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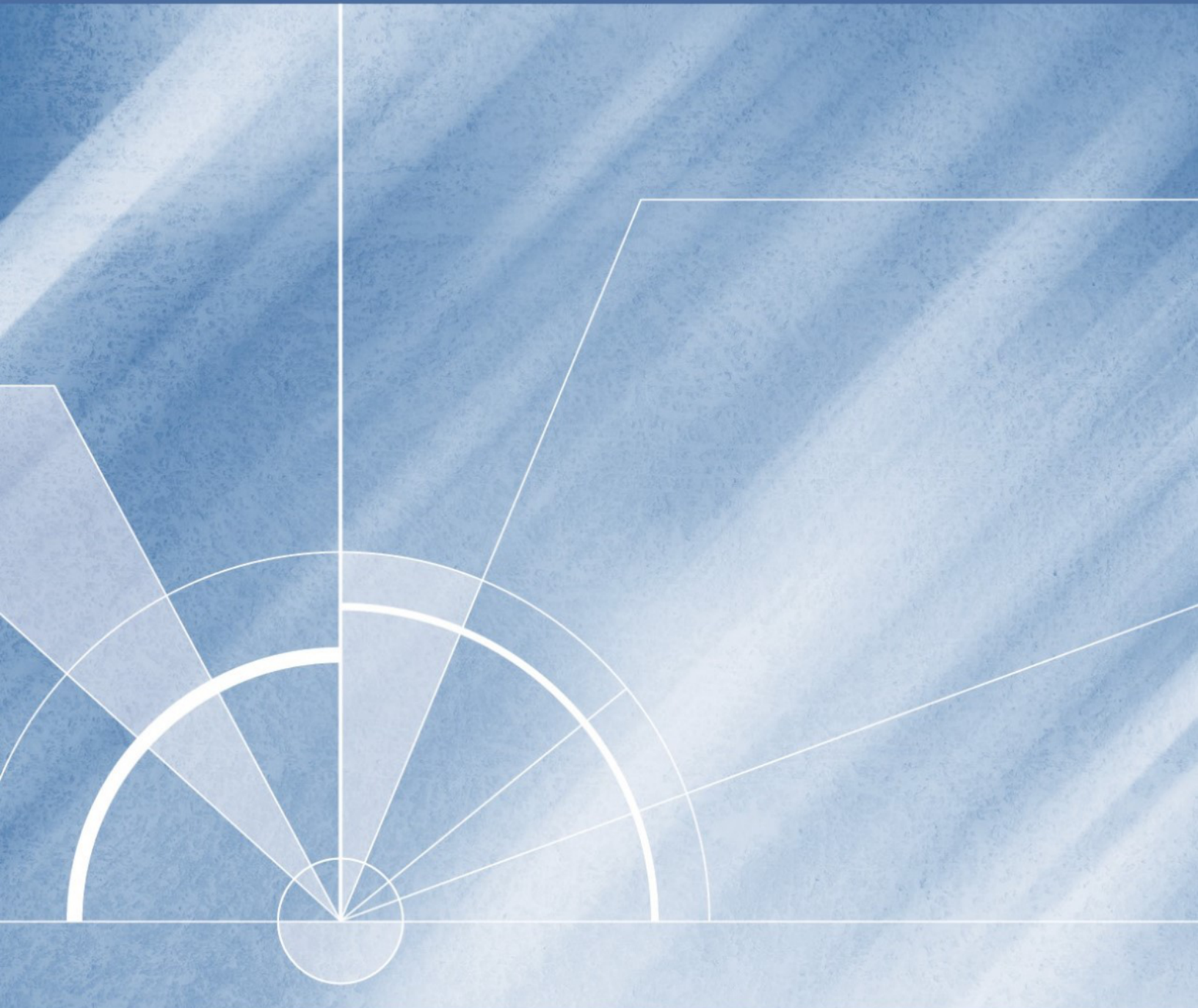
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2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

Agency
Trend
Report

Department of the Interior



Department of the Interior *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
2016 Department of the Interior	23,098
2015 Department of the Interior	26,366
2014 Department of the Interior	18,384
2013 Department of the Interior	18,396
2012 Department of the Interior	27,287
2011 Department of the Interior	7,051
2010 Department of the Interior	28,322

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.

Department of the Interior

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%	
2016 Department of the Interior	23,068	66.4%	15.3%	18.4%	↗
2015 Department of the Interior	26,324	63.4%	15.9%	20.7%	↗
2014 Department of the Interior	18,349	60.1%	17.2%	22.7%	↗
2013 Department of the Interior	18,365	58.6%	17.9%	23.4%	↘
2012 Department of the Interior	27,252	64.3%	15.7%	20.0%	→
2011 Department of the Interior	7,042	64.8%	16.6%	18.7%	↘
2010 Department of the Interior	28,273	67.5%	14.7%	17.8%	

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%	
2016 Department of the Interior	22,810	69.1%	15.3%	15.6%	↗
2015 Department of the Interior	26,119	67.9%	16.2%	15.9%	↗
2014 Department of the Interior	18,140	66.5%	16.9%	16.6%	→
2013 Department of the Interior	18,221	66.4%	17.1%	16.4%	↘
2012 Department of the Interior	27,164	69.0%	16.0%	15.0%	→
2011 Department of the Interior	7,040	70.0%	16.1%	13.9%	→
2010 Department of the Interior	28,248	70.6%	15.2%	14.2%	

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%	
2016 Department of the Interior	22,670	62.1%	16.9%	21.0%	↗
2015 Department of the Interior	25,829	60.1%	17.6%	22.3%	↗
2014 Department of the Interior	18,027	58.6%	18.0%	23.4%	→
2013 Department of the Interior	18,021	58.5%	18.3%	23.2%	↘
2012 Department of the Interior	27,046	60.9%	17.4%	21.7%	↘
2011 Department of the Interior	7,032	61.9%	17.9%	20.2%	→
2010 Department of the Interior	28,179	62.1%	17.5%	20.4%	

Department of the Interior 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%	
2016 Department of the Interior	22,787	74.2%	13.6%	12.1%	↗
2015 Department of the Interior	26,122	72.4%	14.5%	13.1%	→
2014 Department of the Interior	18,156	72.0%	14.2%	13.8%	→
2013 Department of the Interior	18,231	72.2%	14.1%	13.7%	↘
2012 Department of the Interior	27,166	74.2%	13.7%	12.1%	→
2011 Department of the Interior	7,034	74.3%	13.8%	11.9%	↘
2010 Department of the Interior	28,262	75.5%	13.0%	11.5%	

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%	
2016 Department of the Interior	22,682	86.1%	9.0%	4.9%	→
2015 Department of the Interior	25,767	85.8%	9.3%	4.8%	↗
2014 Department of the Interior	18,014	84.7%	10.1%	5.1%	→
2013 Department of the Interior	17,975	85.3%	9.8%	4.9%	↘
2012 Department of the Interior	27,069	86.6%	9.0%	4.4%	→
2011 Department of the Interior	7,034	87.1%	8.9%	3.9%	→
2010 Department of the Interior	28,211	87.7%	8.4%	3.9%	

