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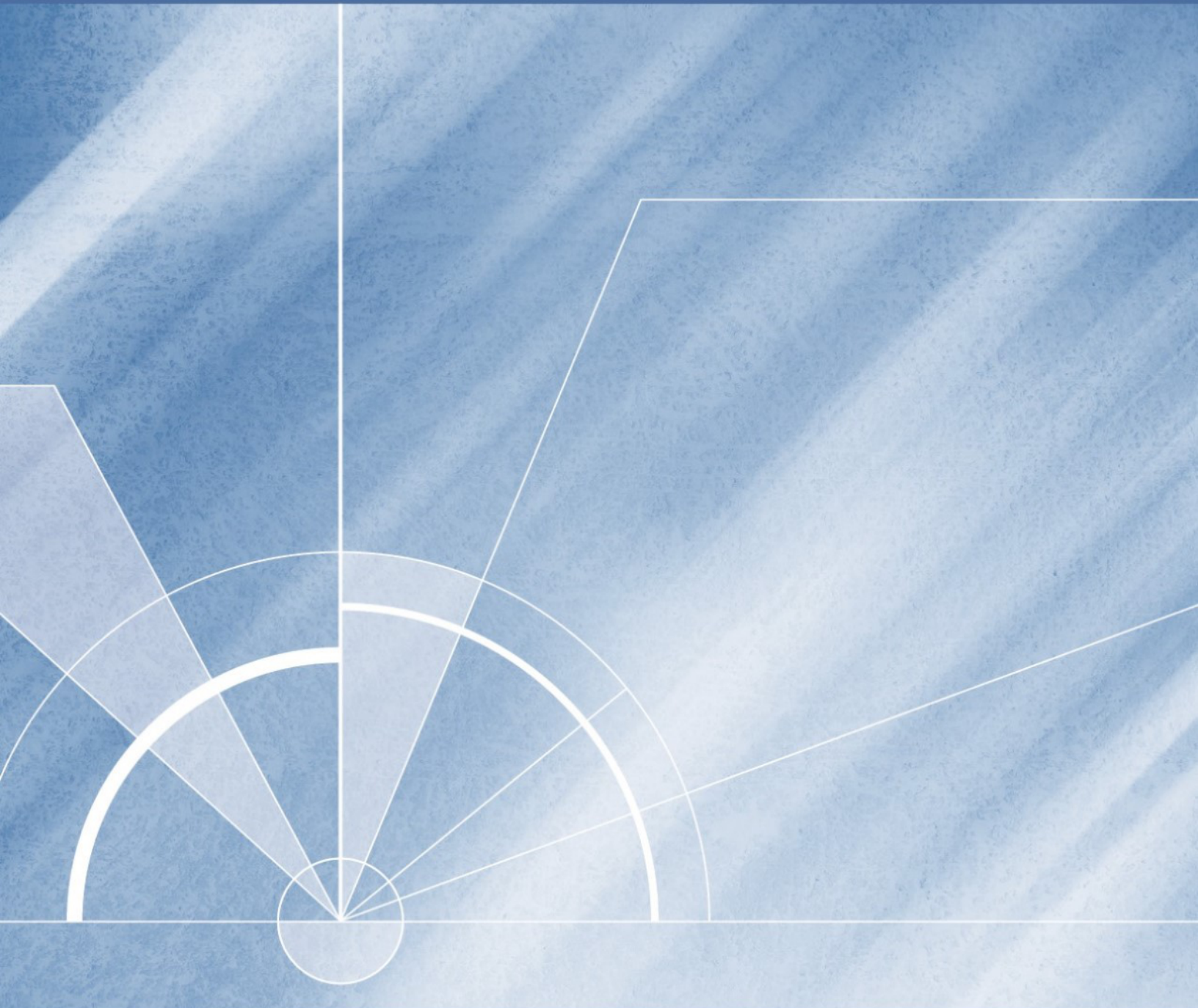
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2016

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

1st Level  
Subagency  
Report

Department of Justice  
Environment and Natural Resources Division





**Department of Justice**  
**Environment and Natural Resources Division**  
***1st Level Subagency Report***

This 2016 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	407,789	45.8%
Department of Justice	16,501	37.3%
<b>Environment and Natural Resources Division</b>	<b>342</b>	<b>67.9%</b>

#### New for 2016

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.

Two new sections –**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.

