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# Department of Transportation

## *Trend Report*

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

### Response Summary

	Surveys Completed
2016 Governmentwide	407,789
<b>2016 Department of Transportation</b>	<b>14,871</b>
2015 Department of Transportation	15,598
2014 Department of Transportation	11,673
2013 Department of Transportation	23,204
2012 Department of Transportation	25,892
2011 Department of Transportation	10,203
2010 Department of Transportation	9,617

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 significant increase, decrease, or no change in positive percentages from the previous year. 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 Transportation

## Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
<b>2016 Department of Transportation</b>	<b>14,849</b>	<b>65.2%</b>	<b>15.7%</b>	<b>19.1%</b>	<b>↗</b>
2015 Department of Transportation	15,564	63.0%	16.7%	20.3%	→
2014 Department of Transportation	11,644	61.5%	17.0%	21.4%	→
2013 Department of Transportation	23,151	61.9%	16.5%	21.6%	↘
2012 Department of Transportation	25,835	64.1%	17.4%	18.5%	↗
2011 Department of Transportation	10,183	60.6%	18.1%	21.3%	→
2010 Department of Transportation	9,594	63.2%	15.8%	21.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,152	70.2%	14.7%	15.1%	
<b>2016 Department of Transportation</b>	<b>14,731</b>	<b>71.3%</b>	<b>14.9%</b>	<b>13.8%</b>	<b>→</b>
2015 Department of Transportation	15,464	70.6%	15.5%	13.9%	↗
2014 Department of Transportation	11,517	68.3%	15.7%	16.0%	↘
2013 Department of Transportation	22,985	69.6%	15.3%	15.0%	↘
2012 Department of Transportation	25,788	73.0%	14.4%	12.6%	→
2011 Department of Transportation	10,181	70.4%	14.1%	15.4%	→
2010 Department of Transportation	9,597	70.7%	15.1%	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%	
<b>2016 Department of Transportation</b>	<b>14,597</b>	<b>58.7%</b>	<b>18.3%</b>	<b>23.0%</b>	<b>↗</b>
2015 Department of Transportation	15,297	56.2%	19.3%	24.4%	→
2014 Department of Transportation	11,458	55.7%	19.4%	25.0%	↗
2013 Department of Transportation	22,813	53.6%	20.0%	26.4%	↗
2012 Department of Transportation	25,682	52.3%	21.0%	26.7%	→
2011 Department of Transportation	10,186	50.8%	20.4%	28.8%	→
2010 Department of Transportation	9,583	49.2%	20.4%	30.5%	

# Department of Transportation

## Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
<b>2016 Department of Transportation</b>	<b>14,759</b>	<b>74.4%</b>	<b>13.2%</b>	<b>12.3%</b>	<b>↗</b>
2015 Department of Transportation	15,499	72.4%	14.5%	13.1%	↗
2014 Department of Transportation	11,563	70.6%	15.1%	14.3%	↘
2013 Department of Transportation	23,038	72.8%	13.7%	13.4%	↘
2012 Department of Transportation	25,774	75.7%	13.1%	11.1%	→
2011 Department of Transportation	10,169	74.9%	13.4%	11.8%	→
2010 Department of Transportation	9,596	75.3%	12.7%	12.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,675	83.2%	10.8%	6.1%	
<b>2016 Department of Transportation</b>	<b>14,621</b>	<b>85.1%</b>	<b>9.7%</b>	<b>5.2%</b>	<b>→</b>
2015 Department of Transportation	15,242	84.7%	10.5%	4.8%	↗
2014 Department of Transportation	11,384	83.3%	11.5%	5.2%	↘
2013 Department of Transportation	22,803	85.7%	9.4%	4.9%	↘
2012 Department of Transportation	25,679	87.5%	8.3%	4.2%	→
2011 Department of Transportation	10,175	87.2%	8.3%	4.5%	→
2010 Department of Transportation	9,579	88.7%	7.5%	3.8%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	402,718	79.4%	11.0%	9.6%	
<b>2016 Department of Transportation</b>	<b>14,707</b>	<b>80.1%</b>	<b>11.3%</b>	<b>8.6%</b>	<b>→</b>
2015 Department of Transportation	15,431	80.2%	10.6%	9.2%	↗
2014 Department of Transportation	11,515	77.6%	12.2%	10.2%	↘
2013 Department of Transportation	22,937	79.7%	11.6%	8.7%	↘
2012 Department of Transportation	25,644	81.5%	10.3%	8.2%	→
2011 Department of Transportation	10,147	80.1%	11.4%	8.5%	→
2010 Department of Transportation	9,576	80.1%	10.4%	9.5%	

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
<b>2016 Department of Transportation</b>	<b>14,754</b>	<b>96.1%</b>	<b>2.4%</b>	<b>1.5%</b>	<b>→</b>
2015 Department of Transportation	15,463	96.4%	2.2%	1.4%	↗
2014 Department of Transportation	11,588	95.4%	2.4%	2.2%	→
2013 Department of Transportation	23,055	95.1%	3.1%	1.8%	↘
2012 Department of Transportation	25,773	96.5%	2.2%	1.4%	→
2011 Department of Transportation	10,181	95.9%	2.9%	1.2%	→
2010 Department of Transportation	9,593	95.5%	2.4%	2.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	405,416	90.9%	7.2%	1.8%	
<b>2016 Department of Transportation</b>	<b>14,791</b>	<b>91.5%</b>	<b>6.9%</b>	<b>1.6%</b>	<b>↗</b>
2015 Department of Transportation	15,528	90.3%	7.7%	2.0%	→
2014 Department of Transportation	11,609	90.0%	8.1%	2.0%	→
2013 Department of Transportation	23,110	90.6%	7.5%	1.8%	↗
2012 Department of Transportation	25,805	89.9%	8.3%	1.8%	→
2011 Department of Transportation	10,167	88.2%	8.9%	2.9%	→
2010 Department of Transportation	9,592	87.0%	10.0%	2.9%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	405,568	46.6%	16.0%	37.5%	922	
<b>2016 Department of Transportation</b>	<b>14,798</b>	<b>48.8%</b>	<b>16.2%</b>	<b>35.0%</b>	<b>34</b>	<b>→</b>
2015 Department of Transportation	15,514	47.7%	16.8%	35.5%	46	↗
2014 Department of Transportation	11,613	43.7%	18.4%	37.9%	32	→
2013 Department of Transportation	23,106	44.2%	17.6%	38.2%	44	↘
2012 Department of Transportation	25,787	47.7%	18.6%	33.6%	52	↗
2011 Department of Transportation	10,141	44.3%	19.9%	35.8%	34	↘
2010 Department of Transportation	9,564	49.1%	19.0%	31.8%	33	

# Department of Transportation

## Trend Report

### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
<b>2016 Department of Transportation</b>	<b>14,714</b>	<b>62.6%</b>	<b>15.6%</b>	<b>21.8%</b>	<b>25</b>	<b>→</b>
2015 Department of Transportation	15,463	62.2%	16.4%	21.4%	26	→
2014 Department of Transportation	11,560	60.5%	16.7%	22.7%	13	↘
2013 Department of Transportation	22,969	65.5%	15.6%	18.9%	52	↘
2012 Department of Transportation	25,735	66.0%	15.8%	18.2%	43	↗
2011 Department of Transportation	10,145	63.3%	17.5%	19.2%	28	→
2010 Department of Transportation	9,585	62.9%	16.9%	20.2%	18	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,751	58.4%	16.5%	25.1%	1,759	
<b>2016 Department of Transportation</b>	<b>14,374</b>	<b>61.8%</b>	<b>15.8%</b>	<b>22.4%</b>	<b>51</b>	<b>↗</b>
2015 Department of Transportation	14,952	60.3%	16.5%	23.2%	68	↗
2014 Department of Transportation	11,178	57.3%	16.6%	26.1%	46	↘
2013 Department of Transportation	22,371	58.9%	16.5%	24.6%	104	↘
2012 Department of Transportation	25,293	61.5%	17.1%	21.4%	152	→
2011 Department of Transportation	10,067	59.2%	17.9%	22.9%	76	→
2010 Department of Transportation	9,510	59.8%	17.5%	22.7%	52	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,835	83.1%	9.9%	7.0%	1,337	
<b>2016 Department of Transportation</b>	<b>14,718</b>	<b>83.6%</b>	<b>9.9%</b>	<b>6.5%</b>	<b>42</b>	<b>↗</b>
2015 Department of Transportation	15,463	82.4%	10.8%	6.8%	48	→
2014 Department of Transportation	11,560	81.1%	11.1%	7.8%	46	→
2013 Department of Transportation	22,985	81.3%	11.0%	7.7%	86	→
2012 Department of Transportation	25,694	82.0%	11.1%	6.9%	83	→
2011 Department of Transportation	10,128	79.9%	11.6%	8.5%	40	→
2010 Department of Transportation	9,553	77.0%	12.1%	10.9%	42	

