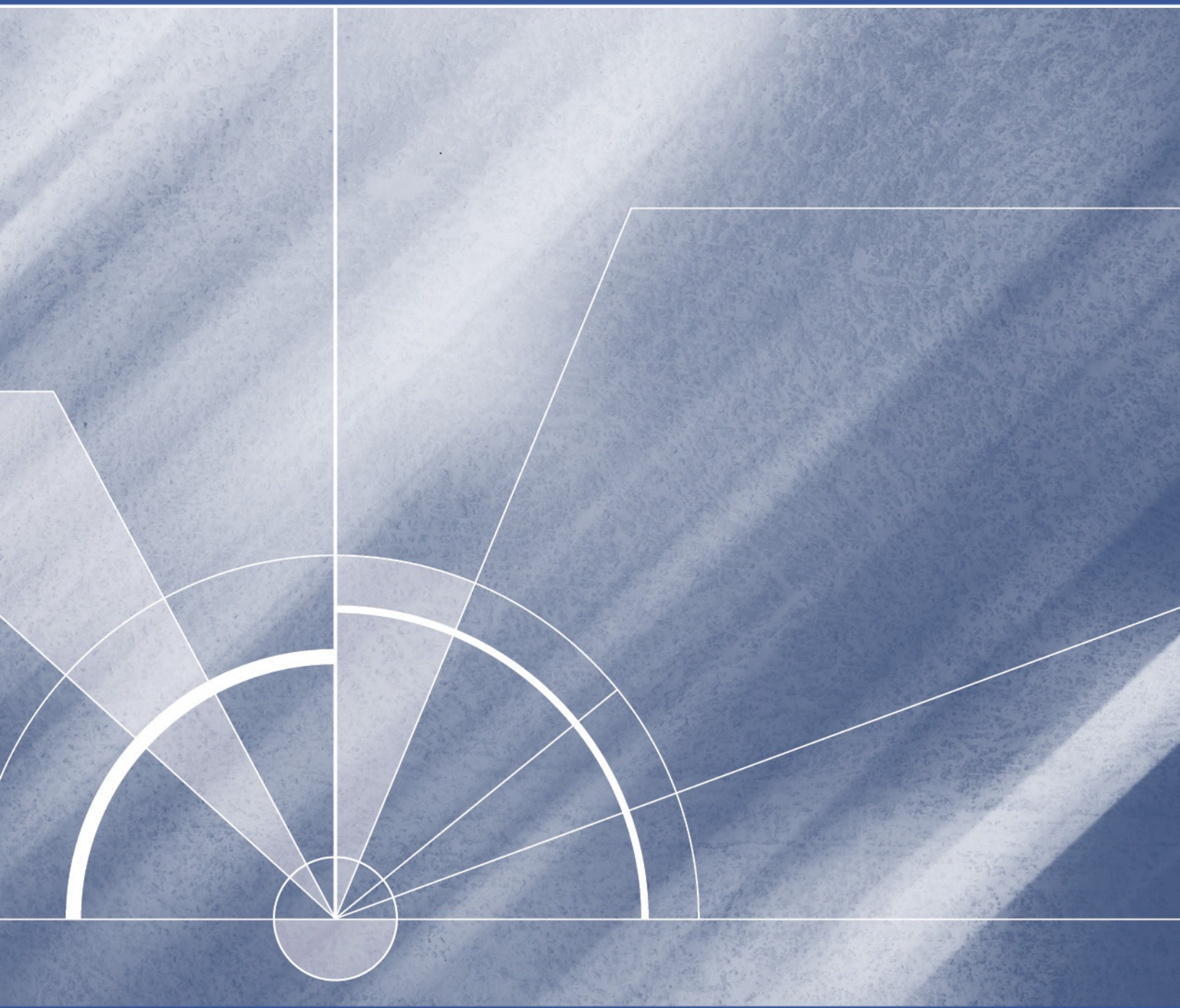
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2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Department of the Treasury
TRAI-BUREAU OF ENGRAVING AND PRINTING





Department of the Treasury
TRAI-BUREAU OF ENGRAVING AND PRINTING
1st Level Subagency Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
Department of the Treasury	46,368	58.1%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,257	73.5%

Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.

These sections provide high level information on how your subagency is doing.

Main Report Results

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.