**Department of Justice**  
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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***

99.4%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
96.4%	How would you rate the overall quality of work done by your work unit? (Q.28)
95.7%	My agency is successful at accomplishing its mission. (Q.39)
95.5%	The work I do is important. (Q.13)
94.5%	My supervisor treats me with respect. (Q.49)
93.2%	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)
93.1%	My supervisor listens to what I have to say. (Q.48)
92.9%	My supervisor supports my need to balance work and other life issues. (Q.42)
92.8%	I know what is expected of me on the job. (Q.6)
92.6%	Prohibited Personnel Practices are not tolerated. (Q.38)

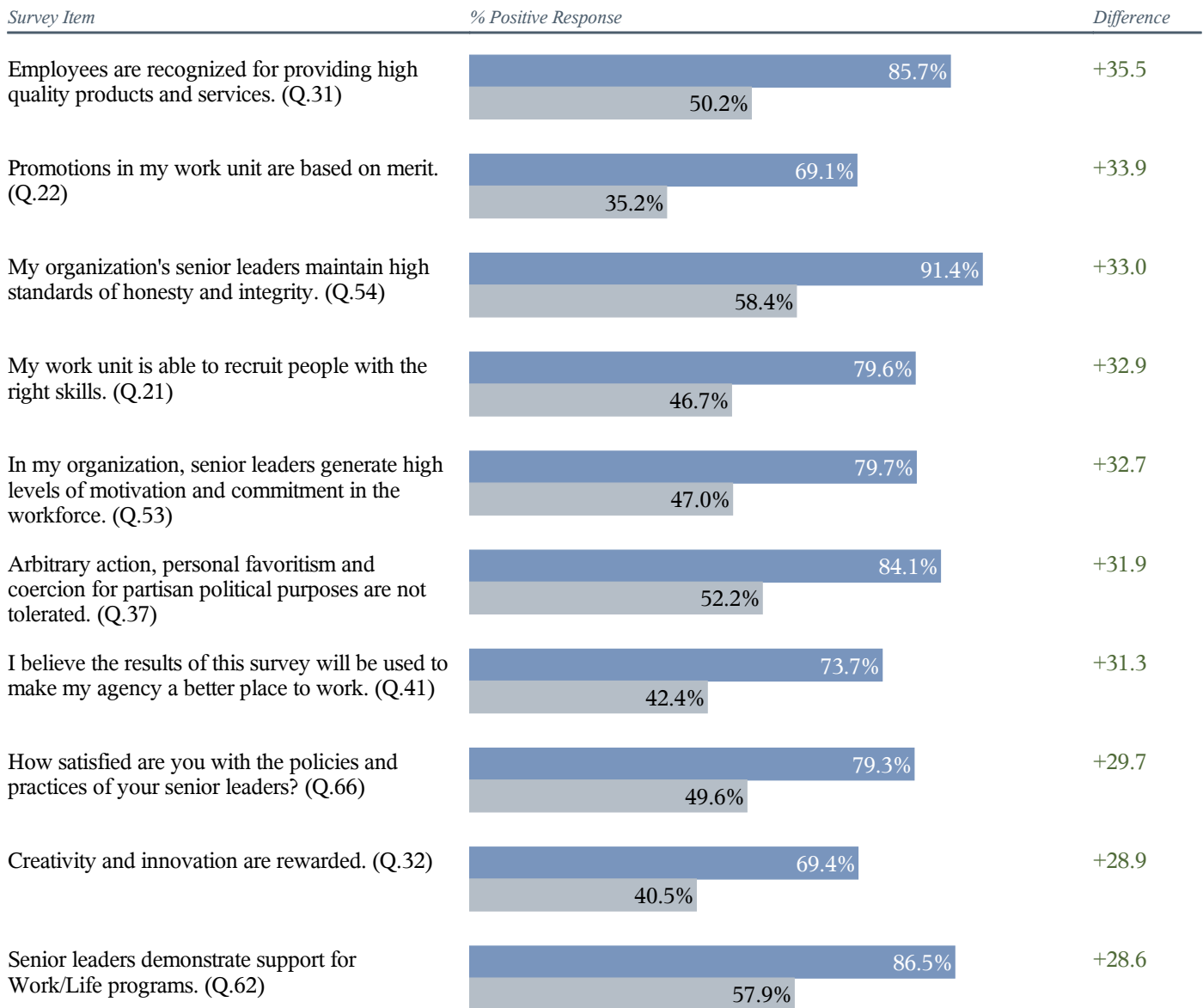
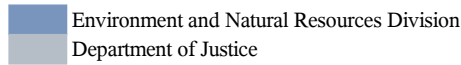
***Highest Percent Negative***

47.2%	Pay raises depend on how well employees perform their jobs. (Q.33)
26.5%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
23.6%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
23.5%	Considering everything, how satisfied are you with your pay? (Q.70)
23.1%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
22.6%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
15.0%	My workload is reasonable. (Q.10)
14.3%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
14.1%	Creativity and innovation are rewarded. (Q.32)
12.5%	I feel encouraged to come up with new and better ways of doing things. (Q.3)

**Department of Justice**  
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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 Justice) 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.