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
<b>2016 Department of Transportation</b>	<b>14,606</b>	<b>90.6%</b>	<b>6.4%</b>	<b>3.0%</b>	<b>27</b>	<b>→</b>
2015 Department of Transportation	15,297	90.4%	6.7%	2.9%	34	↗
2014 Department of Transportation	11,404	89.3%	7.4%	3.4%	40	↘
2013 Department of Transportation	22,792	90.5%	6.6%	2.9%	71	↘
2012 Department of Transportation	25,641	92.4%	5.4%	2.2%	73	→
2011 Department of Transportation	10,103	92.3%	5.5%	2.3%	33	↘
2010 Department of Transportation	9,507	93.2%	5.0%	1.8%	26	

### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,735	65.7%	14.0%	20.3%	1,775	
<b>2016 Department of Transportation</b>	<b>14,750</b>	<b>72.2%</b>	<b>12.7%</b>	<b>15.1%</b>	<b>43</b>	<b>→</b>
2015 Department of Transportation	15,498	72.5%	12.7%	14.8%	57	↗
2014 Department of Transportation	11,591	71.0%	13.9%	15.2%	33	↗
2013 Department of Transportation	23,061	69.9%	13.7%	16.3%	71	↗
2012 Department of Transportation	25,734	67.3%	14.4%	18.2%	90	↗
2011 Department of Transportation	10,111	63.6%	15.0%	21.3%	66	→
2010 Department of Transportation	9,553	61.7%	14.8%	23.5%	43	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,544	69.6%	14.3%	16.2%	6,003	
<b>2016 Department of Transportation</b>	<b>14,499</b>	<b>68.5%</b>	<b>16.3%</b>	<b>15.2%</b>	<b>312</b>	<b>→</b>
2015 Department of Transportation	15,215	68.4%	17.4%	14.2%	295	↗
2014 Department of Transportation	11,455	65.9%	18.3%	15.8%	166	↘
2013 Department of Transportation	22,767	68.4%	17.4%	14.2%	358	↗
2012 Department of Transportation	25,422	66.9%	17.8%	15.3%	389	→
2011 Department of Transportation	9,955	65.3%	16.7%	18.0%	210	↗
2010 Department of Transportation	9,461	60.5%	18.1%	21.4%	134	

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
<b>2016 Department of Transportation</b>	<b>14,691</b>	<b>80.6%</b>	<b>12.3%</b>	<b>7.2%</b>	<b>76</b>	<b>→</b>
2015 Department of Transportation	15,418	80.8%	12.3%	6.9%	85	↗
2014 Department of Transportation	11,544	78.5%	13.5%	8.0%	53	→
2013 Department of Transportation	22,956	78.3%	13.9%	7.8%	109	→
2012 Department of Transportation	25,651	79.4%	13.5%	7.1%	105	→
2011 Department of Transportation	10,095	80.3%	12.4%	7.3%	55	→
2010 Department of Transportation	9,543	79.5%	13.5%	7.0%	51	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	386,924	62.1%	18.1%	19.8%	17,784	
<b>2016 Department of Transportation</b>	<b>14,131</b>	<b>68.1%</b>	<b>15.8%</b>	<b>16.1%</b>	<b>631</b>	<b>↗</b>
2015 Department of Transportation	14,819	65.5%	17.0%	17.5%	698	↗
2014 Department of Transportation	11,046	63.8%	17.6%	18.6%	551	→
2013 Department of Transportation	22,083	64.3%	17.9%	17.8%	962	↗
2012 Department of Transportation	24,672	62.7%	18.6%	18.7%	1,077	↗
2011 Department of Transportation	9,682	58.5%	20.7%	20.7%	485	→
2010 Department of Transportation	9,115	55.4%	19.0%	25.6%	462	

### 18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	401,073	52.9%	22.9%	24.2%	4,002	
<b>2016 Department of Transportation</b>	<b>14,659</b>	<b>55.5%</b>	<b>21.0%</b>	<b>23.4%</b>	<b>129</b>	<b>→</b>
2015 Department of Transportation	15,320	55.1%	21.8%	23.1%	184	↗
2014 Department of Transportation	11,484	51.1%	22.8%	26.1%	112	↘
2013 Department of Transportation	22,832	52.3%	24.4%	23.2%	254	↘
2012 Department of Transportation	25,523	54.0%	24.0%	22.0%	258	↗
2011 Department of Transportation	9,960	51.1%	24.2%	24.7%	143	→
2010 Department of Transportation	9,406	48.7%	24.4%	26.8%	134	



## Department of Transportation *Trend Report*

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
<b>2016 Department of Transportation</b>	<b>14,231</b>	<b>61.2%</b>	<b>17.9%</b>	<b>20.9%</b>	<b>613</b>	<b>→</b>
2015 Department of Transportation	14,918	61.1%	18.3%	20.6%	643	↗
2014 Department of Transportation	11,216	58.1%	19.3%	22.6%	427	↘
2013 Department of Transportation	22,387	60.4%	19.0%	20.6%	777	→
2012 Department of Transportation	25,018	60.1%	19.1%	20.8%	809	→
2011 Department of Transportation	9,931	60.6%	17.9%	21.5%	232	↗
2010 Department of Transportation	9,410	56.7%	17.4%	25.9%	181	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,886	73.3%	13.5%	13.2%	
<b>2016 Department of Transportation</b>	<b>14,845</b>	<b>76.9%</b>	<b>12.3%</b>	<b>10.8%</b>	<b>→</b>
2015 Department of Transportation	15,567	76.9%	12.5%	10.6%	→
2014 Department of Transportation	11,644	75.8%	12.9%	11.3%	→
2013 Department of Transportation	23,148	76.6%	12.9%	10.5%	→
2012 Department of Transportation	25,791	76.6%	13.1%	10.3%	↗
2011 Department of Transportation	9,604	74.9%	13.7%	11.4%	→
2010 Department of Transportation	9,361	75.8%	12.7%	11.6%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,412	42.6%	25.2%	32.2%	14,370	
<b>2016 Department of Transportation</b>	<b>14,334</b>	<b>42.6%</b>	<b>24.7%</b>	<b>32.7%</b>	<b>496</b>	<b>→</b>
2015 Department of Transportation	15,050	41.4%	24.6%	34.0%	520	→
2014 Department of Transportation	11,183	40.9%	25.2%	33.9%	459	↗
2013 Department of Transportation	22,338	37.7%	26.9%	35.4%	813	↘
2012 Department of Transportation	24,933	38.6%	27.4%	34.0%	896	→
2011 Department of Transportation	9,828	37.6%	27.7%	34.6%	350	→
2010 Department of Transportation	9,274	38.7%	27.3%	34.0%	326	

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
<b>2016 Department of Transportation</b>	<b>13,683</b>	<b>33.9%</b>	<b>27.3%</b>	<b>38.8%</b>	<b>1,091</b>	<b>↗</b>
2015 Department of Transportation	14,362	31.9%	27.8%	40.3%	1,122	→
2014 Department of Transportation	10,737	31.4%	27.4%	41.3%	833	↗
2013 Department of Transportation	21,529	28.9%	29.0%	42.0%	1,521	→
2012 Department of Transportation	24,273	29.4%	27.2%	43.3%	1,478	→
2011 Department of Transportation	9,579	29.4%	26.7%	43.9%	586	→
2010 Department of Transportation	9,024	29.8%	25.4%	44.7%	571	

### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,758	29.3%	27.1%	43.6%	41,216	
<b>2016 Department of Transportation</b>	<b>13,312</b>	<b>27.8%</b>	<b>27.8%</b>	<b>44.3%</b>	<b>1,461</b>	<b>→</b>
2015 Department of Transportation	13,988	27.0%	27.3%	45.7%	1,518	→
2014 Department of Transportation	10,505	27.1%	26.5%	46.5%	1,095	↗
2013 Department of Transportation	21,161	25.5%	26.5%	48.0%	1,903	→
2012 Department of Transportation	23,755	26.2%	26.9%	46.9%	2,006	→
2011 Department of Transportation	9,406	26.5%	25.0%	48.5%	774	→
2010 Department of Transportation	8,817	26.9%	24.2%	48.9%	776	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,352	34.0%	27.9%	38.1%	25,041	
<b>2016 Department of Transportation</b>	<b>13,930</b>	<b>33.5%</b>	<b>28.4%</b>	<b>38.1%</b>	<b>864</b>	<b>↗</b>
2015 Department of Transportation	14,614	31.6%	28.5%	39.9%	926	→
2014 Department of Transportation	10,950	30.4%	27.2%	42.4%	677	↗
2013 Department of Transportation	21,934	28.1%	29.3%	42.6%	1,165	↘
2012 Department of Transportation	24,565	30.0%	27.9%	42.2%	1,232	→
2011 Department of Transportation	9,693	29.3%	28.7%	41.9%	483	→
2010 Department of Transportation	9,131	28.9%	28.2%	42.9%	463	

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
<b>2016 Department of Transportation</b>	<b>13,685</b>	<b>41.5%</b>	<b>25.3%</b>	<b>33.3%</b>	<b>1,070</b>	<b>↗</b>
2015 Department of Transportation	14,365	38.8%	26.1%	35.1%	1,114	↗
2014 Department of Transportation	10,747	34.9%	26.5%	38.6%	847	↗
2013 Department of Transportation	21,588	33.1%	28.2%	38.7%	1,497	↘
2012 Department of Transportation	24,455	37.4%	25.6%	37.0%	1,325	→
2011 Department of Transportation	9,574	36.3%	24.9%	38.9%	599	→
2010 Department of Transportation	9,164	37.6%	22.5%	40.0%	426	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,664	73.3%	13.8%	12.9%	1,739	
<b>2016 Department of Transportation</b>	<b>14,750</b>	<b>78.2%</b>	<b>11.6%</b>	<b>10.2%</b>	<b>44</b>	<b>→</b>
2015 Department of Transportation	15,486	77.9%	11.8%	10.3%	50	↗
2014 Department of Transportation	11,571	76.3%	12.8%	11.0%	46	→
2013 Department of Transportation	23,024	76.9%	13.2%	9.8%	93	→
2012 Department of Transportation	25,686	76.8%	13.1%	10.0%	105	→
2011 Department of Transportation	10,116	76.8%	14.1%	9.2%	50	→
2010 Department of Transportation	9,531	75.7%	13.8%	10.5%	58	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,303	54.2%	28.2%	17.6%	16,713	
<b>2016 Department of Transportation</b>	<b>14,258</b>	<b>55.8%</b>	<b>26.8%</b>	<b>17.4%</b>	<b>553</b>	<b>↗</b>
2015 Department of Transportation	14,950	52.9%	29.4%	17.8%	585	↗
2014 Department of Transportation	11,198	49.9%	30.0%	20.0%	430	→
2013 Department of Transportation	22,335	51.0%	28.5%	20.5%	792	↗
2012 Department of Transportation	25,032	49.5%	29.1%	21.4%	758	→
2011 Department of Transportation	9,786	48.9%	28.5%	22.6%	348	→
2010 Department of Transportation	9,230	47.5%	27.0%	25.5%	324	

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
<b>2016 Department of Transportation</b>	<b>14,815</b>	<b>84.2%</b>	<b>12.8%</b>	<b>3.0%</b>	<b>→</b>
2015 Department of Transportation	15,537	84.1%	13.1%	2.7%	↗
2014 Department of Transportation	11,623	82.2%	14.6%	3.2%	→
2013 Department of Transportation	23,101	81.8%	14.6%	3.7%	→
2012 Department of Transportation	25,769	83.0%	14.0%	3.0%	↗
2011 Department of Transportation	10,141	78.1%	17.9%	4.0%	→
2010 Department of Transportation	9,587	80.1%	16.5%	3.4%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,750	69.4%	17.3%	13.3%	6,753	
<b>2016 Department of Transportation</b>	<b>14,454</b>	<b>72.1%</b>	<b>15.9%</b>	<b>12.0%</b>	<b>223</b>	<b>→</b>
2015 Department of Transportation	15,127	72.3%	16.0%	11.7%	262	↗
2014 Department of Transportation	11,322	70.6%	16.8%	12.6%	186	↘
2013 Department of Transportation	22,523	71.6%	17.1%	11.3%	314	→
2012 Department of Transportation	25,187	72.8%	16.6%	10.6%	321	→
2011 Department of Transportation	9,921	70.8%	16.5%	12.7%	135	→
2010 Department of Transportation	9,356	69.3%	16.9%	13.9%	159	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,805	44.8%	24.6%	30.6%	9,449	
<b>2016 Department of Transportation</b>	<b>14,293</b>	<b>49.4%</b>	<b>25.3%</b>	<b>25.3%</b>	<b>354</b>	<b>→</b>
2015 Department of Transportation	15,029	47.8%	25.4%	26.9%	348	↗
2014 Department of Transportation	11,219	44.8%	26.4%	28.8%	274	→
2013 Department of Transportation	22,353	45.4%	27.1%	27.4%	477	→
2012 Department of Transportation	24,961	46.0%	26.5%	27.4%	524	↗
2011 Department of Transportation	9,856	41.5%	27.6%	30.9%	217	→
2010 Department of Transportation	9,326	41.6%	25.4%	32.9%	193	

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
<b>2016 Department of Transportation</b>	<b>14,326</b>	<b>48.6%</b>	<b>22.7%</b>	<b>28.8%</b>	<b>315</b>	<b>↗</b>
2015 Department of Transportation	14,999	46.9%	24.1%	29.0%	328	↗
2014 Department of Transportation	11,225	42.9%	24.5%	32.6%	236	→
2013 Department of Transportation	22,349	44.0%	25.3%	30.7%	420	→
2012 Department of Transportation	25,062	43.5%	24.6%	32.0%	417	↗
2011 Department of Transportation	9,903	41.1%	26.2%	32.6%	174	→
2010 Department of Transportation	9,363	43.7%	22.5%	33.9%	149	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	385,387	38.4%	28.3%	33.3%	13,365	
<b>2016 Department of Transportation</b>	<b>14,116</b>	<b>37.7%</b>	<b>29.3%</b>	<b>33.0%</b>	<b>490</b>	<b>↗</b>
2015 Department of Transportation	14,763	35.8%	29.4%	34.9%	551	↗
2014 Department of Transportation	11,080	33.9%	28.8%	37.3%	383	↗
2013 Department of Transportation	22,038	31.9%	31.7%	36.4%	694	↘
2012 Department of Transportation	24,760	33.4%	29.9%	36.7%	666	→
2011 Department of Transportation	9,755	31.5%	30.2%	38.3%	294	→
2010 Department of Transportation	9,273	31.7%	27.1%	41.1%	235	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,966	22.3%	26.9%	50.7%	29,028	
<b>2016 Department of Transportation</b>	<b>13,581</b>	<b>19.4%</b>	<b>24.4%</b>	<b>56.3%</b>	<b>998</b>	<b>↗</b>
2015 Department of Transportation	14,134	18.1%	24.0%	57.8%	1,116	↗
2014 Department of Transportation	10,653	16.8%	23.6%	59.6%	756	↗
2013 Department of Transportation	21,270	15.1%	22.9%	62.1%	1,421	↘
2012 Department of Transportation	23,965	17.4%	24.0%	58.6%	1,450	→
2011 Department of Transportation	9,448	16.8%	22.6%	60.6%	623	↘
2010 Department of Transportation	8,977	20.2%	22.9%	57.0%	526	

