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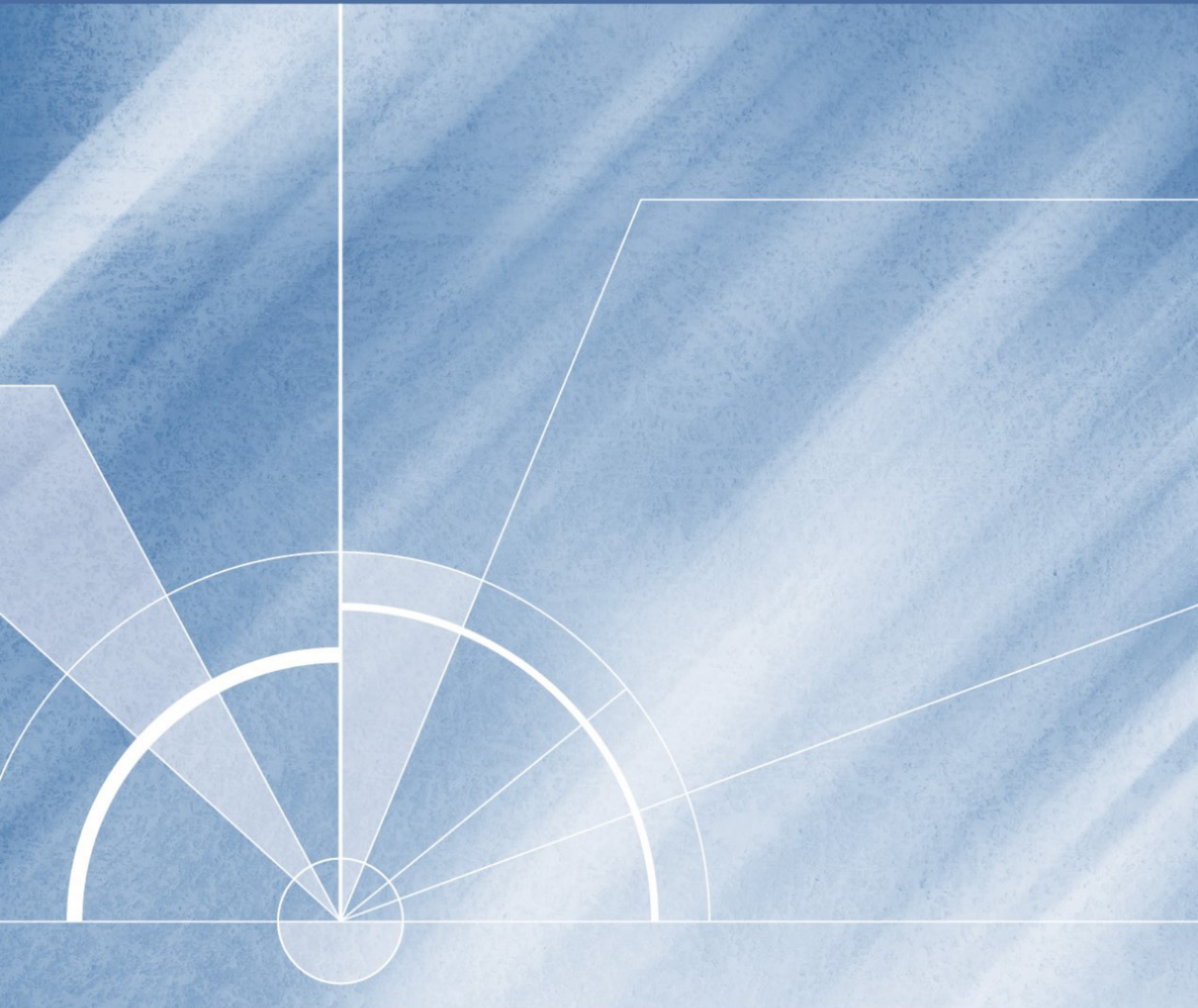
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2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

Agency
Trend
Report

Federal Trade Commission



Federal Trade Commission

Trend Report

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

Response Summary

	Surveys Completed
2016 Governmentwide	407,789
2016 Federal Trade Commission	641
2015 Federal Trade Commission	626
2014 Federal Trade Commission	518
2013 Federal Trade Commission	565
2012 Federal Trade Commission	541
2011 Federal Trade Commission	597
2010 Federal Trade Commission	478