**Department of Justice**  
**Environment and Natural Resources Division**  
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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 Justice) 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.

 Environment and Natural Resources Division  
 Department of Justice

<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
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*You have no items in this category*

**Department of Justice**  
**Environment and Natural Resources Division**  
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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	406,992	62.6%	16.3%	21.1%
Department of Justice	16,475	65.2%	15.9%	18.9%
<b>Environment and Natural Resources Division</b>	<b>342</b>	<b>86.9%</b>	<b>6.4%</b>	<b>6.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,152	70.2%	14.7%	15.1%
Department of Justice	16,370	75.4%	13.1%	11.5%
<b>Environment and Natural Resources Division</b>	<b>341</b>	<b>89.8%</b>	<b>5.6%</b>	<b>4.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	401,408	57.7%	18.0%	24.3%
Department of Justice	16,233	59.2%	17.6%	23.2%
<b>Environment and Natural Resources Division</b>	<b>338</b>	<b>73.2%</b>	<b>14.3%</b>	<b>12.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,402	71.6%	14.3%	14.1%
Department of Justice	16,377	73.8%	13.2%	13.0%
<b>Environment and Natural Resources Division</b>	<b>341</b>	<b>88.3%</b>	<b>6.4%</b>	<b>5.3%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	401,675	83.2%	10.8%	6.1%
Department of Justice	16,254	84.3%	9.8%	6.0%
<b>Environment and Natural Resources Division</b>	<b>339</b>	<b>91.3%</b>	<b>6.9%</b>	<b>1.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	402,718	79.4%	11.0%	9.6%
Department of Justice	16,302	83.6%	9.0%	7.4%
<b>Environment and Natural Resources Division</b>	<b>339</b>	<b>92.8%</b>	<b>3.7%</b>	<b>3.5%</b>

**Department of Justice**  
**Environment and Natural Resources Division**  
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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	404,739	95.7%	2.7%	1.6%
Department of Justice	16,382	96.5%	2.2%	1.3%
<b>Environment and Natural Resources Division</b>	<b>340</b>	<b>99.4%</b>	<b>0.6%</b>	<b>0.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	405,416	90.9%	7.2%	1.8%
Department of Justice	16,410	92.3%	6.3%	1.4%
<b>Environment and Natural Resources Division</b>	<b>339</b>	<b>92.5%</b>	<b>7.0%</b>	<b>0.5%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,568	46.6%	16.0%	37.5%	922
Department of Justice	16,420	52.0%	16.0%	32.0%	40
<b>Environment and Natural Resources Division</b>	<b>342</b>	<b>65.1%</b>	<b>11.8%</b>	<b>23.1%</b>	<b>0</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,398	57.5%	16.2%	26.3%	693
Department of Justice	16,340	65.6%	14.7%	19.7%	21
<b>Environment and Natural Resources Division</b>	<b>339</b>	<b>74.5%</b>	<b>10.5%</b>	<b>15.0%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	394,751	58.4%	16.5%	25.1%	1,759
Department of Justice	15,997	61.1%	15.7%	23.2%	59
<b>Environment and Natural Resources Division</b>	<b>336</b>	<b>81.4%</b>	<b>10.4%</b>	<b>8.1%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,835	83.1%	9.9%	7.0%	1,337
Department of Justice	16,294	84.6%	9.5%	6.0%	63
<b>Environment and Natural Resources Division</b>	<b>340</b>	<b>91.7%</b>	<b>6.2%</b>	<b>2.1%</b>	<b>0</b>



**Department of Justice**  
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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,340	90.3%	6.6%	3.2%	1,152
Department of Justice	16,171	89.6%	6.8%	3.6%	45
<b>Environment and Natural Resources Division</b>	<b>341</b>	<b>95.5%</b>	<b>3.4%</b>	<b>1.2%</b>	<b>0</b>