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%	
2016 Department of the Interior	22,756	76.9%	12.6%	10.5%	→
2015 Department of the Interior	26,031	76.3%	13.0%	10.7%	→
2014 Department of the Interior	18,108	76.2%	13.1%	10.7%	→
2013 Department of the Interior	18,168	76.2%	13.1%	10.7%	↘
2012 Department of the Interior	27,063	77.2%	12.6%	10.2%	→
2011 Department of the Interior	7,018	77.4%	13.3%	9.4%	→
2010 Department of the Interior	28,211	78.1%	12.2%	9.7%	

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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	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
2016 Department of the Interior	22,906	96.0%	2.7%	1.3%	→
2015 Department of the Interior	26,139	95.9%	2.6%	1.4%	→
2014 Department of the Interior	18,200	96.0%	2.6%	1.4%	→
2013 Department of the Interior	18,209	96.1%	2.8%	1.1%	↘
2012 Department of the Interior	27,171	96.8%	2.1%	1.1%	↘
2011 Department of the Interior	7,039	97.8%	1.7%	0.5%	↗
2010 Department of the Interior	28,238	97.3%	1.9%	0.9%	

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%	
2016 Department of the Interior	22,951	91.1%	7.4%	1.5%	→
2015 Department of the Interior	26,237	91.1%	7.5%	1.5%	→
2014 Department of the Interior	18,261	90.6%	8.1%	1.4%	→
2013 Department of the Interior	18,296	90.6%	7.9%	1.4%	↘
2012 Department of the Interior	27,192	92.0%	6.9%	1.2%	↗
2011 Department of the Interior	7,027	91.3%	7.6%	1.1%	→
2010 Department of the Interior	28,248	91.6%	7.3%	1.1%	

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	
2016 Department of the Interior	22,959	41.5%	15.7%	42.8%	48	↗
2015 Department of the Interior	26,228	39.1%	16.0%	45.0%	55	↗
2014 Department of the Interior	18,303	36.2%	16.5%	47.4%	29	↗
2013 Department of the Interior	18,308	33.6%	17.1%	49.3%	34	↘
2012 Department of the Interior	27,187	39.9%	17.1%	43.0%	47	→
2011 Department of the Interior	7,024	39.8%	17.6%	42.6%	20	↘
2010 Department of the Interior	28,169	44.6%	16.7%	38.7%	76	

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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	
2016 Department of the Interior	22,729	48.1%	17.8%	34.1%	35	↗
2015 Department of the Interior	26,039	47.2%	17.8%	35.1%	42	↗
2014 Department of the Interior	18,130	46.3%	18.6%	35.0%	28	→
2013 Department of the Interior	18,205	46.8%	18.9%	34.3%	27	↘
2012 Department of the Interior	27,117	50.0%	17.9%	32.1%	38	→
2011 Department of the Interior	7,015	49.7%	18.4%	31.9%	19	→
2010 Department of the Interior	28,201	50.8%	17.8%	31.4%	47	

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	
2016 Department of the Interior	22,255	59.2%	16.8%	24.0%	72	↗
2015 Department of the Interior	25,230	57.7%	17.3%	25.1%	86	↗
2014 Department of the Interior	17,584	56.1%	17.7%	26.2%	64	→
2013 Department of the Interior	17,607	56.6%	17.7%	25.7%	59	↘
2012 Department of the Interior	26,626	59.6%	17.0%	23.4%	112	→
2011 Department of the Interior	6,966	59.5%	16.8%	23.7%	42	→
2010 Department of the Interior	27,996	60.3%	16.4%	23.3%	163	

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	
2016 Department of the Interior	22,778	81.6%	10.7%	7.7%	66	↗
2015 Department of the Interior	26,002	80.8%	11.1%	8.1%	94	→
2014 Department of the Interior	18,148	80.9%	11.3%	7.8%	67	→
2013 Department of the Interior	18,187	81.5%	11.7%	6.8%	64	↘
2012 Department of the Interior	27,064	82.7%	10.7%	6.6%	99	↘
2011 Department of the Interior	7,005	83.6%	10.7%	5.7%	28	→
2010 Department of the Interior	28,115	83.0%	10.3%	6.6%	132	

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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	
2016 Department of the Interior	22,584	90.0%	7.1%	2.9%	59	→
2015 Department of the Interior	25,750	89.8%	7.4%	2.8%	85	→
2014 Department of the Interior	17,957	89.3%	7.9%	2.8%	56	→
2013 Department of the Interior	17,957	89.2%	7.8%	2.9%	46	↘
2012 Department of the Interior	27,021	90.8%	6.7%	2.5%	67	→
2011 Department of the Interior	6,991	91.4%	6.4%	2.2%	17	→
2010 Department of the Interior	28,003	91.2%	6.6%	2.2%	78	

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	
2016 Department of the Interior	22,872	67.9%	15.1%	17.0%	77	→
2015 Department of the Interior	26,131	67.5%	15.0%	17.5%	84	→
2014 Department of the Interior	18,248	67.7%	15.1%	17.2%	47	↘
2013 Department of the Interior	18,255	68.6%	15.4%	15.9%	36	↘
2012 Department of the Interior	27,144	69.3%	14.9%	15.8%	79	→
2011 Department of the Interior	7,013	68.0%	15.1%	16.9%	21	→
2010 Department of the Interior	28,157	68.1%	15.0%	16.9%	101	

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	
2016 Department of the Interior	22,613	67.9%	15.5%	16.6%	342	↗
2015 Department of the Interior	25,852	67.0%	16.1%	17.0%	328	→
2014 Department of the Interior	18,118	66.8%	16.0%	17.2%	177	→
2013 Department of the Interior	18,075	66.3%	16.5%	17.2%	212	↘
2012 Department of the Interior	26,862	67.0%	16.2%	16.8%	356	→
2011 Department of the Interior	6,944	66.5%	16.4%	17.2%	94	→
2010 Department of the Interior	27,865	66.9%	15.9%	17.2%	359	

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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	
2016 Department of the Interior	22,738	80.9%	12.5%	6.6%	125	→
2015 Department of the Interior	25,996	80.6%	12.9%	6.5%	133	→
2014 Department of the Interior	18,124	80.4%	13.1%	6.6%	87	→
2013 Department of the Interior	18,168	80.7%	12.9%	6.4%	74	↘
2012 Department of the Interior	27,051	82.6%	12.1%	5.4%	125	→
2011 Department of the Interior	6,988	83.4%	11.7%	4.9%	29	→
2010 Department of the Interior	28,099	83.4%	11.4%	5.2%	123	

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	
2016 Department of the Interior	21,799	59.4%	18.1%	22.5%	1,117	↗
2015 Department of the Interior	24,963	57.4%	19.4%	23.2%	1,197	→
2014 Department of the Interior	17,462	57.9%	19.2%	22.8%	777	→
2013 Department of the Interior	17,405	58.3%	19.6%	22.1%	851	→
2012 Department of the Interior	26,006	58.7%	19.7%	21.6%	1,120	→
2011 Department of the Interior	6,783	57.0%	20.5%	22.5%	251	→
2010 Department of the Interior	26,822	56.6%	21.4%	22.0%	1,380	