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

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

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

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

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

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

Federal Trade Commission Trend Report

My Work Experience

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
2016 Federal Trade Commission	639	80.2%	11.5%	8.3%	→
2015 Federal Trade Commission	624	78.6%	8.8%	12.6%	→
2014 Federal Trade Commission	518	75.6%	10.0%	14.5%	→
2013 Federal Trade Commission	564	74.7%	11.9%	13.4%	↘
2012 Federal Trade Commission	540	78.6%	9.7%	11.7%	→
2011 Federal Trade Commission	597	77.2%	11.5%	11.3%	→
2010 Federal Trade Commission	477	78.4%	11.3%	10.3%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,152	70.2%	14.7%	15.1%	
2016 Federal Trade Commission	634	83.8%	8.7%	7.5%	→
2015 Federal Trade Commission	620	83.5%	8.1%	8.4%	→
2014 Federal Trade Commission	515	82.3%	7.9%	9.8%	→
2013 Federal Trade Commission	560	81.5%	9.7%	8.8%	→
2012 Federal Trade Commission	539	82.1%	9.6%	8.3%	→
2011 Federal Trade Commission	597	84.2%	8.0%	7.8%	→
2010 Federal Trade Commission	475	85.9%	7.0%	7.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,408	57.7%	18.0%	24.3%	
2016 Federal Trade Commission	637	75.0%	11.9%	13.1%	→
2015 Federal Trade Commission	618	73.8%	10.5%	15.7%	↗
2014 Federal Trade Commission	513	66.9%	12.4%	20.8%	→
2013 Federal Trade Commission	557	67.5%	13.0%	19.5%	→
2012 Federal Trade Commission	535	70.1%	12.5%	17.3%	→
2011 Federal Trade Commission	596	68.2%	15.9%	15.9%	→
2010 Federal Trade Commission	475	68.8%	15.6%	15.7%	

Federal Trade Commission Trend Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
2016 Federal Trade Commission	635	82.4%	9.7%	7.9%	→
2015 Federal Trade Commission	625	80.7%	10.5%	8.8%	→
2014 Federal Trade Commission	515	78.6%	10.0%	11.5%	→
2013 Federal Trade Commission	562	79.4%	10.3%	10.4%	→
2012 Federal Trade Commission	538	78.5%	11.3%	10.2%	→
2011 Federal Trade Commission	597	79.1%	10.8%	10.1%	→
2010 Federal Trade Commission	477	78.3%	11.6%	10.1%	

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%	
2016 Federal Trade Commission	637	87.3%	7.9%	4.7%	→
2015 Federal Trade Commission	626	86.6%	8.8%	4.6%	→
2014 Federal Trade Commission	514	87.6%	7.5%	4.9%	→
2013 Federal Trade Commission	556	86.0%	9.8%	4.2%	→
2012 Federal Trade Commission	534	88.2%	8.4%	3.4%	↗
2011 Federal Trade Commission	597	85.6%	10.0%	4.4%	→
2010 Federal Trade Commission	475	86.7%	9.5%	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%	
2016 Federal Trade Commission	637	84.4%	9.3%	6.2%	→
2015 Federal Trade Commission	616	84.9%	8.8%	6.2%	↗
2014 Federal Trade Commission	513	80.9%	10.8%	8.4%	→
2013 Federal Trade Commission	562	82.5%	10.3%	7.2%	→
2012 Federal Trade Commission	537	83.1%	10.2%	6.7%	→
2011 Federal Trade Commission	595	82.4%	9.6%	8.0%	→
2010 Federal Trade Commission	474	84.6%	8.1%	7.2%	