***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	403,735	65.7%	14.0%	20.3%	1,775
Department of Justice	16,369	70.8%	13.2%	16.0%	48
<b>Environment and Natural Resources Division</b>	<b>339</b>	<b>84.5%</b>	<b>9.0%</b>	<b>6.4%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,544	69.6%	14.3%	16.2%	6,003
Department of Justice	16,221	72.4%	12.2%	15.4%	197
<b>Environment and Natural Resources Division</b>	<b>336</b>	<b>86.5%</b>	<b>9.3%</b>	<b>4.1%</b>	<b>5</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,229	81.6%	12.1%	6.3%	1,953
Department of Justice	16,298	80.7%	12.2%	7.0%	76
<b>Environment and Natural Resources Division</b>	<b>340</b>	<b>89.5%</b>	<b>7.6%</b>	<b>2.9%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	386,924	62.1%	18.1%	19.8%	17,784
Department of Justice	15,802	63.1%	17.5%	19.3%	580
<b>Environment and Natural Resources Division</b>	<b>326</b>	<b>83.9%</b>	<b>12.0%</b>	<b>4.1%</b>	<b>16</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,073	52.9%	22.9%	24.2%	4,002
Department of Justice	16,258	53.3%	22.5%	24.2%	151
<b>Environment and Natural Resources Division</b>	<b>340</b>	<b>70.5%</b>	<b>19.9%</b>	<b>9.7%</b>	<b>1</b>

**Department of Justice**  
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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	396,712	69.0%	13.6%	17.3%	10,380
Department of Justice	16,092	73.2%	11.5%	15.3%	375
<b>Environment and Natural Resources Division</b>	<b>331</b>	<b>81.9%</b>	<b>10.0%</b>	<b>8.1%</b>	<b>11</b>

**My Work Unit**

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

	N	Positive	Neutral	Negative
Governmentwide	406,886	73.3%	13.5%	13.2%
Department of Justice	16,457	72.8%	14.3%	12.9%
<b>Environment and Natural Resources Division</b>	<b>342</b>	<b>91.9%</b>	<b>4.8%</b>	<b>3.3%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,412	42.6%	25.2%	32.2%	14,370
Department of Justice	15,918	46.7%	26.0%	27.3%	544
<b>Environment and Natural Resources Division</b>	<b>337</b>	<b>79.6%</b>	<b>12.8%</b>	<b>7.6%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,444	34.5%	27.6%	38.0%	27,943
Department of Justice	15,410	35.2%	26.8%	38.1%	955
<b>Environment and Natural Resources Division</b>	<b>323</b>	<b>69.1%</b>	<b>19.3%</b>	<b>11.6%</b>	<b>18</b>

**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	363,758	29.3%	27.1%	43.6%	41,216
Department of Justice	15,049	29.2%	25.9%	44.9%	1,328
<b>Environment and Natural Resources Division</b>	<b>303</b>	<b>45.7%</b>	<b>27.8%</b>	<b>26.5%</b>	<b>38</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,352	34.0%	27.9%	38.1%	25,041
Department of Justice	15,476	35.1%	28.2%	36.8%	909
<b>Environment and Natural Resources Division</b>	<b>321</b>	<b>54.8%</b>	<b>22.6%</b>	<b>22.6%</b>	<b>19</b>

**Department of Justice**  
**Environment and Natural Resources Division**  
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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	376,070	41.4%	24.9%	33.8%	28,546
Department of Justice	15,249	41.2%	24.1%	34.8%	1,134
<b>Environment and Natural Resources Division</b>	<b>326</b>	<b>63.2%</b>	<b>22.5%</b>	<b>14.3%</b>	<b>15</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,664	73.3%	13.8%	12.9%	1,739
Department of Justice	16,333	73.0%	14.5%	12.5%	62
<b>Environment and Natural Resources Division</b>	<b>339</b>	<b>91.7%</b>	<b>4.6%</b>	<b>3.7%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,303	54.2%	28.2%	17.6%	16,713
Department of Justice	15,803	54.6%	29.4%	16.0%	615
<b>Environment and Natural Resources Division</b>	<b>324</b>	<b>66.7%</b>	<b>27.8%</b>	<b>5.5%</b>	<b>17</b>

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

	N	Positive	Neutral	Negative
Governmentwide	406,077	82.3%	14.1%	3.6%
Department of Justice	16,408	82.9%	13.7%	3.3%
<b>Environment and Natural Resources Division</b>	<b>341</b>	<b>96.4%</b>	<b>3.3%</b>	<b>0.3%</b>

**My Agency**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,750	69.4%	17.3%	13.3%	6,753
Department of Justice	15,798	74.4%	15.8%	9.8%	213
<b>Environment and Natural Resources Division</b>	<b>333</b>	<b>93.2%</b>	<b>5.2%</b>	<b>1.5%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,805	44.8%	24.6%	30.6%	9,449
Department of Justice	15,625	49.5%	25.0%	25.5%	386
<b>Environment and Natural Resources Division</b>	<b>332</b>	<b>76.4%</b>	<b>11.7%</b>	<b>11.9%</b>	<b>5</b>