## Department of Transportation Trend Report

### 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
<b>2016 Department of Transportation</b>	<b>13,435</b>	<b>57.6%</b>	<b>29.1%</b>	<b>13.4%</b>	<b>1,194</b>	<b>→</b>
2015 Department of Transportation	14,060	56.2%	29.2%	14.5%	1,285	→
2014 Department of Transportation	10,479	56.1%	29.2%	14.7%	998	↗
2013 Department of Transportation	20,907	53.6%	30.9%	15.5%	1,878	→
2012 Department of Transportation	23,513	52.9%	31.5%	15.6%	1,929	↘
2011 Department of Transportation	9,386	55.5%	31.2%	13.4%	673	↗
2010 Department of Transportation	8,864	52.6%	30.2%	17.2%	650	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,340	76.0%	13.3%	10.7%	6,278	
<b>2016 Department of Transportation</b>	<b>14,414</b>	<b>83.0%</b>	<b>10.7%</b>	<b>6.3%</b>	<b>222</b>	<b>→</b>
2015 Department of Transportation	15,095	81.8%	11.3%	6.8%	228	→
2014 Department of Transportation	11,269	82.0%	10.7%	7.3%	196	↗
2013 Department of Transportation	22,505	78.5%	13.6%	7.9%	253	↗
2012 Department of Transportation	25,188	76.1%	14.0%	9.9%	284	↗
2011 Department of Transportation	9,941	73.7%	14.7%	11.7%	124	→
2010 Department of Transportation	9,373	71.8%	14.0%	14.2%	136	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,948	77.2%	13.3%	9.5%	4,677	
<b>2016 Department of Transportation</b>	<b>14,449</b>	<b>79.3%</b>	<b>12.7%</b>	<b>8.0%</b>	<b>148</b>	<b>↗</b>
2015 Department of Transportation	15,124	76.0%	14.8%	9.2%	189	→
2014 Department of Transportation	11,296	76.1%	15.2%	8.7%	165	↗
2013 Department of Transportation	22,465	74.0%	17.1%	8.9%	283	↘
2012 Department of Transportation	25,155	75.8%	15.7%	8.5%	278	→
2011 Department of Transportation	9,915	74.6%	16.0%	9.4%	119	↗
2010 Department of Transportation	9,339	70.1%	17.6%	12.3%	155	

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
<b>2016 Department of Transportation</b>	<b>13,745</b>	<b>58.8%</b>	<b>20.6%</b>	<b>20.6%</b>	<b>851</b>	<b>↗</b>
2015 Department of Transportation	14,329	55.8%	21.7%	22.6%	979	→
2014 Department of Transportation	10,782	54.8%	22.3%	22.8%	672	↗
2013 Department of Transportation	21,592	52.6%	23.3%	24.1%	1,179	→
2012 Department of Transportation	24,115	52.5%	23.7%	23.8%	1,293	→
2011 Department of Transportation	9,506	51.3%	22.7%	25.9%	537	→
2010 Department of Transportation	8,929	50.3%	23.6%	26.1%	567	

### 38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	361,746	66.7%	18.9%	14.4%	35,073	
<b>2016 Department of Transportation</b>	<b>13,266</b>	<b>71.9%</b>	<b>16.5%</b>	<b>11.6%</b>	<b>1,255</b>	<b>→</b>
2015 Department of Transportation	13,872	70.8%	17.0%	12.2%	1,413	→
2014 Department of Transportation	10,392	70.4%	17.6%	12.1%	1,015	→
2013 Department of Transportation	20,824	69.4%	18.7%	11.9%	1,862	→
2012 Department of Transportation	23,315	68.7%	19.3%	11.9%	2,065	→
2011 Department of Transportation	9,244	68.4%	19.6%	12.1%	786	→
2010 Department of Transportation	8,724	66.7%	19.7%	13.6%	764	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,488	74.0%	17.2%	8.8%	7,188	
<b>2016 Department of Transportation</b>	<b>14,430</b>	<b>80.3%</b>	<b>13.7%</b>	<b>6.0%</b>	<b>222</b>	<b>↗</b>
2015 Department of Transportation	15,085	78.3%	15.5%	6.3%	241	→
2014 Department of Transportation	11,264	77.7%	15.9%	6.4%	201	→
2013 Department of Transportation	22,440	76.8%	16.9%	6.3%	321	→
2012 Department of Transportation	25,043	77.5%	16.3%	6.2%	353	↗
2011 Department of Transportation	9,899	74.5%	15.7%	9.9%	126	↗
2010 Department of Transportation	9,271	71.5%	18.2%	10.3%	146	

# Department of Transportation

## Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
<b>2016 Department of Transportation</b>	<b>14,655</b>	<b>68.7%</b>	<b>17.9%</b>	<b>13.4%</b>	<b>→</b>
2015 Department of Transportation	15,354	68.2%	18.3%	13.5%	→
2014 Department of Transportation	11,482	66.4%	19.2%	14.4%	→
2013 Department of Transportation	22,793	66.5%	19.3%	14.2%	↘
2012 Department of Transportation	25,422	68.3%	18.8%	12.9%	↗
2011 Department of Transportation	10,031	62.2%	21.3%	16.5%	→
2010 Department of Transportation	9,492	62.7%	18.8%	18.4%	

### 41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,195	40.9%	26.8%	32.3%	30,395	
<b>2016 Department of Transportation</b>	<b>13,572</b>	<b>42.4%</b>	<b>27.1%</b>	<b>30.4%</b>	<b>1,098</b>	<b>↗</b>
2015 Department of Transportation	14,202	40.2%	26.8%	33.0%	1,167	→
2014 Department of Transportation	10,612	40.0%	27.7%	32.3%	881	→
2013 Department of Transportation	21,230	39.0%	28.3%	32.7%	1,578	↘
2012 Department of Transportation	23,560	40.9%	28.1%	31.0%	1,870	→
2011 Department of Transportation	9,378	39.4%	27.3%	33.3%	688	→
2010 Department of Transportation	8,832	37.0%	27.3%	35.8%	685	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	397,533	78.3%	10.8%	10.9%	2,147	
<b>2016 Department of Transportation</b>	<b>14,581</b>	<b>83.9%</b>	<b>8.0%</b>	<b>8.1%</b>	<b>74</b>	<b>↗</b>
2015 Department of Transportation	15,243	82.2%	9.3%	8.4%	93	→
2014 Department of Transportation	11,403	81.8%	9.8%	8.4%	65	→
2013 Department of Transportation	22,598	81.5%	9.9%	8.6%	138	↗
2012 Department of Transportation	25,213	78.4%	11.1%	10.5%	156	↗
2011 Department of Transportation	9,989	75.2%	13.1%	11.7%	56	→
2010 Department of Transportation	9,442	74.2%	12.4%	13.4%	55	



## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
<b>2016 Department of Transportation</b>	<b>14,548</b>	<b>68.7%</b>	<b>16.1%</b>	<b>15.2%</b>	<b>76</b>	<b>→</b>
2015 Department of Transportation	15,234	68.0%	16.2%	15.9%	80	→
2014 Department of Transportation	11,395	66.6%	17.6%	15.7%	53	→
2013 Department of Transportation	22,580	67.1%	17.7%	15.3%	121	↗
2012 Department of Transportation	25,231	63.6%	20.0%	16.4%	110	→
2011 Department of Transportation	9,988	62.8%	20.1%	17.1%	43	↗
2010 Department of Transportation	9,456	59.4%	21.2%	19.4%	43	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	391,835	63.4%	18.2%	18.4%	4,496	
<b>2016 Department of Transportation</b>	<b>14,343</b>	<b>65.3%</b>	<b>17.0%</b>	<b>17.7%</b>	<b>198</b>	<b>→</b>
2015 Department of Transportation	15,052	64.7%	17.4%	17.9%	163	↗
2014 Department of Transportation	11,257	63.0%	18.6%	18.3%	104	↘
2013 Department of Transportation	22,367	64.4%	17.7%	17.8%	236	↗
2012 Department of Transportation	25,074	62.4%	19.2%	18.5%	211	→
2011 Department of Transportation	9,922	60.3%	20.0%	19.8%	106	→
2010 Department of Transportation	9,392	58.3%	18.2%	23.5%	98	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	365,376	67.8%	21.7%	10.5%	32,531	
<b>2016 Department of Transportation</b>	<b>13,247</b>	<b>71.6%</b>	<b>20.0%</b>	<b>8.3%</b>	<b>1,349</b>	<b>↗</b>
2015 Department of Transportation	13,784	70.1%	21.0%	9.0%	1,493	→
2014 Department of Transportation	10,325	69.5%	21.5%	9.0%	1,114	↗
2013 Department of Transportation	20,690	67.1%	23.5%	9.4%	1,967	↗
2012 Department of Transportation	23,065	65.1%	24.9%	9.9%	2,217	→
2011 Department of Transportation	9,199	64.3%	26.0%	9.7%	798	→
2010 Department of Transportation	8,700	62.0%	25.7%	12.3%	784	