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Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

93.9%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
92.5%	The work I do is important. (Q.13)
87.6%	I am constantly looking for ways to do my job better. (Q.8)
86.4%	I know how my work relates to the agency's goals and priorities. (Q.12)
86.3%	How would you rate the overall quality of work done by your work unit? (Q.28)
85.9%	I know what is expected of me on the job. (Q.6)
84.8%	I like the kind of work I do. (Q.5)
83.0%	My supervisor treats me with respect. (Q.49)
82.6%	My organization has prepared employees for potential security threats. (Q.36)
81.7%	My agency is successful at accomplishing its mission. (Q.39)

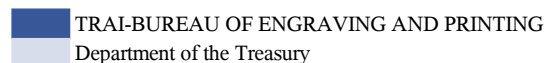
Highest Percent Negative

51.0%	Pay raises depend on how well employees perform their jobs. (Q.33)
41.5%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
37.0%	Promotions in my work unit are based on merit. (Q.22)
36.3%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
35.0%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
31.4%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
30.5%	Creativity and innovation are rewarded. (Q.32)
28.3%	My work unit is able to recruit people with the right skills. (Q.21)
28.0%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
26.8%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)

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Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Department of the Treasury) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 10.

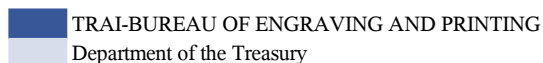


<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
My workload is reasonable. (Q.10)	72.7% 59.7%	+13.0
Considering everything, how satisfied are you with your pay? (Q.70)	70.8% 58.5%	+12.3
I believe the results of this survey will be used to make my agency a better place to work. (Q.41)	51.0% 38.9%	+12.1
How satisfied are you with the training you receive for your present job? (Q.68)	62.4% 51.8%	+10.6
I recommend my organization as a good place to work. (Q.40)	75.1% 64.8%	+10.3
Considering everything, how satisfied are you with your organization? (Q.71)	68.9% 58.7%	+10.2
I have sufficient resources to get my job done. (Q.9)	54.6% 44.9%	+9.7
My agency is successful at accomplishing its mission. (Q.39)	81.7% 72.0%	+9.7
Considering everything, how satisfied are you with your job? (Q.69)	77.2% 68.1%	+9.1
My work unit is able to recruit people with the right skills. (Q.21)	44.9% 36.4%	+8.5

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Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Department of the Treasury) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 10.



Survey Item	% Positive Response		Difference
My performance appraisal is a fair reflection of my performance. (Q.15)	56.9%	75.7%	-18.8
Employees in my work unit share job knowledge with each other. (Q.26)	68.1%	81.0%	-12.9
Awards in my work unit depend on how well employees perform their jobs. (Q.25)	38.4%	49.3%	-10.9
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q.17)	59.1%	67.7%	-8.6
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37)	50.2%	58.7%	-8.5
Prohibited Personnel Practices are not tolerated. (Q.38)	60.6%	69.1%	-8.5
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels. (Q.19)	68.7%	76.4%	-7.7
Managers communicate the goals and priorities of the organization. (Q.56)	61.8%	69.5%	-7.7
Pay raises depend on how well employees perform their jobs. (Q.33)	18.4%	26.0%	-7.6
My supervisor is committed to a workforce representative of all segments of society. (Q.45)	67.5%	75.1%	-7.6

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My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Department of the Treasury	46,269	62.5%	16.3%	21.2%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,252	65.4%	16.6%	18.0%

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Department of the Treasury	46,104	70.8%	13.8%	15.4%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,252	74.4%	12.6%	13.1%

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

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Department of the Treasury	45,925	57.7%	19.0%	23.3%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,249	60.5%	18.8%	20.6%

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Department of the Treasury	46,103	70.5%	15.2%	14.3%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,241	71.4%	16.2%	12.4%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of the Treasury	45,896	79.8%	12.7%	7.5%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,248	84.8%	10.5%	4.6%

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Department of the Treasury	45,867	82.3%	9.3%	8.4%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,243	85.9%	8.2%	5.8%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Department of the Treasury	46,065	94.3%	3.6%	2.1%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,249	93.9%	3.6%	2.5%

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

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Department of the Treasury	46,078	88.3%	9.3%	2.4%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,256	87.6%	9.4%	3.1%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Department of the Treasury	46,097	44.9%	16.0%	39.2%	132
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,249	54.6%	17.4%	28.0%	3

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of the Treasury	45,972	59.7%	15.9%	24.4%	111
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,247	72.7%	14.8%	12.5%	2

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Department of the Treasury	45,258	58.3%	17.7%	24.0%	245
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,224	60.4%	18.3%	21.3%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Department of the Treasury	45,822	82.3%	10.5%	7.1%	210
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,238	86.4%	8.9%	4.7%	6