Federal Trade Commission Trend Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
2016 Federal Trade Commission	635	98.2%	0.9%	0.9%	→
2015 Federal Trade Commission	623	97.7%	1.2%	1.0%	→
2014 Federal Trade Commission	513	98.4%	1.0%	0.6%	→
2013 Federal Trade Commission	564	98.8%	1.0%	0.2%	→
2012 Federal Trade Commission	538	98.1%	1.0%	0.9%	↗
2011 Federal Trade Commission	596	97.0%	1.5%	1.5%	→
2010 Federal Trade Commission	476	98.1%	0.7%	1.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	405,416	90.9%	7.2%	1.8%	
2016 Federal Trade Commission	636	91.2%	7.5%	1.4%	→
2015 Federal Trade Commission	621	91.4%	6.9%	1.7%	→
2014 Federal Trade Commission	514	90.7%	8.5%	0.8%	→
2013 Federal Trade Commission	565	91.5%	7.4%	1.0%	→
2012 Federal Trade Commission	541	89.5%	9.2%	1.3%	→
2011 Federal Trade Commission	596	89.9%	7.7%	2.4%	→
2010 Federal Trade Commission	475	90.4%	7.7%	1.9%	

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	
2016 Federal Trade Commission	641	56.1%	15.7%	28.2%	0	↗
2015 Federal Trade Commission	623	50.8%	17.1%	32.1%	0	↘
2014 Federal Trade Commission	517	55.5%	15.9%	28.6%	0	↗
2013 Federal Trade Commission	563	47.8%	18.2%	34.0%	2	↘
2012 Federal Trade Commission	541	52.3%	17.5%	30.2%	0	→
2011 Federal Trade Commission	595	53.6%	15.8%	30.6%	0	↘
2010 Federal Trade Commission	477	64.2%	14.4%	21.4%	0	

Federal Trade Commission Trend Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
2016 Federal Trade Commission	636	76.3%	11.1%	12.6%	1	↗
2015 Federal Trade Commission	624	73.1%	14.6%	12.3%	1	→
2014 Federal Trade Commission	510	73.9%	12.7%	13.4%	1	→
2013 Federal Trade Commission	561	73.8%	13.8%	12.4%	1	→
2012 Federal Trade Commission	539	73.0%	13.4%	13.6%	0	→
2011 Federal Trade Commission	595	73.6%	11.6%	14.8%	1	→
2010 Federal Trade Commission	477	75.5%	12.4%	12.1%	0	

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,751	58.4%	16.5%	25.1%	1,759	
2016 Federal Trade Commission	630	74.6%	9.9%	15.5%	1	↗
2015 Federal Trade Commission	617	69.2%	11.6%	19.2%	0	→
2014 Federal Trade Commission	508	69.3%	10.4%	20.3%	1	↗
2013 Federal Trade Commission	544	65.4%	15.1%	19.5%	2	→
2012 Federal Trade Commission	533	65.8%	14.5%	19.6%	0	→
2011 Federal Trade Commission	594	64.6%	15.4%	20.1%	0	↘
2010 Federal Trade Commission	471	70.3%	13.3%	16.3%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,835	83.1%	9.9%	7.0%	1,337	
2016 Federal Trade Commission	638	92.2%	4.5%	3.3%	2	→
2015 Federal Trade Commission	620	90.5%	5.6%	3.9%	1	↗
2014 Federal Trade Commission	512	86.4%	7.8%	5.8%	1	↘
2013 Federal Trade Commission	561	91.3%	6.1%	2.7%	0	→
2012 Federal Trade Commission	541	88.8%	7.1%	4.1%	0	→
2011 Federal Trade Commission	596	89.4%	5.9%	4.7%	0	→
2010 Federal Trade Commission	475	89.0%	6.8%	4.1%	0	