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	
2016 Department of the Interior	22,732	52.4%	22.6%	24.9%	168	↗
2015 Department of the Interior	25,965	49.1%	23.5%	27.4%	185	↗
2014 Department of the Interior	18,107	45.4%	24.5%	30.1%	138	↗
2013 Department of the Interior	18,155	43.4%	25.3%	31.3%	140	↘
2012 Department of the Interior	26,897	46.7%	24.7%	28.6%	270	→
2011 Department of the Interior	6,919	47.0%	24.5%	28.5%	85	→
2010 Department of the Interior	27,732	48.4%	24.5%	27.1%	365	

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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	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
2016 Department of the Interior	22,650	68.0%	14.8%	17.2%	429	→
2015 Department of the Interior	25,894	67.6%	14.6%	17.7%	450	→
2014 Department of the Interior	18,090	66.9%	14.6%	18.4%	270	→
2013 Department of the Interior	18,110	67.3%	14.9%	17.8%	252	→
2012 Department of the Interior	26,774	67.0%	15.0%	18.0%	470	→
2011 Department of the Interior	6,942	67.7%	15.5%	16.8%	89	→
2010 Department of the Interior	27,939	67.1%	14.8%	18.2%	311	

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%	
2016 Department of the Interior	23,041	73.7%	13.5%	12.8%	↗
2015 Department of the Interior	26,308	72.1%	14.3%	13.6%	↗
2014 Department of the Interior	18,343	71.0%	14.9%	14.0%	→
2013 Department of the Interior	18,337	71.4%	14.4%	14.2%	↘
2012 Department of the Interior	27,164	72.2%	14.8%	13.1%	→
2011 Department of the Interior	6,796	71.9%	15.2%	12.9%	→
2010 Department of the Interior	27,496	72.6%	14.6%	12.9%	

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	
2016 Department of the Interior	22,428	41.1%	24.6%	34.3%	620	↗
2015 Department of the Interior	25,636	38.5%	25.4%	36.1%	679	↗
2014 Department of the Interior	17,779	36.9%	25.7%	37.3%	558	↗
2013 Department of the Interior	17,874	35.4%	25.6%	38.9%	485	↘
2012 Department of the Interior	26,503	42.1%	26.6%	31.3%	739	→
2011 Department of the Interior	6,876	42.1%	27.2%	30.7%	166	→
2010 Department of the Interior	27,486	43.1%	27.0%	29.9%	772	

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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	
2016 Department of the Interior	21,360	37.9%	27.2%	34.9%	1,534	↗
2015 Department of the Interior	24,665	35.3%	28.1%	36.6%	1,527	→
2014 Department of the Interior	16,987	35.2%	28.3%	36.5%	1,209	↗
2013 Department of the Interior	17,154	33.6%	29.4%	36.9%	1,094	↘
2012 Department of the Interior	25,619	37.4%	28.7%	33.9%	1,558	→
2011 Department of the Interior	6,689	36.8%	29.3%	33.9%	345	→
2010 Department of the Interior	26,622	37.8%	29.0%	33.3%	1,619	

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	
2016 Department of the Interior	20,850	29.9%	28.1%	42.0%	2,090	↗
2015 Department of the Interior	24,104	28.0%	27.7%	44.3%	2,077	→
2014 Department of the Interior	16,810	28.6%	27.4%	44.0%	1,415	↗
2013 Department of the Interior	16,893	27.3%	27.8%	44.9%	1,387	↘
2012 Department of the Interior	25,145	29.1%	28.1%	42.8%	2,000	→
2011 Department of the Interior	6,602	30.0%	27.6%	42.3%	434	→
2010 Department of the Interior	26,232	28.9%	28.2%	42.9%	2,022	

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	
2016 Department of the Interior	21,568	34.1%	28.9%	37.0%	1,385	↗
2015 Department of the Interior	24,814	32.0%	29.6%	38.4%	1,400	→
2014 Department of the Interior	17,228	31.8%	29.0%	39.2%	1,026	↗
2013 Department of the Interior	17,339	29.7%	29.3%	40.9%	955	↘
2012 Department of the Interior	25,807	33.6%	30.1%	36.3%	1,370	→
2011 Department of the Interior	6,760	34.3%	30.5%	35.2%	267	↘
2010 Department of the Interior	26,856	36.7%	28.6%	34.7%	1,389	

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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	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
2016 Department of the Interior	21,242	45.2%	24.0%	30.8%	1,698	↗
2015 Department of the Interior	24,523	42.5%	24.6%	32.8%	1,646	→
2014 Department of the Interior	17,034	41.8%	24.7%	33.6%	1,175	↗
2013 Department of the Interior	17,132	39.4%	25.3%	35.3%	1,106	↘
2012 Department of the Interior	25,708	44.9%	23.9%	31.2%	1,470	↘
2011 Department of the Interior	6,731	46.3%	23.3%	30.3%	298	↘
2010 Department of the Interior	26,887	48.6%	22.3%	29.1%	1,329	

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	
2016 Department of the Interior	22,882	72.6%	13.9%	13.5%	93	↗
2015 Department of the Interior	26,095	71.1%	14.7%	14.2%	109	↗
2014 Department of the Interior	18,198	70.4%	15.0%	14.7%	74	↗
2013 Department of the Interior	18,220	69.5%	15.5%	15.0%	61	↘
2012 Department of the Interior	27,059	70.5%	15.2%	14.4%	132	→
2011 Department of the Interior	6,981	70.4%	16.4%	13.3%	37	→
2010 Department of the Interior	28,038	70.3%	15.4%	14.3%	165	

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	
2016 Department of the Interior	22,287	55.5%	27.1%	17.4%	750	↗
2015 Department of the Interior	25,516	51.8%	29.2%	19.0%	775	↗
2014 Department of the Interior	17,781	49.4%	30.6%	20.0%	510	→
2013 Department of the Interior	17,825	49.5%	30.8%	19.8%	494	↘
2012 Department of the Interior	26,370	52.9%	29.7%	17.4%	828	↘
2011 Department of the Interior	6,829	54.5%	29.5%	15.9%	182	→
2010 Department of the Interior	27,327	53.7%	29.4%	16.9%	853	

Department of the Interior 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%	
2016 Department of the Interior	23,018	82.5%	13.8%	3.6%	→
2015 Department of the Interior	26,272	82.2%	14.2%	3.5%	→
2014 Department of the Interior	18,319	82.2%	14.2%	3.6%	→
2013 Department of the Interior	18,325	82.5%	14.2%	3.3%	↘
2012 Department of the Interior	27,156	83.5%	13.4%	3.1%	↗
2011 Department of the Interior	7,024	82.3%	14.3%	3.4%	→
2010 Department of the Interior	28,217	82.6%	14.3%	3.2%	

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	
2016 Department of the Interior	22,321	68.0%	18.2%	13.7%	385	↗
2015 Department of the Interior	25,515	66.6%	18.9%	14.5%	416	↗
2014 Department of the Interior	17,749	65.3%	20.1%	14.6%	324	↘
2013 Department of the Interior	17,802	67.7%	18.9%	13.4%	271	↘
2012 Department of the Interior	26,419	70.2%	17.9%	11.9%	396	→
2011 Department of the Interior	6,817	70.7%	18.1%	11.1%	83	→
2010 Department of the Interior	27,589	70.0%	18.3%	11.8%	425	