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
<b>2016 Department of Transportation</b>	<b>14,509</b>	<b>65.5%</b>	<b>18.0%</b>	<b>16.5%</b>	<b>82</b>	<b>↗</b>
2015 Department of Transportation	15,176	63.7%	19.6%	16.6%	101	→
2014 Department of Transportation	11,360	63.2%	19.6%	17.2%	66	→
2013 Department of Transportation	22,526	63.5%	20.0%	16.6%	125	↗
2012 Department of Transportation	25,175	61.0%	21.4%	17.6%	131	→
2011 Department of Transportation	9,968	61.2%	20.2%	18.6%	55	→
2010 Department of Transportation	9,428	58.2%	20.7%	21.1%	52	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,465	65.6%	17.8%	16.6%	6,120	
<b>2016 Department of Transportation</b>	<b>14,388</b>	<b>68.5%</b>	<b>16.3%</b>	<b>15.1%</b>	<b>233</b>	<b>→</b>
2015 Department of Transportation	15,021	67.3%	17.0%	15.6%	278	→
2014 Department of Transportation	11,197	65.9%	18.2%	15.9%	223	↘
2013 Department of Transportation	22,380	67.5%	17.2%	15.3%	285	↗
2012 Department of Transportation	25,048	65.7%	18.7%	15.5%	245	→
2011 Department of Transportation	9,872	64.1%	18.5%	17.4%	125	→
2010 Department of Transportation	9,378	62.5%	18.1%	19.4%	106	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,731	76.1%	12.1%	11.8%	
<b>2016 Department of Transportation</b>	<b>14,621</b>	<b>79.8%</b>	<b>10.8%</b>	<b>9.5%</b>	<b>→</b>
2015 Department of Transportation	15,295	79.2%	10.6%	10.2%	→
2014 Department of Transportation	11,436	79.0%	10.7%	10.2%	→
2013 Department of Transportation	22,675	79.1%	10.8%	10.1%	↗
2012 Department of Transportation	25,284	76.4%	12.5%	11.1%	↗
2011 Department of Transportation	10,011	74.6%	13.5%	11.8%	→
2010 Department of Transportation	9,505	73.4%	12.5%	14.1%	

## Department of Transportation *Trend Report*

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
<b>2016 Department of Transportation</b>	<b>14,573</b>	<b>84.7%</b>	<b>8.4%</b>	<b>6.9%</b>	<b>→</b>
2015 Department of Transportation	15,270	84.3%	8.1%	7.6%	→
2014 Department of Transportation	11,406	83.8%	8.4%	7.8%	→
2013 Department of Transportation	22,633	84.1%	8.7%	7.2%	↗
2012 Department of Transportation	25,249	82.8%	9.5%	7.7%	↗
2011 Department of Transportation	10,016	81.5%	10.3%	8.1%	→
2010 Department of Transportation	9,497	79.4%	10.2%	10.5%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,581	77.6%	10.0%	12.4%	
<b>2016 Department of Transportation</b>	<b>14,599</b>	<b>83.5%</b>	<b>7.7%</b>	<b>8.8%</b>	<b>→</b>
2015 Department of Transportation	15,268	84.3%	7.8%	7.9%	→
2014 Department of Transportation	11,424	84.9%	7.4%	7.8%	→
2013 Department of Transportation	22,650	84.9%	7.3%	7.8%	→
2012 Department of Transportation	25,249	83.8%	8.2%	8.0%	→
2011 Department of Transportation	10,022	83.1%	6.7%	10.3%	→
2010 Department of Transportation	9,492	80.8%	8.8%	10.4%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,003	67.4%	16.0%	16.6%	
<b>2016 Department of Transportation</b>	<b>14,582</b>	<b>70.3%</b>	<b>14.9%</b>	<b>14.9%</b>	<b>→</b>
2015 Department of Transportation	15,277	69.4%	15.5%	15.0%	→
2014 Department of Transportation	11,426	68.9%	15.6%	15.6%	↘
2013 Department of Transportation	22,623	70.0%	15.5%	14.6%	↗
2012 Department of Transportation	25,231	67.1%	16.7%	16.2%	→
2011 Department of Transportation	9,992	65.3%	16.3%	18.5%	→
2010 Department of Transportation	9,466	63.7%	16.4%	19.8%	

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
<b>2016 Department of Transportation</b>	<b>14,615</b>	<b>72.8%</b>	<b>16.4%</b>	<b>10.8%</b>	<b>→</b>
2015 Department of Transportation	15,280	72.3%	17.0%	10.7%	↗
2014 Department of Transportation	11,420	70.8%	17.7%	11.5%	→
2013 Department of Transportation	22,606	71.5%	17.6%	10.9%	↗
2012 Department of Transportation	25,222	69.6%	19.1%	11.3%	→
2011 Department of Transportation	10,005	66.7%	19.3%	14.0%	→
2010 Department of Transportation	9,488	65.2%	18.7%	16.1%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	388,819	40.9%	24.1%	35.0%	7,594	
<b>2016 Department of Transportation</b>	<b>14,292</b>	<b>40.2%</b>	<b>23.9%</b>	<b>35.9%</b>	<b>259</b>	<b>↗</b>
2015 Department of Transportation	14,910	38.3%	25.4%	36.3%	322	↗
2014 Department of Transportation	11,163	35.5%	26.0%	38.5%	208	↘
2013 Department of Transportation	22,263	39.4%	26.8%	33.9%	200	↗
2012 Department of Transportation	24,856	38.2%	27.2%	34.6%	220	↗
2011 Department of Transportation	9,872	35.8%	26.2%	38.1%	104	↗
2010 Department of Transportation	9,348	33.7%	25.2%	41.1%	96	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	372,029	51.8%	24.0%	24.3%	23,730	
<b>2016 Department of Transportation</b>	<b>13,665</b>	<b>51.7%</b>	<b>24.8%</b>	<b>23.5%</b>	<b>876</b>	<b>→</b>
2015 Department of Transportation	14,202	50.0%	25.2%	24.8%	1,014	↗
2014 Department of Transportation	10,664	46.8%	27.7%	25.6%	696	↘
2013 Department of Transportation	21,799	50.5%	25.5%	24.0%	656	↗
2012 Department of Transportation	24,435	48.0%	24.4%	27.6%	621	→
2011 Department of Transportation	9,652	47.1%	24.7%	28.1%	320	↗
2010 Department of Transportation	9,137	44.6%	23.7%	31.7%	309	