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Department of the Treasury	45,593	88.8%	7.6%	3.6%	163
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,230	92.5%	4.7%	2.8%	3

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
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Department of the Treasury	45,812	66.6%	14.2%	19.3%	293
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,248	70.8%	15.3%	13.8%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Department of the Treasury	45,781	75.7%	11.4%	12.9%	390
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,232	56.9%	17.7%	25.4%	15

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Department of the Treasury	45,736	84.5%	11.1%	4.4%	243
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,241	78.7%	14.8%	6.5%	8

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Department of the Treasury	43,850	67.7%	17.4%	14.8%	2,097
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,197	59.1%	23.8%	17.1%	40

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of the Treasury	45,515	52.8%	23.1%	24.1%	516
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,235	58.3%	24.1%	17.6%	9

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My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Department of the Treasury	45,358	76.4%	11.1%	12.5%	916
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,241	68.7%	14.9%	16.4%	9

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Department of the Treasury	46,222	78.2%	11.2%	10.6%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,249	75.8%	13.8%	10.4%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Department of the Treasury	43,661	36.4%	26.3%	37.3%	2,551
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,227	44.9%	26.9%	28.3%	28

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Department of the Treasury	42,365	37.1%	28.8%	34.1%	3,669
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,197	30.9%	32.2%	37.0%	47

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
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Department of the Treasury	39,404	36.4%	29.4%	34.2%	6,667
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,189	29.8%	28.6%	41.5%	62

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Department of the Treasury	41,889	38.6%	29.8%	31.5%	4,164
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,211	32.6%	31.0%	36.3%	39

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Department of the Treasury	42,111	49.3%	24.4%	26.3%	3,842
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,204	38.4%	26.6%	35.0%	48

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Department of the Treasury	45,856	81.0%	10.0%	9.0%	211
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,246	68.1%	16.6%	15.2%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Department of the Treasury	43,312	57.0%	27.6%	15.4%	2,799
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,217	56.2%	27.2%	16.6%	28

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

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Department of the Treasury	46,137	86.2%	11.1%	2.7%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,256	86.3%	11.3%	2.4%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Department of the Treasury	44,474	66.5%	18.3%	15.2%	1,116
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,225	69.8%	20.3%	9.9%	21

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Department of the Treasury	44,196	42.9%	24.1%	33.0%	1,355
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,214	48.0%	31.1%	20.9%	31

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Department of the Treasury	44,144	51.3%	22.1%	26.5%	1,402
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,218	51.2%	23.9%	24.9%	24

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of the Treasury	43,293	39.7%	28.7%	31.6%	2,148
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,212	40.4%	29.1%	30.5%	29

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Department of the Treasury	42,300	26.0%	28.7%	45.3%	3,065
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,167	18.4%	30.5%	51.0%	66

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
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Department of the Treasury	41,183	58.3%	27.7%	14.1%	4,310
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,193	56.2%	27.9%	15.9%	45

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Department of the Treasury	44,752	75.4%	14.2%	10.4%	838
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,230	75.3%	14.7%	10.1%	13

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Department of the Treasury	44,925	80.3%	12.3%	7.5%	494
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,232	82.6%	12.2%	5.1%	7

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Department of the Treasury	42,319	58.7%	21.1%	20.3%	3,097
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,192	50.2%	26.6%	23.2%	49

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
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Department of the Treasury	40,634	69.1%	19.3%	11.6%	4,606
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,152	60.6%	24.3%	15.1%	80

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Department of the Treasury	44,140	72.0%	18.7%	9.3%	1,322
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,217	81.7%	13.9%	4.5%	15

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Department of the Treasury	45,567	64.8%	19.7%	15.5%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,244	75.1%	15.5%	9.4%

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
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Department of the Treasury	42,817	38.9%	25.5%	35.6%	2,856
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,175	51.0%	24.0%	25.0%	70

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Department of the Treasury	45,286	84.9%	7.6%	7.5%	282
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,231	81.2%	10.8%	8.1%	13

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Department of the Treasury	45,199	72.5%	14.7%	12.7%	299
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,235	66.4%	19.2%	14.5%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Department of the Treasury	44,869	71.9%	14.6%	13.5%	480
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,228	68.5%	16.6%	14.8%	10

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Department of the Treasury	41,555	75.1%	17.3%	7.6%	3,764
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,179	67.5%	22.3%	10.1%	59