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	
2016 Department of the Interior	22,138	44.9%	25.4%	29.7%	551	↗
2015 Department of the Interior	25,307	42.1%	26.3%	31.6%	594	↗
2014 Department of the Interior	17,596	41.3%	26.5%	32.2%	452	↘
2013 Department of the Interior	17,628	42.2%	26.7%	31.1%	430	↘
2012 Department of the Interior	26,180	45.3%	26.4%	28.3%	627	→
2011 Department of the Interior	6,768	47.1%	26.2%	26.7%	131	→
2010 Department of the Interior	27,315	45.5%	26.6%	27.9%	690	

Department of the Interior 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	
2016 Department of the Interior	22,154	48.7%	24.2%	27.1%	461	↗
2015 Department of the Interior	25,282	47.1%	23.7%	29.2%	518	↗
2014 Department of the Interior	17,691	45.5%	24.3%	30.3%	300	→
2013 Department of the Interior	17,674	45.2%	25.3%	29.5%	299	↘
2012 Department of the Interior	26,249	49.8%	23.5%	26.7%	495	↘
2011 Department of the Interior	6,793	52.4%	24.7%	22.9%	104	→
2010 Department of the Interior	27,520	52.6%	22.7%	24.8%	485	

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	
2016 Department of the Interior	21,881	39.3%	28.8%	32.0%	681	↗
2015 Department of the Interior	25,034	37.1%	29.4%	33.5%	733	↗
2014 Department of the Interior	17,492	34.8%	30.4%	34.9%	484	→
2013 Department of the Interior	17,483	34.9%	30.3%	34.7%	480	↘
2012 Department of the Interior	25,976	39.4%	29.5%	31.1%	719	↘
2011 Department of the Interior	6,730	41.6%	29.5%	28.9%	160	→
2010 Department of the Interior	27,220	41.9%	28.4%	29.7%	747	

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	
2016 Department of the Interior	20,812	22.0%	28.8%	49.2%	1,724	↗
2015 Department of the Interior	23,994	19.4%	29.0%	51.7%	1,699	→
2014 Department of the Interior	16,758	19.0%	29.2%	51.8%	1,199	↗
2013 Department of the Interior	16,683	17.5%	29.1%	53.3%	1,236	↘
2012 Department of the Interior	24,973	21.7%	30.2%	48.1%	1,724	→
2011 Department of the Interior	6,558	22.3%	31.3%	46.3%	334	↘
2010 Department of the Interior	26,302	23.7%	30.9%	45.4%	1,678	

Department of the Interior 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	
2016 Department of the Interior	21,271	55.4%	27.7%	16.9%	1,391	↗
2015 Department of the Interior	24,284	54.1%	28.3%	17.6%	1,564	↗
2014 Department of the Interior	16,861	53.2%	29.3%	17.5%	1,176	→
2013 Department of the Interior	16,964	54.2%	29.6%	16.3%	1,094	↘
2012 Department of the Interior	25,325	56.3%	28.0%	15.7%	1,440	→
2011 Department of the Interior	6,573	55.4%	28.7%	15.9%	322	→
2010 Department of the Interior	26,223	54.2%	29.9%	15.9%	1,757	

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	
2016 Department of the Interior	22,382	78.2%	13.0%	8.8%	251	→
2015 Department of the Interior	25,512	78.0%	13.3%	8.6%	292	→
2014 Department of the Interior	17,831	77.7%	13.8%	8.6%	190	→
2013 Department of the Interior	17,826	78.1%	13.7%	8.2%	189	↘
2012 Department of the Interior	26,528	79.1%	13.1%	7.7%	251	→
2011 Department of the Interior	6,804	78.9%	13.5%	7.6%	80	→
2010 Department of the Interior	27,665	77.9%	13.7%	8.4%	290	

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	
2016 Department of the Interior	22,264	68.1%	18.0%	13.9%	320	↗
2015 Department of the Interior	25,258	65.3%	20.0%	14.7%	519	↘
2014 Department of the Interior	17,643	66.3%	20.0%	13.7%	344	↗
2013 Department of the Interior	17,592	64.1%	21.4%	14.5%	394	↘
2012 Department of the Interior	26,161	65.4%	21.1%	13.5%	561	→
2011 Department of the Interior	6,765	66.6%	20.7%	12.7%	122	↗
2010 Department of the Interior	27,287	63.4%	22.1%	14.5%	679	

Department of the Interior 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	
2016 Department of the Interior	21,394	54.6%	20.9%	24.5%	1,240	↗
2015 Department of the Interior	24,451	51.0%	23.0%	26.0%	1,390	→
2014 Department of the Interior	17,000	51.3%	22.4%	26.3%	1,012	→
2013 Department of the Interior	17,057	51.6%	23.2%	25.2%	939	↘
2012 Department of the Interior	25,370	52.6%	22.8%	24.6%	1,382	→
2011 Department of the Interior	6,620	51.7%	23.8%	24.4%	270	→
2010 Department of the Interior	26,470	51.5%	23.8%	24.7%	1,494	

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	
2016 Department of the Interior	20,603	67.7%	18.1%	14.2%	1,910	↗
2015 Department of the Interior	23,634	66.6%	18.7%	14.7%	2,096	→
2014 Department of the Interior	16,389	66.4%	18.5%	15.1%	1,534	→
2013 Department of the Interior	16,511	66.2%	19.6%	14.3%	1,457	↘
2012 Department of the Interior	24,726	66.8%	18.9%	14.3%	1,956	→
2011 Department of the Interior	6,463	66.2%	20.5%	13.3%	408	→
2010 Department of the Interior	25,898	66.1%	19.4%	14.6%	2,031	

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	
2016 Department of the Interior	22,264	69.8%	19.7%	10.5%	420	↗
2015 Department of the Interior	25,397	68.3%	20.5%	11.2%	498	→
2014 Department of the Interior	17,686	68.4%	20.4%	11.3%	371	↘
2013 Department of the Interior	17,728	70.6%	19.6%	9.8%	329	↘
2012 Department of the Interior	26,270	73.0%	18.6%	8.4%	443	→
2011 Department of the Interior	6,774	73.3%	18.5%	8.2%	97	→
2010 Department of the Interior	27,258	72.4%	18.7%	8.9%	503	

Department of the Interior 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%	
2016 Department of the Interior	22,676	65.3%	19.5%	15.2%	↗
2015 Department of the Interior	25,903	63.2%	21.1%	15.7%	→
2014 Department of the Interior	18,055	62.5%	21.1%	16.4%	↘
2013 Department of the Interior	18,047	63.7%	21.0%	15.3%	↘
2012 Department of the Interior	26,750	67.9%	19.2%	12.9%	→
2011 Department of the Interior	6,884	68.5%	19.5%	12.0%	→
2010 Department of the Interior	27,961	69.3%	18.9%	11.8%	

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	
2016 Department of the Interior	20,804	36.1%	28.3%	35.5%	1,906	↗
2015 Department of the Interior	23,589	34.4%	29.6%	36.0%	2,355	→
2014 Department of the Interior	16,348	34.4%	30.2%	35.5%	1,729	↗
2013 Department of the Interior	16,207	33.1%	31.8%	35.1%	1,883	↘
2012 Department of the Interior	24,094	37.6%	31.9%	30.5%	2,662	→
2011 Department of the Interior	6,359	37.2%	33.8%	29.1%	538	↘
2010 Department of the Interior	25,234	38.3%	33.0%	28.7%	2,761	