**Department of Justice**  
**Environment and Natural Resources Division**  
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**My Agency** (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,973	48.0%	23.1%	28.9%	8,551
Department of Justice	15,659	50.2%	23.5%	26.3%	303
<b>Environment and Natural Resources Division</b>	<b>334</b>	<b>85.7%</b>	<b>7.8%</b>	<b>6.5%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,387	38.4%	28.3%	33.3%	13,365
Department of Justice	15,399	40.5%	28.3%	31.2%	536
<b>Environment and Natural Resources Division</b>	<b>324</b>	<b>69.4%</b>	<b>16.5%</b>	<b>14.1%</b>	<b>13</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,966	22.3%	26.9%	50.7%	29,028
Department of Justice	14,723	23.2%	27.4%	49.4%	1,187
<b>Environment and Natural Resources Division</b>	<b>308</b>	<b>31.4%</b>	<b>21.4%</b>	<b>47.2%</b>	<b>29</b>

***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	370,140	57.8%	27.4%	14.8%	29,591
Department of Justice	14,935	63.6%	24.2%	12.2%	1,055
<b>Environment and Natural Resources Division</b>	<b>322</b>	<b>78.0%</b>	<b>15.0%</b>	<b>7.0%</b>	<b>18</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,340	76.0%	13.3%	10.7%	6,278
Department of Justice	15,714	73.7%	15.8%	10.5%	244
<b>Environment and Natural Resources Division</b>	<b>334</b>	<b>91.2%</b>	<b>6.9%</b>	<b>2.0%</b>	<b>6</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,948	77.2%	13.3%	9.5%	4,677
Department of Justice	15,796	78.7%	12.5%	8.8%	140
<b>Environment and Natural Resources Division</b>	<b>337</b>	<b>87.0%</b>	<b>10.6%</b>	<b>2.4%</b>	<b>2</b>

**Department of Justice**  
**Environment and Natural Resources Division**  
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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	375,254	53.1%	21.8%	25.1%	23,720
Department of Justice	15,224	52.2%	20.8%	26.9%	706
<b>Environment and Natural Resources Division</b>	<b>325</b>	<b>84.1%</b>	<b>8.9%</b>	<b>7.1%</b>	<b>14</b>

***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	361,746	66.7%	18.9%	14.4%	35,073
Department of Justice	14,700	67.9%	18.6%	13.5%	1,145
<b>Environment and Natural Resources Division</b>	<b>317</b>	<b>92.6%</b>	<b>4.9%</b>	<b>2.5%</b>	<b>22</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,488	74.0%	17.2%	8.8%	7,188
Department of Justice	15,792	81.6%	13.3%	5.2%	190
<b>Environment and Natural Resources Division</b>	<b>336</b>	<b>95.7%</b>	<b>3.2%</b>	<b>1.1%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	400,013	64.0%	20.1%	15.8%	
Department of Justice	15,991	72.7%	16.6%	10.6%	
<b>Environment and Natural Resources Division</b>	<b>339</b>	<b>89.7%</b>	<b>6.7%</b>	<b>3.7%</b>	

***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	370,195	40.9%	26.8%	32.3%	30,395
Department of Justice	14,578	42.4%	28.3%	29.3%	1,408
<b>Environment and Natural Resources Division</b>	<b>322</b>	<b>73.7%</b>	<b>16.8%</b>	<b>9.5%</b>	<b>17</b>

**My Supervisor**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	397,533	78.3%	10.8%	10.9%	2,147
Department of Justice	15,851	79.2%	10.7%	10.1%	78
<b>Environment and Natural Resources Division</b>	<b>339</b>	<b>92.9%</b>	<b>4.4%</b>	<b>2.8%</b>	<b>0</b>

**Department of Justice**  
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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	396,644	66.2%	16.9%	17.0%	2,033
Department of Justice	15,804	67.2%	16.4%	16.4%	74
<b>Environment and Natural Resources Division</b>	<b>338</b>	<b>79.7%</b>	<b>11.3%</b>	<b>9.0%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,835	63.4%	18.2%	18.4%	4,496
Department of Justice	15,633	64.4%	17.6%	18.0%	170
<b>Environment and Natural Resources Division</b>	<b>336</b>	<b>81.9%</b>	<b>11.3%</b>	<b>6.8%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	365,376	67.8%	21.7%	10.5%	32,531
Department of Justice	14,718	69.0%	21.6%	9.4%	1,127
<b>Environment and Natural Resources Division</b>	<b>308</b>	<b>83.8%</b>	<b>13.3%</b>	<b>3.0%</b>	<b>26</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,581	62.5%	19.1%	18.5%	2,285
Department of Justice	15,757	64.2%	17.4%	18.5%	80
<b>Environment and Natural Resources Division</b>	<b>336</b>	<b>78.4%</b>	<b>14.1%</b>	<b>7.4%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,465	65.6%	17.8%	16.6%	6,120
Department of Justice	15,673	66.7%	17.6%	15.6%	199
<b>Environment and Natural Resources Division</b>	<b>333</b>	<b>86.8%</b>	<b>5.9%</b>	<b>7.3%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative
Governmentwide	398,731	76.1%	12.1%	11.8%
Department of Justice	15,862	76.1%	12.0%	11.9%
<b>Environment and Natural Resources Division</b>	<b>338</b>	<b>93.1%</b>	<b>4.1%</b>	<b>2.8%</b>