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Department of the Treasury	45,015	71.4%	15.3%	13.3%	279
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,228	66.9%	18.6%	14.5%	5

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Department of the Treasury	44,594	72.8%	14.5%	12.7%	835
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,222	67.9%	17.6%	14.5%	14

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Department of the Treasury	45,511	81.0%	9.4%	9.6%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,242	78.8%	12.0%	9.3%

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My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Department of the Treasury	45,360	85.1%	7.7%	7.2%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,232	83.0%	10.4%	6.6%

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

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Department of the Treasury	45,334	83.5%	8.3%	8.2%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,236	79.1%	10.5%	10.5%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of the Treasury	45,405	73.7%	13.7%	12.6%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,241	71.9%	15.8%	12.3%

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

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Department of the Treasury	45,430	78.0%	13.3%	8.6%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,240	77.5%	14.3%	8.1%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Department of the Treasury	43,785	41.8%	25.3%	32.9%	1,434
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,205	44.4%	28.8%	26.8%	35

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Department of the Treasury	41,160	52.1%	26.6%	21.3%	3,960
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,186	49.9%	26.5%	23.6%	51

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Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Department of the Treasury	41,809	68.8%	19.7%	11.5%	3,126
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,199	67.7%	21.7%	10.6%	38

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Department of the Treasury	44,205	69.5%	16.8%	13.8%	756
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,214	61.8%	22.4%	15.7%	15

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Department of the Treasury	41,929	68.8%	19.9%	11.3%	2,942
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,183	61.5%	25.7%	12.8%	54

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Department of the Treasury	42,775	58.7%	20.9%	20.4%	2,200
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,191	53.3%	25.7%	21.0%	41

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Department of the Treasury	42,661	60.7%	20.7%	18.5%	2,370
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,184	55.6%	26.6%	17.8%	42

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
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Department of the Treasury	41,453	64.3%	21.1%	14.6%	3,672
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,195	59.4%	24.9%	15.8%	38

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Department of the Treasury	44,053	53.5%	25.3%	21.3%	1,052
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,212	56.4%	26.0%	17.6%	25

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Department of the Treasury	39,978	58.8%	25.7%	15.5%	5,125
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,146	58.3%	28.9%	12.8%	89

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Department of the Treasury	45,022	50.0%	23.8%	26.2%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,240	55.9%	22.0%	22.1%

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

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Department of the Treasury	44,940	53.4%	22.4%	24.3%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,237	54.7%	22.9%	22.4%

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

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Department of the Treasury	44,843	54.8%	21.5%	23.7%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,237	49.8%	23.8%	26.4%

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

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Department of the Treasury	44,815	42.9%	31.3%	25.8%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,230	45.4%	31.6%	23.0%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Department of the Treasury	44,872	34.9%	25.9%	39.2%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,233	39.8%	28.8%	31.4%

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

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Department of the Treasury	44,861	51.8%	22.7%	25.5%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,238	62.4%	21.1%	16.5%

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Department of the Treasury	44,880	68.1%	17.3%	14.7%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,229	77.2%	13.6%	9.3%

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Department of the Treasury	44,896	58.5%	16.3%	25.2%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,232	70.8%	13.8%	15.4%

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Department of the Treasury	44,906	58.7%	21.8%	19.5%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,234	68.9%	17.9%	13.2%

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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
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Department of the Treasury	44,725	67.5%	11.9%	16.0%	4.6%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,207	34.9%	35.4%	19.6%	10.2%

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

	N	Telework			Infrequently
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Department of the Treasury	44,384	25.2%	19.7%	7.7%	10.8%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,216	0.6%	14.1%	5.3%	7.4%

(continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Department of the Treasury	44,384	9.7%	3.9%	15.2%	7.7%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,216	52.1%	4.4%	6.1%	9.9%

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

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Department of the Treasury	44,768	40.9%	50.5%	8.6%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,231	26.3%	44.2%	29.5%

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Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Department of the Treasury	44,563	21.5%	69.0%	9.5%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,221	41.5%	51.9%	6.6%

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

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Department of the Treasury	44,447	16.9%	79.6%	3.5%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,211	15.9%	77.0%	7.1%

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
Governmentwide	464,201	3.4%	79.8%	16.8%
Department of the Treasury	44,522	2.1%	82.8%	15.1%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,219	1.7%	73.0%	25.2%