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	
2016 Department of the Interior	22,546	81.6%	9.4%	9.0%	120	↗
2015 Department of the Interior	25,701	80.8%	9.8%	9.4%	179	→
2014 Department of the Interior	17,911	80.7%	10.1%	9.2%	122	↗
2013 Department of the Interior	17,919	79.9%	10.7%	9.4%	99	→
2012 Department of the Interior	26,551	79.9%	10.5%	9.6%	145	→
2011 Department of the Interior	6,801	80.7%	10.4%	8.9%	48	↗
2010 Department of the Interior	27,759	79.3%	11.0%	9.7%	206	

Department of the Interior 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	
2016 Department of the Interior	22,493	68.3%	15.8%	15.8%	121	↗
2015 Department of the Interior	25,703	66.6%	16.5%	16.9%	138	↗
2014 Department of the Interior	17,881	65.5%	17.3%	17.2%	103	→
2013 Department of the Interior	17,911	64.6%	17.8%	17.6%	76	↘
2012 Department of the Interior	26,560	66.6%	16.6%	16.8%	110	→
2011 Department of the Interior	6,802	67.1%	16.6%	16.3%	39	→
2010 Department of the Interior	27,816	66.9%	16.6%	16.4%	139	

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	
2016 Department of the Interior	22,155	63.5%	18.1%	18.4%	260	↗
2015 Department of the Interior	25,313	62.0%	18.9%	19.2%	305	↗
2014 Department of the Interior	17,683	61.0%	19.0%	19.9%	174	→
2013 Department of the Interior	17,734	61.3%	19.1%	19.6%	163	→
2012 Department of the Interior	26,365	61.2%	19.6%	19.1%	245	→
2011 Department of the Interior	6,755	60.6%	20.6%	18.8%	86	→
2010 Department of the Interior	27,594	61.9%	19.4%	18.7%	317	

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	
2016 Department of the Interior	20,636	67.1%	22.6%	10.2%	1,949	↗
2015 Department of the Interior	23,477	65.1%	24.3%	10.6%	2,309	→
2014 Department of the Interior	16,170	64.8%	24.9%	10.4%	1,798	↗
2013 Department of the Interior	16,295	63.1%	26.3%	10.6%	1,672	→
2012 Department of the Interior	24,480	63.4%	25.6%	10.9%	2,153	→
2011 Department of the Interior	6,379	63.0%	27.2%	9.8%	452	→
2010 Department of the Interior	25,459	63.0%	26.3%	10.7%	2,445	

Department of the Interior 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	
2016 Department of the Interior	22,421	60.2%	20.9%	18.9%	153	↗
2015 Department of the Interior	25,598	58.8%	21.9%	19.2%	174	↗
2014 Department of the Interior	17,852	57.9%	22.3%	19.8%	108	↗
2013 Department of the Interior	17,838	56.5%	22.9%	20.6%	92	↘
2012 Department of the Interior	26,504	58.1%	22.2%	19.6%	134	↗
2011 Department of the Interior	6,780	56.8%	23.9%	19.2%	52	→
2010 Department of the Interior	27,716	57.7%	22.7%	19.6%	178	

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	
2016 Department of the Interior	22,292	67.8%	16.7%	15.5%	312	↗
2015 Department of the Interior	25,414	65.6%	17.8%	16.6%	390	↗
2014 Department of the Interior	17,717	63.3%	19.3%	17.4%	286	↗
2013 Department of the Interior	17,788	62.3%	19.7%	18.0%	195	↘
2012 Department of the Interior	26,347	64.9%	18.5%	16.5%	286	→
2011 Department of the Interior	6,747	65.0%	19.2%	15.8%	70	→
2010 Department of the Interior	27,523	66.0%	18.0%	16.0%	341	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	398,731	76.1%	12.1%	11.8%		
2016 Department of the Interior	22,607	76.3%	12.0%	11.7%		↗
2015 Department of the Interior	25,817	75.6%	12.4%	12.0%		→
2014 Department of the Interior	18,005	75.0%	12.8%	12.2%		↗
2013 Department of the Interior	17,991	74.1%	13.2%	12.7%		→
2012 Department of the Interior	26,626	74.8%	12.8%	12.4%		→
2011 Department of the Interior	6,842	74.7%	13.9%	11.5%		→
2010 Department of the Interior	27,935	74.9%	13.0%	12.1%		

Department of the Interior 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%	
2016 Department of the Interior	22,564	80.3%	10.0%	9.7%	↗
2015 Department of the Interior	25,750	79.7%	10.6%	9.7%	↗
2014 Department of the Interior	17,941	79.1%	11.0%	9.9%	↗
2013 Department of the Interior	17,939	78.1%	11.4%	10.4%	→
2012 Department of the Interior	26,587	78.5%	11.1%	10.4%	→
2011 Department of the Interior	6,825	78.1%	12.1%	9.8%	→
2010 Department of the Interior	27,923	78.5%	11.7%	9.8%	

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%	
2016 Department of the Interior	22,542	80.2%	8.6%	11.2%	↗
2015 Department of the Interior	25,749	78.9%	9.5%	11.6%	↘
2014 Department of the Interior	17,932	79.8%	9.0%	11.2%	↗
2013 Department of the Interior	17,951	78.6%	9.6%	11.8%	→
2012 Department of the Interior	26,587	78.3%	9.6%	12.1%	↗
2011 Department of the Interior	6,833	77.3%	10.0%	12.7%	↘
2010 Department of the Interior	27,894	79.4%	9.7%	10.9%	

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%	
2016 Department of the Interior	22,574	66.4%	16.1%	17.5%	↗
2015 Department of the Interior	25,793	65.4%	16.5%	18.1%	↗
2014 Department of the Interior	17,970	64.4%	17.0%	18.6%	→
2013 Department of the Interior	17,970	64.3%	17.2%	18.5%	↘
2012 Department of the Interior	26,580	65.1%	16.8%	18.1%	→
2011 Department of the Interior	6,817	65.1%	17.3%	17.6%	→
2010 Department of the Interior	27,788	65.5%	16.8%	17.7%	

Department of the Interior 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%	
2016 Department of the Interior	22,601	68.8%	18.2%	13.0%	↗
2015 Department of the Interior	25,796	67.8%	18.9%	13.3%	↗
2014 Department of the Interior	17,989	66.6%	19.6%	13.7%	→
2013 Department of the Interior	17,982	66.0%	19.8%	14.3%	↘
2012 Department of the Interior	26,570	67.0%	19.0%	14.0%	→
2011 Department of the Interior	6,825	66.6%	20.0%	13.4%	→
2010 Department of the Interior	27,877	66.8%	19.3%	13.8%	

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	
2016 Department of the Interior	21,986	35.1%	26.4%	38.5%	505	↗
2015 Department of the Interior	25,124	32.8%	26.6%	40.6%	548	→
2014 Department of the Interior	17,572	32.4%	27.2%	40.3%	342	↘
2013 Department of the Interior	17,724	36.2%	28.6%	35.2%	155	↘
2012 Department of the Interior	26,177	40.0%	27.4%	32.6%	278	→
2011 Department of the Interior	6,719	39.4%	28.7%	31.9%	66	→
2010 Department of the Interior	27,477	39.0%	28.4%	32.6%	327	