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
<b>2016 Department of Transportation</b>	<b>13,595</b>	<b>68.0%</b>	<b>20.3%</b>	<b>11.8%</b>	<b>845</b>	<b>→</b>
2015 Department of Transportation	14,151	66.4%	21.3%	12.4%	937	→
2014 Department of Transportation	10,647	66.0%	22.0%	12.0%	609	→
2013 Department of Transportation	21,479	65.2%	21.9%	12.9%	893	↗
2012 Department of Transportation	24,050	61.9%	23.7%	14.5%	970	→
2011 Department of Transportation	9,606	61.1%	23.8%	15.0%	363	↗
2010 Department of Transportation	9,082	56.5%	23.2%	20.2%	348	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,027	60.3%	20.1%	19.6%	5,145	
<b>2016 Department of Transportation</b>	<b>14,332</b>	<b>63.3%</b>	<b>19.2%</b>	<b>17.5%</b>	<b>145</b>	<b>→</b>
2015 Department of Transportation	14,985	61.7%	19.3%	18.9%	184	↗
2014 Department of Transportation	11,219	60.0%	20.2%	19.8%	119	→
2013 Department of Transportation	22,260	60.6%	20.3%	19.1%	146	→
2012 Department of Transportation	24,859	60.4%	20.6%	19.0%	157	→
2011 Department of Transportation	9,866	60.2%	20.3%	19.5%	92	↗
2010 Department of Transportation	9,370	56.5%	21.4%	22.1%	73	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	367,493	60.1%	23.5%	16.4%	26,319	
<b>2016 Department of Transportation</b>	<b>13,551</b>	<b>63.5%</b>	<b>21.8%</b>	<b>14.6%</b>	<b>906</b>	<b>→</b>
2015 Department of Transportation	14,190	62.5%	23.0%	14.5%	970	↗
2014 Department of Transportation	10,615	60.2%	23.8%	16.0%	701	↘
2013 Department of Transportation	21,286	61.3%	22.5%	16.2%	1,084	↗
2012 Department of Transportation	23,803	59.3%	25.3%	15.3%	1,175	→
2011 Department of Transportation	9,466	58.2%	25.1%	16.7%	486	↗
2010 Department of Transportation	8,940	53.3%	27.2%	19.4%	474	

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
<b>2016 Department of Transportation</b>	<b>14,102</b>	<b>56.6%</b>	<b>21.0%</b>	<b>22.4%</b>	<b>398</b>	<b>→</b>
2015 Department of Transportation	14,752	54.8%	21.4%	23.8%	451	→
2014 Department of Transportation	11,004	54.0%	21.5%	24.5%	325	→
2013 Department of Transportation	21,891	54.0%	22.5%	23.4%	511	↗
2012 Department of Transportation	24,414	51.4%	23.5%	25.1%	582	→
2011 Department of Transportation	9,713	50.3%	24.1%	25.6%	220	↗
2010 Department of Transportation	9,225	45.9%	23.5%	30.6%	208	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,902	55.7%	22.4%	21.8%	14,062	
<b>2016 Department of Transportation</b>	<b>14,116</b>	<b>62.4%</b>	<b>19.2%</b>	<b>18.4%</b>	<b>382</b>	<b>↗</b>
2015 Department of Transportation	14,727	60.5%	20.4%	19.1%	448	→
2014 Department of Transportation	11,051	59.6%	20.5%	19.9%	300	↘
2013 Department of Transportation	21,870	60.8%	20.8%	18.4%	508	↗
2012 Department of Transportation	24,418	57.0%	22.7%	20.3%	577	↗
2011 Department of Transportation	9,669	54.0%	23.5%	22.5%	231	↗
2010 Department of Transportation	9,122	50.3%	23.6%	26.1%	257	

### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	373,425	57.9%	23.3%	18.9%	21,965	
<b>2016 Department of Transportation</b>	<b>13,816</b>	<b>60.4%</b>	<b>21.8%</b>	<b>17.7%</b>	<b>708</b>	<b>↗</b>
2015 Department of Transportation	14,422	58.2%	22.7%	19.1%	782	↗
2014 Department of Transportation	10,757	55.9%	24.7%	19.4%	599	↘
2013 Department of Transportation	21,099	58.5%	23.3%	18.2%	1,290	↗
2012 Department of Transportation	23,830	55.0%	25.3%	19.7%	1,174	↗
2011 Department of Transportation	9,602	52.4%	25.8%	21.8%	324	↗
2010 Department of Transportation	9,106	48.7%	25.8%	25.5%	329	

# Department of Transportation

## Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
<b>2016 Department of Transportation</b>	<b>14,346</b>	<b>52.9%</b>	<b>23.7%</b>	<b>23.4%</b>	<b>175</b>	<b>↗</b>
2015 Department of Transportation	15,004	50.4%	25.4%	24.2%	189	↗
2014 Department of Transportation	11,214	47.0%	27.0%	26.0%	138	↘
2013 Department of Transportation	22,105	48.7%	24.1%	27.3%	287	↗
2012 Department of Transportation	24,731	47.5%	24.4%	28.1%	284	↗
2011 Department of Transportation	9,850	45.0%	23.3%	31.6%	90	→
2010 Department of Transportation	9,250	42.6%	22.9%	34.5%	98	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,124	55.1%	25.8%	19.1%	32,433	
<b>2016 Department of Transportation</b>	<b>13,215</b>	<b>58.0%</b>	<b>25.9%</b>	<b>16.1%</b>	<b>1,313</b>	<b>→</b>
2015 Department of Transportation	13,677	56.7%	26.3%	17.0%	1,524	↗
2014 Department of Transportation	10,180	54.1%	28.1%	17.7%	1,161	↗
2013 Department of Transportation	20,049	52.0%	29.2%	18.8%	2,318	↗
2012 Department of Transportation	22,407	47.9%	30.5%	21.6%	2,581	↗
2011 Department of Transportation	9,143	45.3%	28.0%	26.8%	790	→
2010 Department of Transportation	8,508	43.5%	30.4%	26.1%	906	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	394,068	50.7%	22.7%	26.6%	
<b>2016 Department of Transportation</b>	<b>14,498</b>	<b>55.2%</b>	<b>21.4%</b>	<b>23.4%</b>	<b>↗</b>
2015 Department of Transportation	15,146	53.5%	22.7%	23.8%	↗
2014 Department of Transportation	11,309	51.5%	22.9%	25.6%	→
2013 Department of Transportation	22,265	52.9%	23.8%	23.2%	↗
2012 Department of Transportation	24,898	50.7%	24.3%	25.0%	↗
2011 Department of Transportation	9,938	47.2%	25.0%	27.8%	→
2010 Department of Transportation	9,428	49.1%	21.9%	29.0%	

# Department of Transportation

## Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
<b>2016 Department of Transportation</b>	<b>14,446</b>	<b>50.7%</b>	<b>23.6%</b>	<b>25.8%</b>	<b>→</b>
2015 Department of Transportation	15,126	50.6%	23.4%	26.0%	↗
2014 Department of Transportation	11,279	48.3%	24.8%	26.9%	→
2013 Department of Transportation	22,237	49.2%	24.1%	26.7%	↗
2012 Department of Transportation	24,863	47.5%	25.5%	27.0%	↗
2011 Department of Transportation	9,932	44.8%	26.2%	29.0%	→
2010 Department of Transportation	9,430	44.2%	25.0%	30.8%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,389	47.5%	23.8%	28.7%	
<b>2016 Department of Transportation</b>	<b>14,420</b>	<b>48.3%</b>	<b>24.1%</b>	<b>27.6%</b>	<b>→</b>
2015 Department of Transportation	15,080	47.6%	24.2%	28.2%	↗
2014 Department of Transportation	11,245	43.5%	25.2%	31.4%	↘
2013 Department of Transportation	22,151	47.8%	23.5%	28.7%	↗
2012 Department of Transportation	24,838	45.8%	25.1%	29.1%	→
2011 Department of Transportation	9,936	43.3%	25.7%	30.9%	↘
2010 Department of Transportation	9,425	46.3%	23.0%	30.7%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,440	42.5%	29.3%	28.3%	
<b>2016 Department of Transportation</b>	<b>14,455</b>	<b>41.5%</b>	<b>30.4%</b>	<b>28.1%</b>	<b>→</b>
2015 Department of Transportation	15,109	40.2%	31.5%	28.3%	↗
2014 Department of Transportation	11,268	36.9%	32.5%	30.6%	↘
2013 Department of Transportation	22,188	38.7%	30.0%	31.3%	→
2012 Department of Transportation	24,796	39.0%	30.1%	30.9%	↗
2011 Department of Transportation	9,924	34.6%	29.1%	36.2%	→
2010 Department of Transportation	9,418	34.3%	29.4%	36.3%	



## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
<b>2016 Department of Transportation</b>	<b>14,443</b>	<b>38.6%</b>	<b>26.8%</b>	<b>34.6%</b>	<b>→</b>
2015 Department of Transportation	15,105	37.7%	28.1%	34.2%	↗
2014 Department of Transportation	11,249	35.0%	27.8%	37.2%	↘
2013 Department of Transportation	22,199	36.6%	27.5%	35.9%	→
2012 Department of Transportation	24,809	36.4%	30.6%	33.0%	→
2011 Department of Transportation	9,933	34.8%	29.1%	36.0%	→
2010 Department of Transportation	9,422	37.9%	28.9%	33.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,659	52.5%	23.5%	23.9%	
<b>2016 Department of Transportation</b>	<b>14,437</b>	<b>54.0%</b>	<b>22.4%</b>	<b>23.6%</b>	<b>→</b>
2015 Department of Transportation	15,102	54.0%	21.6%	24.4%	↗
2014 Department of Transportation	11,277	50.4%	24.2%	25.4%	↘
2013 Department of Transportation	22,240	51.6%	23.6%	24.8%	↘
2012 Department of Transportation	24,807	56.2%	23.4%	20.4%	→
2011 Department of Transportation	9,928	53.5%	23.2%	23.3%	→
2010 Department of Transportation	9,425	54.7%	21.5%	23.8%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,826	66.2%	17.4%	16.4%	
<b>2016 Department of Transportation</b>	<b>14,450</b>	<b>69.1%</b>	<b>17.0%</b>	<b>13.9%</b>	<b>→</b>
2015 Department of Transportation	15,063	69.6%	17.1%	13.3%	↗
2014 Department of Transportation	11,265	67.2%	17.9%	14.9%	↘
2013 Department of Transportation	22,167	69.2%	17.3%	13.5%	↘
2012 Department of Transportation	24,818	73.3%	15.3%	11.4%	↗
2011 Department of Transportation	9,917	70.8%	14.5%	14.7%	→
2010 Department of Transportation	9,408	71.2%	15.1%	13.7%	

## Department of Transportation *Trend Report*

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
<b>2016 Department of Transportation</b>	<b>14,461</b>	<b>58.0%</b>	<b>15.7%</b>	<b>26.2%</b>	<b>→</b>
2015 Department of Transportation	15,131	59.4%	16.8%	23.8%	→
2014 Department of Transportation	11,276	59.1%	16.2%	24.7%	→
2013 Department of Transportation	22,210	60.1%	16.2%	23.7%	↘
2012 Department of Transportation	24,846	65.7%	14.9%	19.3%	→
2011 Department of Transportation	9,935	66.1%	15.0%	18.9%	→
2010 Department of Transportation	9,427	67.0%	13.0%	20.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,451	56.9%	21.4%	21.7%	
<b>2016 Department of Transportation</b>	<b>14,461</b>	<b>58.9%</b>	<b>20.8%</b>	<b>20.4%</b>	<b>→</b>
2015 Department of Transportation	15,129	58.4%	22.0%	19.6%	↗
2014 Department of Transportation	11,275	55.2%	23.2%	21.5%	→
2013 Department of Transportation	22,224	55.9%	22.6%	21.5%	→
2012 Department of Transportation	24,815	57.4%	22.5%	20.1%	↗
2011 Department of Transportation	9,923	52.6%	22.7%	24.6%	→
2010 Department of Transportation	9,412	53.0%	22.2%	24.8%	

## Department of Transportation Trend Report

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2016 Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
<b>2016 Department of Transportation</b>	<b>14,436</b>	<b>63.3%</b>	<b>18.7%</b>	<b>13.2%</b>	<b>4.8%</b>
2015 Department of Transportation	15,103	61.0%	18.4%	14.4%	6.2%
2014 Department of Transportation	11,269	60.2%	20.5%	13.8%	5.4%
2013 Department of Transportation	--	--	--	--	--
2012 Department of Transportation	--	--	--	--	--
2011 Department of Transportation	--	--	--	--	--
2010 Department of Transportation	--	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
<b>2016 Department of Transportation</b>	<b>14,443</b>	<b>5.9%</b>	<b>20.6%</b>	<b>11.0%</b>	<b>16.4%</b>
2015 Department of Transportation	15,092	4.3%	18.0%	10.7%	17.1%
2014 Department of Transportation	11,269	3.5%	15.2%	10.8%	18.4%
2013 Department of Transportation	22,079	2.6%	11.0%	8.5%	14.7%
2012 Department of Transportation	24,630	2.1%	8.7%	7.7%	13.7%
2011 Department of Transportation	9,836	1.6%	6.6%	6.5%	12.5%
2010 Department of Transportation	--	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

(continued)

# Department of Transportation

## Trend Report

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2016 Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
<b>2016 Department of Transportation</b>	<b>14,443</b>	<b>25.0%</b>	<b>2.6%</b>	<b>8.3%</b>	<b>10.2%</b>
2015 Department of Transportation	15,092	25.6%	3.8%	9.2%	11.2%
2014 Department of Transportation	11,269	24.7%	3.7%	10.9%	12.7%
2013 Department of Transportation	22,079	35.1%	4.8%	11.7%	11.6%
2012 Department of Transportation	24,630	38.9%	5.1%	11.8%	12.0%
2011 Department of Transportation	9,836	40.7%	5.4%	16.8%	10.0%
2010 Department of Transportation	--	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

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

	N	Alternative Work Schedules (AWS)		
		Yes	No	Not Available To Me
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
<b>2016 Department of Transportation</b>	<b>14,400</b>	<b>59.5%</b>	<b>30.4%</b>	<b>10.0%</b>
2015 Department of Transportation	15,055	58.7%	30.7%	10.6%
2014 Department of Transportation	11,219	59.3%	30.1%	10.6%
2013 Department of Transportation	22,100	52.5%	33.4%	14.0%
2012 Department of Transportation	24,730	51.5%	34.8%	13.7%
2011 Department of Transportation	9,926	50.2%	36.2%	13.6%
2010 Department of Transportation	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

## Department of Transportation Trend Report

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,233	26.8%	61.0%	12.1%
<b>2016 Department of Transportation</b>	<b>14,370</b>	<b>17.5%</b>	<b>64.8%</b>	<b>17.7%</b>
2015 Department of Transportation	15,017	17.9%	63.4%	18.7%
2014 Department of Transportation	11,208	18.6%	62.3%	19.1%
2013 Department of Transportation	22,009	18.3%	63.7%	18.0%
2012 Department of Transportation	24,705	18.7%	62.3%	18.9%
2011 Department of Transportation	9,890	16.5%	64.7%	18.8%
2010 Department of Transportation	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	387,376	13.6%	81.0%	5.3%
<b>2016 Department of Transportation</b>	<b>14,263</b>	<b>13.6%</b>	<b>82.4%</b>	<b>4.1%</b>
2015 Department of Transportation	14,856	14.4%	81.7%	3.9%
2014 Department of Transportation	11,083	14.5%	81.8%	3.7%
2013 Department of Transportation	21,877	14.0%	82.6%	3.4%
2012 Department of Transportation	24,607	13.8%	82.8%	3.4%
2011 Department of Transportation	9,868	12.8%	83.4%	3.9%
2010 Department of Transportation	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