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**My Supervisor** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	397,483	81.3%	10.0%	8.7%
Department of Justice	15,819	82.4%	9.6%	8.0%
<b>Environment and Natural Resources Division</b>	<b>337</b>	<b>94.5%</b>	<b>3.2%</b>	<b>2.3%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	397,581	77.6%	10.0%	12.4%
Department of Justice	15,811	75.8%	10.6%	13.6%
<b>Environment and Natural Resources Division</b>	<b>336</b>	<b>91.0%</b>	<b>3.9%</b>	<b>5.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	398,003	67.4%	16.0%	16.6%
Department of Justice	15,837	68.5%	15.4%	16.1%
<b>Environment and Natural Resources Division</b>	<b>338</b>	<b>88.5%</b>	<b>6.3%</b>	<b>5.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	398,213	70.5%	17.4%	12.1%
Department of Justice	15,835	71.4%	17.1%	11.5%
<b>Environment and Natural Resources Division</b>	<b>339</b>	<b>90.7%</b>	<b>6.3%</b>	<b>2.9%</b>

**Leadership**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,819	40.9%	24.1%	35.0%	7,594
Department of Justice	15,431	47.0%	23.5%	29.4%	263
<b>Environment and Natural Resources Division</b>	<b>336</b>	<b>79.7%</b>	<b>10.8%</b>	<b>9.5%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,029	51.8%	24.0%	24.3%	23,730
Department of Justice	15,013	58.4%	21.3%	20.3%	648
<b>Environment and Natural Resources Division</b>	<b>328</b>	<b>91.4%</b>	<b>6.1%</b>	<b>2.6%</b>	<b>9</b>

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**Leadership** (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,225	64.0%	22.0%	13.9%	25,081
Department of Justice	14,690	66.5%	20.9%	12.6%	876
<b>Environment and Natural Resources Division</b>	<b>313</b>	<b>86.4%</b>	<b>10.1%</b>	<b>3.5%</b>	<b>25</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,027	60.3%	20.1%	19.6%	5,145
Department of Justice	15,415	63.2%	19.9%	16.8%	206
<b>Environment and Natural Resources Division</b>	<b>334</b>	<b>87.1%</b>	<b>6.0%</b>	<b>7.0%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	367,493	60.1%	23.5%	16.4%	26,319
Department of Justice	14,373	63.8%	23.4%	12.8%	1,203
<b>Environment and Natural Resources Division</b>	<b>316</b>	<b>83.9%</b>	<b>10.0%</b>	<b>6.1%</b>	<b>22</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	381,145	52.0%	22.5%	25.5%	13,697
Department of Justice	15,010	55.0%	22.3%	22.7%	609
<b>Environment and Natural Resources Division</b>	<b>322</b>	<b>79.9%</b>	<b>12.6%</b>	<b>7.5%</b>	<b>15</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,902	55.7%	22.4%	21.8%	14,062
Department of Justice	15,043	58.6%	22.4%	19.0%	589
<b>Environment and Natural Resources Division</b>	<b>328</b>	<b>83.8%</b>	<b>8.6%</b>	<b>7.7%</b>	<b>9</b>

**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	373,425	57.9%	23.3%	18.9%	21,965
Department of Justice	14,963	60.4%	22.6%	17.0%	662
<b>Environment and Natural Resources Division</b>	<b>331</b>	<b>86.7%</b>	<b>8.7%</b>	<b>4.6%</b>	<b>3</b>



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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	390,254	53.1%	23.5%	23.4%	5,078
Department of Justice	15,460	60.3%	20.2%	19.6%	146
<b>Environment and Natural Resources Division</b>	<b>337</b>	<b>87.5%</b>	<b>7.9%</b>	<b>4.6%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,124	55.1%	25.8%	19.1%	32,433
Department of Justice	14,414	57.9%	25.2%	16.9%	1,202
<b>Environment and Natural Resources Division</b>	<b>325</b>	<b>86.5%</b>	<b>8.3%</b>	<b>5.3%</b>	<b>12</b>