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	
2016 Department of the Interior	20,871	47.1%	26.0%	26.9%	1,577	↗
2015 Department of the Interior	23,808	46.3%	27.3%	26.4%	1,820	→
2014 Department of the Interior	16,530	46.6%	27.4%	26.0%	1,343	↘
2013 Department of the Interior	17,225	51.7%	24.7%	23.7%	630	↘
2012 Department of the Interior	25,573	54.1%	23.7%	22.2%	845	→
2011 Department of the Interior	6,562	53.8%	25.6%	20.6%	222	→
2010 Department of the Interior	26,744	52.7%	24.9%	22.3%	1,052	

Department of the Interior 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	
2016 Department of the Interior	20,517	60.5%	24.7%	14.7%	1,737	↗
2015 Department of the Interior	23,463	58.8%	26.3%	14.9%	1,918	↘
2014 Department of the Interior	16,391	59.8%	25.8%	14.4%	1,296	→
2013 Department of the Interior	16,729	59.1%	25.8%	15.1%	1,050	↘
2012 Department of the Interior	25,029	60.4%	24.3%	15.3%	1,359	→
2011 Department of the Interior	6,516	61.8%	24.9%	13.4%	257	↗
2010 Department of the Interior	26,396	59.0%	25.5%	15.6%	1,385	

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	
2016 Department of the Interior	22,043	52.9%	23.0%	24.2%	317	↗
2015 Department of the Interior	25,144	50.7%	23.5%	25.7%	375	→
2014 Department of the Interior	17,553	51.4%	23.7%	24.9%	268	↘
2013 Department of the Interior	17,676	54.0%	23.5%	22.5%	153	↘
2012 Department of the Interior	26,146	55.9%	22.2%	21.9%	238	→
2011 Department of the Interior	6,707	56.5%	23.8%	19.7%	59	→
2010 Department of the Interior	27,500	55.4%	23.0%	21.6%	274	

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	
2016 Department of the Interior	20,342	51.8%	27.7%	20.5%	2,022	↗
2015 Department of the Interior	23,273	49.2%	28.8%	22.0%	2,222	→
2014 Department of the Interior	16,260	49.3%	29.1%	21.6%	1,566	↘
2013 Department of the Interior	16,479	51.4%	28.2%	20.4%	1,275	↘
2012 Department of the Interior	24,680	54.2%	26.8%	19.1%	1,679	→
2011 Department of the Interior	6,384	54.1%	29.3%	16.6%	381	→
2010 Department of the Interior	25,852	54.5%	27.2%	18.3%	1,889	

Department of the Interior 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	
2016 Department of the Interior	21,703	47.5%	23.2%	29.3%	730	↗
2015 Department of the Interior	24,739	45.0%	24.3%	30.7%	834	→
2014 Department of the Interior	17,306	45.2%	24.0%	30.8%	547	↘
2013 Department of the Interior	17,432	47.6%	24.0%	28.4%	392	↘
2012 Department of the Interior	25,808	49.1%	23.0%	27.9%	567	→
2011 Department of the Interior	6,637	48.8%	25.4%	25.8%	121	→
2010 Department of the Interior	27,113	48.8%	23.4%	27.8%	627	

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	
2016 Department of the Interior	21,650	53.0%	23.2%	23.8%	770	↗
2015 Department of the Interior	24,719	51.4%	23.8%	24.8%	882	→
2014 Department of the Interior	17,293	51.2%	24.0%	24.8%	546	↘
2013 Department of the Interior	17,414	53.6%	23.4%	23.0%	403	↘
2012 Department of the Interior	25,723	54.7%	23.0%	22.3%	637	→
2011 Department of the Interior	6,595	54.3%	24.9%	20.8%	145	→
2010 Department of the Interior	26,896	54.2%	23.3%	22.5%	692	

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	
2016 Department of the Interior	21,152	54.5%	25.0%	20.5%	1,285	↗
2015 Department of the Interior	24,115	52.2%	26.2%	21.6%	1,518	→
2014 Department of the Interior	16,863	52.7%	25.9%	21.4%	1,029	→
2013 Department of the Interior	16,932	53.3%	25.7%	21.0%	889	↘
2012 Department of the Interior	25,126	54.7%	25.2%	20.1%	1,247	↗
2011 Department of the Interior	6,536	53.7%	27.8%	18.5%	210	↗
2010 Department of the Interior	26,716	52.5%	26.4%	21.1%	1,025	

Department of the Interior 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	
2016 Department of the Interior	22,115	46.6%	26.4%	27.0%	332	↗
2015 Department of the Interior	25,260	44.5%	27.5%	28.0%	372	→
2014 Department of the Interior	17,588	44.4%	28.0%	27.6%	297	↘
2013 Department of the Interior	17,610	46.4%	26.8%	26.8%	216	↘
2012 Department of the Interior	26,038	49.0%	26.2%	24.8%	338	→
2011 Department of the Interior	6,692	49.2%	26.4%	24.4%	67	→
2010 Department of the Interior	27,097	49.1%	26.1%	24.8%	352	

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	
2016 Department of the Interior	20,329	56.7%	26.0%	17.3%	2,136	↗
2015 Department of the Interior	22,914	54.1%	28.0%	17.9%	2,724	→
2014 Department of the Interior	15,962	53.5%	29.1%	17.4%	1,929	→
2013 Department of the Interior	15,975	53.3%	29.3%	17.3%	1,872	→
2012 Department of the Interior	23,489	53.5%	28.9%	17.7%	2,848	→
2011 Department of the Interior	6,217	52.1%	29.6%	18.3%	529	→
2010 Department of the Interior	24,626	50.5%	30.9%	18.6%	3,097	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,068	50.7%	22.7%	26.6%		
2016 Department of the Interior	22,360	52.4%	21.7%	25.9%		↗
2015 Department of the Interior	25,548	51.1%	22.5%	26.4%		↗
2014 Department of the Interior	17,807	49.7%	23.2%	27.1%		→
2013 Department of the Interior	17,771	49.7%	23.6%	26.7%		↘
2012 Department of the Interior	26,286	52.6%	23.2%	24.2%		→
2011 Department of the Interior	6,723	52.8%	23.0%	24.2%		↘
2010 Department of the Interior	27,758	54.2%	22.6%	23.2%		

Department of the Interior 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%	
2016 Department of the Interior	22,318	45.6%	24.0%	30.4%	↗
2015 Department of the Interior	25,483	43.4%	25.3%	31.4%	→
2014 Department of the Interior	17,742	42.9%	25.5%	31.6%	↘
2013 Department of the Interior	17,733	45.0%	24.8%	30.2%	↘
2012 Department of the Interior	26,252	45.9%	24.9%	29.2%	→
2011 Department of the Interior	6,716	44.9%	27.2%	27.8%	→
2010 Department of the Interior	27,757	46.7%	24.7%	28.6%	

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%	
2016 Department of the Interior	22,262	49.4%	23.9%	26.7%	↗
2015 Department of the Interior	25,410	47.9%	24.1%	27.9%	↗
2014 Department of the Interior	17,719	46.0%	24.8%	29.3%	↗
2013 Department of the Interior	17,665	44.9%	25.4%	29.7%	↘
2012 Department of the Interior	26,225	49.6%	23.7%	26.7%	↘
2011 Department of the Interior	6,714	51.2%	24.7%	24.1%	↘
2010 Department of the Interior	27,754	53.0%	22.6%	24.4%	