Federal Trade Commission Trend Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
2016 Federal Trade Commission	628	89.9%	6.0%	4.1%	2	→
2015 Federal Trade Commission	616	91.5%	5.5%	3.0%	4	↗
2014 Federal Trade Commission	505	88.7%	5.7%	5.6%	1	→
2013 Federal Trade Commission	556	90.6%	6.1%	3.3%	0	→
2012 Federal Trade Commission	539	88.9%	7.5%	3.6%	0	→
2011 Federal Trade Commission	591	89.1%	7.0%	3.9%	2	→
2010 Federal Trade Commission	478	91.2%	6.0%	2.8%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,735	65.7%	14.0%	20.3%	1,775	
2016 Federal Trade Commission	634	72.4%	12.4%	15.2%	3	→
2015 Federal Trade Commission	622	69.0%	13.6%	17.4%	3	→
2014 Federal Trade Commission	510	70.1%	13.3%	16.6%	5	↘
2013 Federal Trade Commission	559	79.1%	10.9%	10.0%	3	→
2012 Federal Trade Commission	540	78.3%	10.0%	11.7%	1	→
2011 Federal Trade Commission	596	80.3%	8.5%	11.3%	1	→
2010 Federal Trade Commission	478	80.7%	10.9%	8.4%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,544	69.6%	14.3%	16.2%	6,003	
2016 Federal Trade Commission	623	84.2%	7.9%	7.9%	16	↗
2015 Federal Trade Commission	613	81.1%	11.1%	7.8%	10	→
2014 Federal Trade Commission	502	81.6%	9.5%	8.9%	12	→
2013 Federal Trade Commission	542	81.5%	8.6%	9.9%	19	→
2012 Federal Trade Commission	537	81.8%	8.5%	9.8%	3	→
2011 Federal Trade Commission	582	82.4%	7.9%	9.7%	13	→
2010 Federal Trade Commission	475	85.3%	7.8%	7.0%	3	

Federal Trade Commission Trend Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
2016 Federal Trade Commission	637	88.2%	8.0%	3.8%	2	↗
2015 Federal Trade Commission	622	85.5%	10.8%	3.7%	0	→
2014 Federal Trade Commission	509	84.0%	11.0%	5.0%	3	→
2013 Federal Trade Commission	556	84.9%	10.8%	4.3%	4	→
2012 Federal Trade Commission	535	86.5%	9.1%	4.5%	4	→
2011 Federal Trade Commission	592	85.7%	10.8%	3.5%	2	→
2010 Federal Trade Commission	477	87.9%	9.6%	2.5%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	386,924	62.1%	18.1%	19.8%	17,784	
2016 Federal Trade Commission	571	77.0%	12.8%	10.1%	69	→
2015 Federal Trade Commission	551	74.1%	16.8%	9.2%	71	→
2014 Federal Trade Commission	464	70.7%	17.9%	11.3%	52	→
2013 Federal Trade Commission	507	71.9%	14.4%	13.7%	54	↗
2012 Federal Trade Commission	483	68.4%	17.0%	14.6%	54	↘
2011 Federal Trade Commission	542	72.1%	17.1%	10.8%	55	→
2010 Federal Trade Commission	430	71.5%	17.3%	11.2%	46	

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	401,073	52.9%	22.9%	24.2%	4,002	
2016 Federal Trade Commission	625	55.9%	23.9%	20.3%	11	→
2015 Federal Trade Commission	612	54.2%	25.9%	19.9%	10	→
2014 Federal Trade Commission	506	53.1%	22.6%	24.3%	9	→
2013 Federal Trade Commission	549	50.2%	24.0%	25.8%	15	→
2012 Federal Trade Commission	531	54.3%	21.3%	24.5%	10	→
2011 Federal Trade Commission	581	52.3%	25.0%	22.8%	12	→
2010 Federal Trade Commission	475	54.8%	24.5%	20.6%	3	

Federal Trade Commission Trend Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
2016 Federal Trade Commission	611	83.4%	7.3%	9.3%	30	→
2015 Federal Trade Commission	595	82.3%	9.6%	8.1%	31	→
2014 Federal Trade Commission	496	79.3%	11.8%	8.8%	22	→
2013 Federal Trade Commission	540	80.5%	10.5%	9.0%	24	→
2012 Federal Trade Commission	525	80.6%	7.9%	11.5%	16	↗
2011 Federal Trade Commission	579	76.2%	12.6%	11.2%	18	↘
2010 Federal Trade Commission	471	81.0%	8.1%	10.9%	7	