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
Governmentwide	464,386	2.2%	81.1%	16.7%
Department of the Treasury	44,620	2.0%	83.1%	14.9%
TRAI-BUREAU OF ENGRAVING AND PRINTING	1,222	4.2%	75.2%	20.6%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Department of the Treasury	28,537	89.9%	5.6%	4.5%	647
TRAI-BUREAU OF ENGRAVING AND PRINTING	344	84.0%	9.8%	6.2%	16

**The results for this item only include employees who indicated that they participated in this program.*

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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
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Department of the Treasury	17,974	93.9%	3.8%	2.2%	297
TRAI-BUREAU OF ENGRAVING AND PRINTING	315	94.3%	3.5%	2.2%	8

**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
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Department of the Treasury	9,135	83.3%	14.0%	2.7%	777
TRAI-BUREAU OF ENGRAVING AND PRINTING	467	81.6%	14.9%	3.5%	45

**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
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Department of the Treasury	7,048	83.9%	13.3%	2.8%	667
TRAI-BUREAU OF ENGRAVING AND PRINTING	178	78.2%	19.6%	2.1%	34

**The results for this item only include employees who indicated that they participated in this program.*

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
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Department of the Treasury	879	64.7%	31.4%	3.9%	542
TRAI-BUREAU OF ENGRAVING AND PRINTING	20	72.2%	27.8%	0.0%	14

**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
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Department of the Treasury	845	66.8%	30.2%	3.1%	465
TRAI-BUREAU OF ENGRAVING AND PRINTING	45	66.4%	33.6%	0.0%	14

**The results for this item only include employees who indicated that they participated in this program.*

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Demographic Questions

Where do you work?

	N	%
Headquarters	787	64.9%
Field	425	35.1%

What is your supervisory status?

	N	%
Non-Supervisor	842	69.2%
Team Leader	91	7.5%
Supervisor	182	15.0%
Manager	90	7.4%
Senior Leader	12	1.0%

Are you:

	N	%
Male	937	77.8%
Female	267	22.2%

Are you Hispanic or Latino?

	N	%
Yes	97	8.1%
No	1,097	91.9%

Race

	N	%
American Indian or Alaska Native	22	1.9%
Asian	26	2.3%
Black or African American	407	35.6%
Native Hawaiian or Other Pacific Islander	5	0.4%
White	633	55.3%
Two or more races	51	4.5%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	13	1.1%
High School Diploma/GED or equivalent	232	19.3%
Trade or Technical Certificate	129	10.7%
Some College (no degree)	329	27.3%
Associate's Degree (e.g., AA, AS)	87	7.2%
Bachelor's Degree (e.g., BA, BS)	235	19.5%
Master's Degree (e.g., MA, MS, MBA)	134	11.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	44	3.7%

What is your pay category/grade?

	N	%
Federal Wage System	344	28.7%
GS 1-6	12	1.0%
GS 7-12	203	16.9%
GS 13-15	286	23.8%
Senior Executive Service	7	0.6%
Senior Level (SL) or Scientific or Professional (ST)	1	0.1%
Other	347	28.9%

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

	N	%
Less than 1 year	16	1.3%
1 to 3 years	81	6.6%
4 to 5 years	122	10.0%
6 to 10 years	169	13.8%
11 to 14 years	165	13.5%
15 to 20 years	178	14.5%
More than 20 years	494	40.3%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	39	3.2%
1 to 3 years	158	13.0%
4 to 5 years	154	12.7%
6 to 10 years	117	9.6%
11 to 20 years	329	27.1%
More than 20 years	416	34.3%

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

	N	%
No	931	77.1%
Yes, to retire	92	7.6%
Yes, to take another job within the Federal Government	133	11.0%
Yes, to take another job outside the Federal Government	16	1.3%
Yes, other	36	3.0%

I am planning to retire:

	N	%
Within one year	60	4.9%
Between one and three years	121	9.9%
Between three and five years	144	11.8%
Five or more years	893	73.3%

Self-Identify as:

	N	%
Heterosexual or Straight	1,011	87.2%
Gay, Lesbian, Bisexual, or Transgender	18	1.6%
I prefer not to say	131	11.3%

What is your US military service status?

	N	%
No Prior Military Service	821	68.5%
Currently in National Guard or Reserves	13	1.1%
Retired	81	6.8%
Separated or Discharged	284	23.7%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	164	13.6%
No	1,041	86.4%

What is your age group?

	N	%
25 and under	5	0.4%
26-29	15	1.2%
30-39	141	11.2%
40-49	294	23.4%
50-59	584	46.5%
60 or older	218	17.3%

Note: Percentages for demographic questions are unweighted.