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%	
2016 Department of the Interior	22,270	37.6%	31.4%	31.0%	↗
2015 Department of the Interior	25,441	35.4%	32.4%	32.3%	→
2014 Department of the Interior	17,723	35.2%	32.7%	32.2%	↘
2013 Department of the Interior	17,677	37.3%	31.2%	31.4%	↘
2012 Department of the Interior	26,196	39.2%	31.2%	29.5%	→
2011 Department of the Interior	6,712	39.4%	32.8%	27.8%	→
2010 Department of the Interior	27,737	39.8%	31.5%	28.7%	

Department of the Interior 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%	
2016 Department of the Interior	22,272	36.8%	28.5%	34.7%	↗
2015 Department of the Interior	25,445	34.6%	28.8%	36.6%	↗
2014 Department of the Interior	17,749	32.2%	29.6%	38.2%	↗
2013 Department of the Interior	17,687	31.0%	30.6%	38.4%	↘
2012 Department of the Interior	26,212	36.2%	30.2%	33.6%	→
2011 Department of the Interior	6,715	37.7%	30.5%	31.7%	↘
2010 Department of the Interior	27,710	40.0%	29.2%	30.7%	

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%	
2016 Department of the Interior	22,273	53.9%	23.7%	22.4%	↗
2015 Department of the Interior	25,450	51.0%	24.5%	24.5%	↗
2014 Department of the Interior	17,724	46.9%	25.1%	28.0%	↗
2013 Department of the Interior	17,710	43.0%	26.6%	30.4%	↘
2012 Department of the Interior	26,210	50.5%	24.8%	24.7%	→
2011 Department of the Interior	6,709	51.2%	24.8%	24.0%	↘
2010 Department of the Interior	27,737	54.2%	24.2%	21.6%	

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%	
2016 Department of the Interior	22,281	67.2%	16.9%	15.9%	↗
2015 Department of the Interior	25,426	65.7%	17.7%	16.6%	↗
2014 Department of the Interior	17,745	63.9%	18.5%	17.6%	→
2013 Department of the Interior	17,698	64.7%	18.3%	17.0%	↘
2012 Department of the Interior	26,219	68.4%	17.2%	14.4%	→
2011 Department of the Interior	6,702	69.7%	17.7%	12.5%	→
2010 Department of the Interior	27,717	70.6%	16.2%	13.2%	

Department of the Interior 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%	
2016 Department of the Interior	22,295	60.7%	16.4%	22.9%	↗
2015 Department of the Interior	25,493	59.1%	17.2%	23.7%	↗
2014 Department of the Interior	17,764	58.0%	18.4%	23.6%	↗
2013 Department of the Interior	17,736	55.4%	18.8%	25.8%	↘
2012 Department of the Interior	26,228	61.0%	17.5%	21.5%	↘
2011 Department of the Interior	6,712	63.0%	17.0%	20.0%	↘
2010 Department of the Interior	27,739	67.2%	15.5%	17.2%	

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%	
2016 Department of the Interior	22,348	57.7%	21.0%	21.3%	↗
2015 Department of the Interior	25,533	55.5%	22.4%	22.1%	↗
2014 Department of the Interior	17,774	53.8%	23.0%	23.1%	↘
2013 Department of the Interior	17,739	55.3%	23.1%	21.6%	↘
2012 Department of the Interior	26,218	59.4%	21.5%	19.0%	→
2011 Department of the Interior	6,706	60.4%	21.7%	17.9%	→
2010 Department of the Interior	27,692	61.3%	20.6%	18.1%	

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%
2016 Department of the Interior	22,263	62.4%	14.9%	14.8%	7.8%
2015 Department of the Interior	25,452	60.4%	14.6%	16.6%	8.4%
2014 Department of the Interior	17,707	60.0%	14.0%	17.3%	8.7%
2013 Department of the Interior	--	--	--	--	--
2012 Department of the Interior	--	--	--	--	--
2011 Department of the Interior	--	--	--	--	--
2010 Department of the Interior	--	--	--	--	--

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

Department of the Interior 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%
2016 Department of the Interior	22,225	3.7%	13.8%	8.2%	20.8%
2015 Department of the Interior	25,374	3.2%	12.8%	7.6%	20.3%
2014 Department of the Interior	17,643	2.4%	11.6%	6.7%	20.0%
2013 Department of the Interior	17,613	2.4%	9.7%	6.0%	18.6%
2012 Department of the Interior	25,860	1.9%	7.4%	4.8%	17.4%
2011 Department of the Interior	6,592	1.7%	5.6%	3.9%	14.7%
2010 Department of the Interior	--	--	--	--	--

**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%
2016 Department of the Interior	22,225	20.8%	4.8%	11.9%	16.0%
2015 Department of the Interior	25,374	22.1%	4.5%	12.6%	16.9%
2014 Department of the Interior	17,643	21.2%	5.4%	14.1%	18.5%
2013 Department of the Interior	17,613	23.6%	5.6%	14.8%	19.3%
2012 Department of the Interior	25,860	25.0%	6.2%	17.6%	19.7%
2011 Department of the Interior	6,592	26.2%	7.6%	23.2%	17.1%
2010 Department of the Interior	--	--	--	--	--

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

Department of the Interior 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%
2016 Department of the Interior	22,206	48.3%	41.3%	10.5%
2015 Department of the Interior	25,382	48.1%	40.5%	11.4%
2014 Department of the Interior	17,657	49.2%	39.8%	11.0%
2013 Department of the Interior	17,626	46.8%	41.5%	11.8%
2012 Department of the Interior	26,119	45.3%	42.5%	12.2%
2011 Department of the Interior	6,703	47.2%	42.3%	10.5%
2010 Department of the Interior	--	--	--	--

*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%
2016 Department of the Interior	22,183	28.2%	58.1%	13.7%
2015 Department of the Interior	25,363	29.1%	56.8%	14.1%
2014 Department of the Interior	17,633	29.6%	56.2%	14.1%
2013 Department of the Interior	17,602	29.6%	55.4%	15.0%
2012 Department of the Interior	26,094	30.3%	56.0%	13.8%
2011 Department of the Interior	6,692	29.3%	55.5%	15.2%
2010 Department of the Interior	--	--	--	--

*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%
2016 Department of the Interior	22,054	20.0%	77.4%	2.6%
2015 Department of the Interior	25,132	20.2%	76.9%	2.9%
2014 Department of the Interior	17,454	21.5%	76.0%	2.5%
2013 Department of the Interior	17,415	21.2%	76.4%	2.4%
2012 Department of the Interior	26,035	19.6%	77.2%	3.2%
2011 Department of the Interior	6,675	18.7%	78.3%	3.1%
2010 Department of the Interior	--	--	--	--

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

Department of the Interior 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%
2016 Department of the Interior	22,223	1.6%	73.7%	24.6%
2015 Department of the Interior	25,379	1.7%	73.9%	24.4%
2014 Department of the Interior	17,682	1.8%	74.8%	23.4%
2013 Department of the Interior	17,640	1.7%	75.1%	23.3%
2012 Department of the Interior	26,125	1.7%	76.5%	21.8%
2011 Department of the Interior	6,672	1.1%	78.1%	20.8%
2010 Department of the Interior	--	--	--	--