**My Satisfaction**

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

	N	Positive	Neutral	Negative
Governmentwide	394,068	50.7%	22.7%	26.6%
Department of Justice	15,498	53.5%	22.3%	24.1%
<b>Environment and Natural Resources Division</b>	<b>336</b>	<b>76.6%</b>	<b>13.7%</b>	<b>9.6%</b>

**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	393,156	48.0%	23.5%	28.5%
Department of Justice	15,473	51.6%	22.9%	25.5%
<b>Environment and Natural Resources Division</b>	<b>335</b>	<b>75.6%</b>	<b>14.0%</b>	<b>10.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	392,389	47.5%	23.8%	28.7%
Department of Justice	15,431	51.5%	21.4%	27.1%
<b>Environment and Natural Resources Division</b>	<b>335</b>	<b>76.5%</b>	<b>12.7%</b>	<b>10.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	392,440	42.5%	29.3%	28.3%
Department of Justice	15,431	49.6%	27.5%	22.8%
<b>Environment and Natural Resources Division</b>	<b>333</b>	<b>79.3%</b>	<b>14.1%</b>	<b>6.6%</b>

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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	392,739	35.9%	27.3%	36.8%
Department of Justice	15,441	42.2%	24.6%	33.2%
<b>Environment and Natural Resources Division</b>	<b>334</b>	<b>50.4%</b>	<b>26.0%</b>	<b>23.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	392,659	52.5%	23.5%	23.9%
Department of Justice	15,433	54.7%	21.6%	23.7%
<b>Environment and Natural Resources Division</b>	<b>332</b>	<b>74.6%</b>	<b>16.6%</b>	<b>8.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	392,826	66.2%	17.4%	16.4%
Department of Justice	15,448	71.6%	15.2%	13.2%
<b>Environment and Natural Resources Division</b>	<b>336</b>	<b>85.3%</b>	<b>7.5%</b>	<b>7.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	393,242	58.2%	16.9%	24.9%
Department of Justice	15,457	62.2%	15.5%	22.3%
<b>Environment and Natural Resources Division</b>	<b>333</b>	<b>60.0%</b>	<b>16.5%</b>	<b>23.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	393,451	56.9%	21.4%	21.7%
Department of Justice	15,474	67.3%	17.6%	15.2%
<b>Environment and Natural Resources Division</b>	<b>335</b>	<b>87.0%</b>	<b>7.6%</b>	<b>5.5%</b>

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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	392,364	40.3%	21.6%	29.1%	9.1%
Department of Justice	15,415	13.6%	24.9%	47.6%	13.9%
<b>Environment and Natural Resources Division</b>	<b>335</b>	<b>85.1%</b>	<b>6.8%</b>	<b>4.2%</b>	<b>4.0%</b>

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
Department of Justice	15,239	1.0%	3.8%	1.8%	5.2%
<b>Environment and Natural Resources Division</b>	<b>334</b>	<b>0.0%</b>	<b>25.5%</b>	<b>13.3%</b>	<b>37.7%</b>

(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	389,999	30.4%	4.2%	19.2%	12.2%
Department of Justice	15,239	59.4%	5.2%	14.7%	8.8%
<b>Environment and Natural Resources Division</b>	<b>334</b>	<b>2.6%</b>	<b>2.3%</b>	<b>3.3%</b>	<b>15.3%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	391,178	33.4%	45.8%	20.8%
Department of Justice	15,378	24.9%	46.4%	28.7%
<b>Environment and Natural Resources Division</b>	<b>334</b>	<b>7.9%</b>	<b>57.7%</b>	<b>34.5%</b>

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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	390,233	26.8%	61.0%	12.1%
Department of Justice	15,322	26.5%	58.8%	14.7%
<b>Environment and Natural Resources Division</b>	<b>334</b>	<b>22.3%</b>	<b>70.1%</b>	<b>7.6%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	387,376	13.6%	81.0%	5.3%
Department of Justice	15,223	22.2%	75.7%	2.1%
<b>Environment and Natural Resources Division</b>	<b>331</b>	<b>2.5%</b>	<b>92.5%</b>	<b>5.0%</b>

**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	390,848	3.7%	79.1%	17.2%
Department of Justice	15,345	2.2%	73.3%	24.5%
<b>Environment and Natural Resources Division</b>	<b>334</b>	<b>2.1%</b>	<b>86.0%</b>	<b>11.9%</b>

**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	391,248	2.3%	80.4%	17.2%
Department of Justice	15,348	2.1%	74.4%	23.5%
<b>Environment and Natural Resources Division</b>	<b>333</b>	<b>0.0%</b>	<b>89.1%</b>	<b>10.9%</b>