My Work Unit

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,886	73.3%	13.5%	13.2%	
2016 Federal Trade Commission	641	88.0%	6.4%	5.7%	→
2015 Federal Trade Commission	624	87.0%	6.2%	6.9%	→
2014 Federal Trade Commission	517	85.5%	7.5%	7.1%	→
2013 Federal Trade Commission	564	84.7%	7.0%	8.3%	→
2012 Federal Trade Commission	541	85.6%	7.8%	6.6%	→
2011 Federal Trade Commission	591	83.1%	8.5%	8.4%	→
2010 Federal Trade Commission	466	83.8%	8.4%	7.8%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,412	42.6%	25.2%	32.2%	14,370	
2016 Federal Trade Commission	620	74.2%	12.9%	12.9%	20	→
2015 Federal Trade Commission	608	73.4%	13.9%	12.8%	17	→
2014 Federal Trade Commission	500	75.8%	13.2%	11.0%	17	→
2013 Federal Trade Commission	553	72.4%	15.4%	12.2%	12	→
2012 Federal Trade Commission	523	72.1%	15.1%	12.8%	16	→
2011 Federal Trade Commission	578	70.9%	17.8%	11.3%	19	→
2010 Federal Trade Commission	463	73.1%	14.6%	12.2%	15	

Federal Trade Commission Trend Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
2016 Federal Trade Commission	555	65.5%	17.8%	16.7%	82	↗
2015 Federal Trade Commission	557	57.0%	22.6%	20.5%	64	→
2014 Federal Trade Commission	454	59.2%	21.6%	19.2%	62	→
2013 Federal Trade Commission	501	55.6%	25.0%	19.4%	57	→
2012 Federal Trade Commission	492	59.0%	21.4%	19.6%	46	→
2011 Federal Trade Commission	537	56.4%	23.2%	20.5%	59	→
2010 Federal Trade Commission	427	58.3%	23.3%	18.3%	49	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,758	29.3%	27.1%	43.6%	41,216	
2016 Federal Trade Commission	523	40.8%	26.5%	32.6%	115	↗
2015 Federal Trade Commission	507	32.4%	30.5%	37.2%	117	→
2014 Federal Trade Commission	441	35.7%	28.6%	35.8%	72	→
2013 Federal Trade Commission	469	32.7%	32.5%	34.8%	95	↘
2012 Federal Trade Commission	461	39.0%	27.5%	33.5%	78	↗
2011 Federal Trade Commission	510	32.0%	32.5%	35.5%	86	→
2010 Federal Trade Commission	413	34.0%	33.3%	32.7%	65	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,352	34.0%	27.9%	38.1%	25,041	
2016 Federal Trade Commission	559	51.0%	24.2%	24.8%	78	↗
2015 Federal Trade Commission	557	43.9%	29.0%	27.0%	66	→
2014 Federal Trade Commission	465	45.0%	24.6%	30.3%	49	↗
2013 Federal Trade Commission	489	39.1%	31.0%	29.9%	72	↘
2012 Federal Trade Commission	490	45.5%	26.9%	27.6%	49	→
2011 Federal Trade Commission	540	45.9%	29.6%	24.5%	55	→
2010 Federal Trade Commission	428	47.1%	28.5%	24.4%	48	

Federal Trade Commission Trend Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
2016 Federal Trade Commission	554	62.4%	20.6%	16.9%	78	↗
2015 Federal Trade Commission	534	54.2%	23.7%	22.1%	87	→
2014 Federal Trade Commission	444	54.1%	22.5%	23.5%	71	→
2013 Federal Trade Commission	486	52.3%	22.9%	24.8%	73	→
2012 Federal Trade Commission	481	54.7%	24.8%	20.5%	56	→
2011 Federal Trade Commission	530	57.8%	22.2%	20.1%	66	→
2010 Federal Trade Commission	432	60.3%	18.7%	21.0%	44	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,664	73.3%	13.8%	12.9%	1,739	
2016 Federal Trade Commission	636	87.9%	7.4%	4.7%	3	↗
2015 Federal Trade Commission	622	85.0%	7.0%	8.0%	2	→
2014 Federal Trade Commission	514	84.7%	7.9%	7.3%	2	→
2013 Federal Trade Commission	561	83.9%	7.6%	8.5%	1	→
2012 Federal Trade Commission	538	85.9%	7.2%	6.9%	1	↗
2011 Federal Trade Commission	592	81.8%	10.2%	8.0%	2	→
2010 Federal Trade Commission	477	80.8%	10.3%	8.9%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,303	54.2%	28.2%	17.6%	16,713	
2016 Federal Trade Commission	600	67.1%	23.5%	9.4%	39	→
2015 Federal Trade Commission	585	64.7%	24.1%	11.2%	40	→
2014 Federal Trade Commission	479	64.0%	24.8%	11.2%	38	→
2013 Federal Trade Commission	526	61.5%	28.4%	10.1%	38	→
2012 Federal Trade Commission	509	63.7%	27.6%	8.7%	30	→
2011 Federal Trade Commission	556	65.9%	24.7%	9.3%	39	→
2010 Federal Trade Commission	452	62.5%	26.6%	10.9%	24	