## Department of Transportation *Trend Report*

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
<b>2016 Department of Transportation</b>	<b>14,371</b>	<b>3.3%</b>	<b>78.7%</b>	<b>18.0%</b>
2015 Department of Transportation	15,047	3.1%	77.9%	19.0%
2014 Department of Transportation	11,248	3.6%	77.5%	18.8%
2013 Department of Transportation	22,100	2.8%	78.1%	19.1%
2012 Department of Transportation	24,711	3.0%	77.2%	19.8%
2011 Department of Transportation	9,854	2.6%	77.4%	20.0%
2010 Department of Transportation	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,248	2.3%	80.4%	17.2%
<b>2016 Department of Transportation</b>	<b>14,392</b>	<b>2.2%</b>	<b>80.7%</b>	<b>17.1%</b>
2015 Department of Transportation	15,088	1.7%	80.1%	18.2%
2014 Department of Transportation	11,251	2.1%	80.6%	17.3%
2013 Department of Transportation	22,125	2.1%	80.3%	17.6%
2012 Department of Transportation	24,685	2.0%	79.0%	19.0%
2011 Department of Transportation	9,840	1.2%	78.9%	19.9%
2010 Department of Transportation	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	204,775	78.9%	12.0%	9.1%	6,007	
<b>2016 Department of Transportation</b>	<b>10,307</b>	<b>81.6%</b>	<b>10.4%</b>	<b>8.0%</b>	<b>114</b>	<b>↗</b>
2015 Department of Transportation	10,110	78.6%	12.1%	9.3%	156	→
2014 Department of Transportation	7,427	77.5%	12.5%	10.0%	119	→
2013 Department of Transportation	11,453	76.3%	13.9%	9.8%	262	↗
2012 Department of Transportation	11,237	74.4%	14.4%	11.2%	371	↗
2011 Department of Transportation	5,152	71.1%	16.4%	12.6%	147	--
2010 Department of Transportation	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
<b>2016 Department of Transportation</b>	<b>9,083</b>	<b>91.1%</b>	<b>5.7%</b>	<b>3.2%</b>	<b>72</b>	<b>↗</b>
2015 Department of Transportation	9,532	89.4%	6.6%	4.0%	78	→
2014 Department of Transportation	6,988	90.4%	5.6%	3.9%	71	↗
2013 Department of Transportation	13,246	89.5%	6.0%	4.5%	135	→
2012 Department of Transportation	14,505	88.4%	7.4%	4.2%	159	↗
2011 Department of Transportation	5,581	86.2%	8.3%	5.5%	54	--
2010 Department of Transportation	--	--	--	--	--	

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

## Department of Transportation Trend Report

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	102,282	80.5%	15.7%	3.8%	7,335	
<b>2016 Department of Transportation</b>	<b>2,835</b>	<b>80.7%</b>	<b>15.6%</b>	<b>3.7%</b>	<b>233</b>	<b>→</b>
2015 Department of Transportation	3,014	80.3%	16.7%	3.0%	217	→
2014 Department of Transportation	2,407	80.8%	15.7%	3.4%	168	↗
2013 Department of Transportation	4,340	78.4%	16.8%	4.9%	420	↗
2012 Department of Transportation	4,883	74.4%	20.5%	5.2%	425	→
2011 Department of Transportation	2,182	73.3%	19.9%	6.8%	130	--
2010 Department of Transportation	--	--	--	--	--	

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

**82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)**

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	51,991	75.5%	20.1%	4.4%	8,067	
<b>2016 Department of Transportation</b>	<b>2,082</b>	<b>81.4%</b>	<b>15.7%</b>	<b>2.9%</b>	<b>286</b>	<b>→</b>
2015 Department of Transportation	2,133	80.0%	16.8%	3.1%	350	→
2014 Department of Transportation	1,636	80.7%	17.1%	2.3%	265	→
2013 Department of Transportation	3,124	79.0%	17.1%	3.8%	504	→
2012 Department of Transportation	3,435	78.3%	18.2%	3.5%	439	→
2011 Department of Transportation	1,219	78.1%	19.2%	2.7%	138	--
2010 Department of Transportation	--	--	--	--	--	

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



## Department of Transportation Trend Report

### 83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
<b>2016 Department of Transportation</b>	<b>387</b>	<b>74.6%</b>	<b>21.7%</b>	<b>3.7%</b>	<b>191</b>	<b>→</b>
2015 Department of Transportation	367	74.6%	22.1%	3.4%	170	→
2014 Department of Transportation	303	79.7%	14.0%	6.3%	117	↗
2013 Department of Transportation	598	70.0%	22.9%	7.1%	259	↘
2012 Department of Transportation	630	75.8%	21.3%	2.9%	265	→
2011 Department of Transportation	195	76.2%	19.4%	4.3%	109	--
2010 Department of Transportation	--	--	--	--	--	

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

### 84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	7,399	67.6%	30.2%	2.2%	3,730	
<b>2016 Department of Transportation</b>	<b>328</b>	<b>70.9%</b>	<b>26.7%</b>	<b>2.4%</b>	<b>158</b>	<b>→</b>
2015 Department of Transportation	272	73.3%	24.8%	2.0%	121	↗
2014 Department of Transportation	241	59.1%	36.7%	4.1%	100	→
2013 Department of Transportation	498	61.8%	36.5%	1.7%	225	→
2012 Department of Transportation	557	67.5%	31.1%	1.4%	247	→
2011 Department of Transportation	176	62.0%	35.8%	2.2%	100	--
2010 Department of Transportation	--	--	--	--	--	

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

# Department of Transportation

## *Trend Report*

### *Where do you work?*

	N	%
Headquarters	4,798	33.5%
Field	9,538	66.5%

### *What is your supervisory status?*

	N	%
Non-Supervisor	9,807	68.3%
Team Leader	1,676	11.7%
Supervisor	1,595	11.1%
Manager	945	6.6%
Senior Leader	332	2.3%

### *Are you:*

	N	%
Male	9,150	64.8%
Female	4,980	35.2%

### *Are you Hispanic or Latino?*

	N	%
Yes	1,034	7.4%
No	12,944	92.6%

### *Race*

	N	%
American Indian or Alaska Native	179	1.3%
Asian	590	4.4%
Black or African American	1,764	13.0%
Native Hawaiian or Other Pacific Islander	73	0.5%
White	10,387	76.7%
Two or more races	545	4.0%

# Department of Transportation

## *Trend Report*

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

	N	%
Less than High School	6	0.0%
High School Diploma/GED or equivalent	498	3.5%
Trade or Technical Certificate	449	3.2%
Some College (no degree)	2,346	16.5%
Associate's Degree (e.g., AA, AS)	1,403	9.9%
Bachelor's Degree (e.g., BA, BS)	5,419	38.0%
Master's Degree (e.g., MA, MS, MBA)	3,403	23.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	718	5.0%

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

	N	%
Federal Wage System	544	3.8%
GS 1-6	108	0.8%
GS 7-12	2,713	19.1%
GS 13-15	7,899	55.6%
Senior Executive Service	286	2.0%
Senior Level (SL) or Scientific or Professional (ST)	46	0.3%
Other	2,618	18.4%

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

	N	%
Less than 1 year	267	1.9%
1 to 3 years	1,104	7.7%
4 to 5 years	1,021	7.1%
6 to 10 years	3,335	23.4%
11 to 14 years	1,798	12.6%
15 to 20 years	2,085	14.6%
More than 20 years	4,671	32.7%

# Department of Transportation

## *Trend Report*

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

	N	%
Less than 1 year	470	3.3%
1 to 3 years	1,840	12.9%
4 to 5 years	1,252	8.8%
6 to 10 years	3,580	25.1%
11 to 20 years	3,801	26.7%
More than 20 years	3,311	23.2%

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

	N	%
No	9,897	69.5%
Yes, to retire	939	6.6%
Yes, to take another job within the Federal Government	2,385	16.8%
Yes, to take another job outside the Federal Government	502	3.5%
Yes, other	514	3.6%

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

	N	%
Within one year	551	3.9%
Between one and three years	1,578	11.1%
Between three and five years	1,796	12.7%
Five or more years	10,259	72.3%

# Department of Transportation

## *Trend Report*

### *Self-Identify as:*

	N	%
Heterosexual or Straight	11,310	83.8%
Gay, Lesbian, Bisexual, or Transgender	336	2.5%
I prefer not to say	1,858	13.8%

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

	N	%
No Prior Military Service	9,070	64.4%
Currently in National Guard or Reserves	203	1.4%
Retired	1,833	13.0%
Separated or Discharged	2,984	21.2%

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

	N	%
Yes	1,971	14.0%
No	12,133	86.0%

### *What is your age group?*

	N	%
25 and under	52	0.3%
26-29	316	2.1%
30-39	1,953	13.1%
40-49	3,511	23.6%
50-59	6,182	41.6%
60 or older	2,857	19.2%