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	204,775	78.9%	12.0%	9.1%	6,007
Department of Justice	3,892	71.3%	15.5%	13.2%	287
<b>Environment and Natural Resources Division</b>	<b>249</b>	<b>82.4%</b>	<b>9.5%</b>	<b>8.1%</b>	<b>7</b>

*\*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	148,859	89.7%	7.0%	3.3%	3,222
Department of Justice	3,901	87.4%	8.8%	3.8%	125
<b>Environment and Natural Resources Division</b>	<b>27</b>	<b>97.1%</b>	<b>0.0%</b>	<b>2.9%</b>	<b>1</b>

\*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	102,282	80.5%	15.7%	3.8%	7,335
Department of Justice	3,997	76.9%	20.2%	2.9%	381
<b>Environment and Natural Resources Division</b>	<b>76</b>	<b>93.8%</b>	<b>6.2%</b>	<b>0.0%</b>	<b>2</b>

\*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	51,991	75.5%	20.1%	4.4%	8,067
Department of Justice	2,754	79.7%	15.9%	4.3%	308
<b>Environment and Natural Resources Division</b>	<b>9</b>	<b>86.5%</b>	<b>13.5%</b>	<b>0.0%</b>	<b>4</b>

\*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	10,701	72.2%	23.5%	4.3%	4,380
Department of Justice	274	68.8%	27.9%	3.3%	160
<b>Environment and Natural Resources Division</b>	<b>7</b>	<b>73.4%</b>	<b>15.6%</b>	<b>11.0%</b>	<b>1</b>

\*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	7,399	67.6%	30.2%	2.2%	3,730
Department of Justice	260	71.7%	26.9%	1.4%	160
<b>Environment and Natural Resources Division</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>1</b>

\*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	271	81.6%
Field	61	18.4%

***What is your supervisory status?***

	N	%
Non-Supervisor	184	55.4%
Team Leader	73	22.0%
Supervisor	49	14.8%
Manager	17	5.1%
Senior Leader	9	2.7%

***Are you:***

	N	%
Male	188	56.6%
Female	144	43.4%

***Are you Hispanic or Latino?***

	N	%
Yes	11	3.3%
No	319	96.7%

***Race***

	N	%
American Indian or Alaska Native	3	1.0%
Asian	7	2.2%
Black or African American	29	9.2%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	267	85.0%
Two or more races	8	2.5%

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	0	0.0%
High School Diploma/GED or equivalent	4	1.2%
Trade or Technical Certificate	2	0.6%
Some College (no degree)	13	3.9%
Associate's Degree (e.g., AA, AS)	6	1.8%
Bachelor's Degree (e.g., BA, BS)	35	10.6%
Master's Degree (e.g., MA, MS, MBA)	16	4.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	255	77.0%

***What is your pay category/grade?***

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	40	12.1%
GS 13-15	268	81.0%
Senior Executive Service	18	5.4%
Senior Level (SL) or Scientific or Professional (ST)	5	1.5%
Other	0	0.0%

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

	N	%
Less than 1 year	2	0.6%
1 to 3 years	18	5.4%
4 to 5 years	19	5.7%
6 to 10 years	74	22.3%
11 to 14 years	41	12.3%
15 to 20 years	49	14.8%
More than 20 years	129	38.9%

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	4	1.2%
1 to 3 years	29	8.8%
4 to 5 years	18	5.4%
6 to 10 years	80	24.2%
11 to 20 years	86	26.0%
More than 20 years	114	34.4%

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

	N	%
No	254	76.7%
Yes, to retire	10	3.0%
Yes, to take another job within the Federal Government	32	9.7%
Yes, to take another job outside the Federal Government	16	4.8%
Yes, other	19	5.7%

***I am planning to retire:***

	N	%
Within one year	6	1.8%
Between one and three years	27	8.2%
Between three and five years	32	9.8%
Five or more years	263	80.2%

***Self-Identify as:***

	N	%
Heterosexual or Straight	264	85.2%
Gay, Lesbian, Bisexual, or Transgender	21	6.8%
I prefer not to say	25	8.1%

***What is your US military service status?***

	N	%
No Prior Military Service	307	93.6%
Currently in National Guard or Reserves	1	0.3%
Retired	3	0.9%
Separated or Discharged	17	5.2%

Note: Percentages for demographic questions are unweighted.



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**Demographic Questions (continued)**

***Are you an individual with a disability?***

	N	%
Yes	8	2.4%
No	320	97.6%

***What is your age group?***

	N	%
25 and under	1	0.3%
26-29	9	2.6%
30-39	83	24.3%
40-49	92	26.9%
50-59	97	28.4%
60 or older	60	17.5%

Note: Percentages for demographic questions are unweighted.