Federal Trade Commission Trend Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
2016 Federal Trade Commission	640	93.2%	6.0%	0.9%	→
2015 Federal Trade Commission	624	91.9%	5.8%	2.2%	→
2014 Federal Trade Commission	516	92.2%	6.4%	1.3%	→
2013 Federal Trade Commission	564	90.1%	8.9%	1.1%	↘
2012 Federal Trade Commission	539	93.4%	6.0%	0.5%	↗
2011 Federal Trade Commission	594	90.5%	8.3%	1.2%	→
2010 Federal Trade Commission	477	92.2%	6.4%	1.4%	

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	
2016 Federal Trade Commission	617	86.9%	8.8%	4.3%	15	→
2015 Federal Trade Commission	608	85.5%	8.7%	5.8%	7	→
2014 Federal Trade Commission	498	83.9%	11.3%	4.8%	13	→
2013 Federal Trade Commission	551	85.5%	10.0%	4.5%	5	→
2012 Federal Trade Commission	529	85.1%	8.2%	6.6%	4	→
2011 Federal Trade Commission	587	87.8%	6.4%	5.8%	3	→
2010 Federal Trade Commission	466	85.8%	9.8%	4.4%	6	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,805	44.8%	24.6%	30.6%	9,449	
2016 Federal Trade Commission	613	71.8%	15.0%	13.3%	20	↗
2015 Federal Trade Commission	606	66.5%	17.2%	16.3%	7	→
2014 Federal Trade Commission	481	63.0%	17.0%	20.0%	28	→
2013 Federal Trade Commission	542	58.5%	21.3%	20.2%	15	→
2012 Federal Trade Commission	519	57.6%	19.8%	22.6%	13	↘
2011 Federal Trade Commission	574	63.6%	20.0%	16.4%	17	→
2010 Federal Trade Commission	452	63.9%	19.6%	16.5%	21	

Federal Trade Commission Trend Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
2016 Federal Trade Commission	614	76.7%	11.8%	11.5%	15	↗
2015 Federal Trade Commission	595	70.9%	16.1%	12.9%	16	→
2014 Federal Trade Commission	493	69.0%	14.4%	16.6%	16	→
2013 Federal Trade Commission	540	67.3%	15.2%	17.5%	11	→
2012 Federal Trade Commission	525	70.2%	14.0%	15.8%	6	↘
2011 Federal Trade Commission	574	75.8%	12.9%	11.3%	15	→
2010 Federal Trade Commission	465	74.2%	13.3%	12.4%	9	

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	385,387	38.4%	28.3%	33.3%	13,365	
2016 Federal Trade Commission	612	67.2%	16.8%	16.0%	19	↗
2015 Federal Trade Commission	595	57.4%	21.5%	21.1%	16	→
2014 Federal Trade Commission	491	55.4%	21.2%	23.4%	18	→
2013 Federal Trade Commission	537	54.2%	22.7%	23.1%	16	→
2012 Federal Trade Commission	513	55.9%	22.3%	21.7%	17	↘
2011 Federal Trade Commission	569	61.5%	21.7%	16.8%	20	→
2010 Federal Trade Commission	453	62.7%	18.4%	19.0%	17	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,966	22.3%	26.9%	50.7%	29,028	
2016 Federal Trade Commission	518	50.1%	23.3%	26.6%	111	↗
2015 Federal Trade Commission	517	37.9%	29.8%	32.3%	96	→
2014 Federal Trade Commission	432	41.8%	25.5%	32.7%	76	↗
2013 Federal Trade Commission	477	35.8%	29.8%	34.4%	73	↘
2012 Federal Trade Commission	457	43.5%	30.3%	26.2%	74	→
2011 Federal Trade Commission	490	44.9%	31.7%	23.4%	99	→
2010 Federal Trade Commission	421	46.5%	28.3%	25.2%	52	