*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%
2016 Department of the Interior	22,223	1.4%	75.0%	23.7%
2015 Department of the Interior	25,411	1.3%	74.9%	23.7%
2014 Department of the Interior	17,691	1.7%	75.7%	22.6%
2013 Department of the Interior	17,669	1.5%	75.8%	22.7%
2012 Department of the Interior	26,124	1.4%	77.3%	21.4%
2011 Department of the Interior	6,659	1.0%	78.4%	20.7%
2010 Department of the Interior	--	--	--	--

*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	
2016 Department of the Interior	10,543	78.9%	12.3%	8.7%	284	→
2015 Department of the Interior	11,311	78.3%	13.6%	8.1%	305	↗
2014 Department of the Interior	7,358	76.9%	15.2%	8.0%	253	↗
2013 Department of the Interior	6,774	75.0%	17.5%	7.5%	238	↗
2012 Department of the Interior	8,157	71.6%	18.8%	9.6%	552	→
2011 Department of the Interior	2,002	68.8%	21.1%	10.0%	153	--
2010 Department of the Interior	--	--	--	--	--	--

*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.

Department of the Interior 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	
2016 Department of the Interior	10,580	90.8%	6.7%	2.5%	148	↗
2015 Department of the Interior	12,061	90.1%	7.0%	2.9%	145	→
2014 Department of the Interior	8,489	89.7%	7.1%	3.2%	121	→
2013 Department of the Interior	8,269	89.3%	7.9%	2.8%	163	→
2012 Department of the Interior	11,790	88.8%	8.0%	3.3%	171	→
2011 Department of the Interior	3,330	90.4%	6.8%	2.9%	22	--
2010 Department of the Interior	--	--	--	--	--	

*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	
2016 Department of the Interior	6,070	77.9%	17.2%	4.9%	339	→
2015 Department of the Interior	7,126	76.8%	17.8%	5.4%	391	→
2014 Department of the Interior	5,106	76.4%	18.6%	5.0%	289	→
2013 Department of the Interior	5,010	75.8%	19.5%	4.6%	314	↘
2012 Department of the Interior	7,673	77.9%	17.2%	4.9%	395	→
2011 Department of the Interior	2,195	77.8%	16.6%	5.6%	83	--
2010 Department of the Interior	--	--	--	--	--	

*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	
2016 Department of the Interior	4,194	76.1%	18.9%	5.0%	444	→
2015 Department of the Interior	4,856	75.8%	19.7%	4.5%	559	→
2014 Department of the Interior	3,639	75.3%	20.1%	4.6%	421	→
2013 Department of the Interior	3,683	75.3%	20.5%	4.2%	405	↘
2012 Department of the Interior	5,036	77.9%	18.1%	4.0%	420	→
2011 Department of the Interior	1,224	78.5%	15.8%	5.7%	76	--
2010 Department of the Interior	--	--	--	--	--	

*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.

Department of the Interior 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	
2016 Department of the Interior	336	62.8%	32.8%	4.3%	149	→
2015 Department of the Interior	382	64.4%	29.7%	5.8%	210	↗
2014 Department of the Interior	265	58.2%	35.5%	6.3%	159	→
2013 Department of the Interior	257	55.9%	38.6%	5.5%	168	→
2012 Department of the Interior	358	59.4%	34.8%	5.9%	199	→
2011 Department of the Interior	70	57.2%	40.8%	2.0%	47	--
2010 Department of the Interior	--	--	--	--	--	

**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	
2016 Department of the Interior	278	59.2%	38.5%	2.3%	149	→
2015 Department of the Interior	295	63.4%	34.4%	2.1%	160	→
2014 Department of the Interior	228	62.1%	35.2%	2.7%	150	→
2013 Department of the Interior	228	63.8%	32.2%	4.0%	155	→
2012 Department of the Interior	318	60.4%	37.8%	1.8%	174	→
2011 Department of the Interior	79	50.2%	48.7%	1.1%	52	--
2010 Department of the Interior	--	--	--	--	--	

**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.*

Department of the Interior

Trend Report

Demographic Questions

Where do you work?

	N	%
Headquarters	7,955	35.9%
Field	14,216	64.1%

What is your supervisory status?

	N	%
Non-Supervisor	12,376	55.7%
Team Leader	3,333	15.0%
Supervisor	3,955	17.8%
Manager	2,260	10.2%
Senior Leader	291	1.3%

Are you:

	N	%
Male	11,887	54.3%
Female	10,017	45.7%

Are you Hispanic or Latino?

	N	%
Yes	1,443	6.7%
No	20,249	93.3%

Race

	N	%
American Indian or Alaska Native	2,274	10.7%
Asian	408	1.9%
Black or African American	864	4.1%
Native Hawaiian or Other Pacific Islander	98	0.5%
White	16,664	78.7%
Two or more races	868	4.1%

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Demographic Questions (continued)

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

	N	%
Less than High School	21	0.1%
High School Diploma/GED or equivalent	913	4.1%
Trade or Technical Certificate	622	2.8%
Some College (no degree)	2,884	13.1%
Associate's Degree (e.g., AA, AS)	1,593	7.2%
Bachelor's Degree (e.g., BA, BS)	8,265	37.5%
Master's Degree (e.g., MA, MS, MBA)	6,079	27.6%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,680	7.6%

What is your pay category/grade?

	N	%
Federal Wage System	956	4.3%
GS 1-6	1,248	5.6%
GS 7-12	12,647	57.2%
GS 13-15	6,654	30.1%
Senior Executive Service	142	0.6%
Senior Level (SL) or Scientific or Professional (ST)	33	0.1%
Other	414	1.9%

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

	N	%
Less than 1 year	270	1.2%
1 to 3 years	1,077	4.9%
4 to 5 years	1,516	6.9%
6 to 10 years	4,293	19.4%
11 to 14 years	3,062	13.8%
15 to 20 years	3,577	16.2%
More than 20 years	8,317	37.6%

Department of the Interior Trend Report

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	654	3.0%
1 to 3 years	2,223	10.1%
4 to 5 years	2,123	9.6%
6 to 10 years	4,867	22.0%
11 to 20 years	6,277	28.4%
More than 20 years	5,950	26.9%

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

	N	%
No	14,729	66.6%
Yes, to retire	1,379	6.2%
Yes, to take another job within the Federal Government	4,205	19.0%
Yes, to take another job outside the Federal Government	736	3.3%
Yes, other	1,057	4.8%

I am planning to retire:

	N	%
Within one year	842	3.8%
Between one and three years	2,322	10.6%
Between three and five years	2,536	11.5%
Five or more years	16,294	74.1%

Self-Identify as:

	N	%
Heterosexual or Straight	17,010	81.1%
Gay, Lesbian, Bisexual, or Transgender	683	3.3%
I prefer not to say	3,269	15.6%

What is your US military service status?

	N	%
No Prior Military Service	17,571	80.6%
Currently in National Guard or Reserves	160	0.7%
Retired	1,025	4.7%
Separated or Discharged	3,031	13.9%

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Trend Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	2,347	10.8%
No	19,471	89.2%

What is your age group?

	N	%
25 and under	205	0.9%
26-29	616	2.7%
30-39	4,125	17.9%
40-49	6,196	26.8%
50-59	8,166	35.4%
60 or older	3,790	16.4%