Federal Trade Commission Trend Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
2016 Federal Trade Commission	582	67.0%	21.2%	11.8%	51	→
2015 Federal Trade Commission	562	64.1%	21.7%	14.2%	51	→
2014 Federal Trade Commission	451	64.1%	20.7%	15.2%	59	→
2013 Federal Trade Commission	509	64.5%	22.3%	13.2%	47	→
2012 Federal Trade Commission	496	63.8%	18.4%	17.9%	37	→
2011 Federal Trade Commission	536	63.0%	23.5%	13.5%	55	→
2010 Federal Trade Commission	421	61.0%	24.2%	14.8%	50	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,340	76.0%	13.3%	10.7%	6,278	
2016 Federal Trade Commission	603	87.8%	9.6%	2.6%	26	→
2015 Federal Trade Commission	576	88.1%	8.9%	3.1%	36	↗
2014 Federal Trade Commission	479	84.8%	11.4%	3.8%	31	→
2013 Federal Trade Commission	536	86.7%	9.6%	3.6%	21	→
2012 Federal Trade Commission	512	88.0%	7.6%	4.5%	20	↗
2011 Federal Trade Commission	565	84.2%	12.0%	3.8%	26	→
2010 Federal Trade Commission	457	83.4%	13.0%	3.6%	17	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,948	77.2%	13.3%	9.5%	4,677	
2016 Federal Trade Commission	612	70.4%	16.5%	13.1%	20	→
2015 Federal Trade Commission	582	71.8%	17.0%	11.2%	26	↘
2014 Federal Trade Commission	489	76.6%	13.6%	9.8%	20	→
2013 Federal Trade Commission	534	76.1%	16.5%	7.4%	20	↘
2012 Federal Trade Commission	515	81.3%	12.2%	6.5%	16	→
2011 Federal Trade Commission	570	82.6%	12.4%	5.0%	19	→
2010 Federal Trade Commission	468	83.9%	12.0%	4.1%	6	

Federal Trade Commission Trend Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
2016 Federal Trade Commission	583	75.6%	13.2%	11.2%	50	↗
2015 Federal Trade Commission	564	69.8%	16.0%	14.2%	45	→
2014 Federal Trade Commission	476	66.4%	17.6%	16.0%	34	→
2013 Federal Trade Commission	524	66.0%	16.3%	17.8%	33	→
2012 Federal Trade Commission	499	66.0%	14.9%	19.1%	34	→
2011 Federal Trade Commission	547	65.2%	16.4%	18.4%	40	→
2010 Federal Trade Commission	442	67.9%	17.1%	15.0%	32	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	361,746	66.7%	18.9%	14.4%	35,073	
2016 Federal Trade Commission	562	85.5%	8.0%	6.5%	69	→
2015 Federal Trade Commission	546	83.5%	10.7%	5.8%	62	↗
2014 Federal Trade Commission	462	79.2%	12.7%	8.1%	48	→
2013 Federal Trade Commission	494	80.4%	10.8%	8.7%	63	→
2012 Federal Trade Commission	470	79.2%	11.2%	9.7%	60	→
2011 Federal Trade Commission	529	78.3%	13.0%	8.7%	59	→
2010 Federal Trade Commission	425	77.7%	13.7%	8.6%	48	

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,488	74.0%	17.2%	8.8%	7,188	
2016 Federal Trade Commission	628	92.0%	5.8%	2.2%	4	→
2015 Federal Trade Commission	610	92.5%	5.5%	2.0%	6	→
2014 Federal Trade Commission	502	91.1%	6.1%	2.8%	9	→
2013 Federal Trade Commission	551	90.1%	8.0%	2.0%	5	→
2012 Federal Trade Commission	524	88.6%	9.0%	2.4%	7	→
2011 Federal Trade Commission	584	90.9%	6.9%	2.1%	6	→
2010 Federal Trade Commission	467	90.5%	7.5%	2.0%	3	

Federal Trade Commission Trend Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
2016 Federal Trade Commission	633	82.8%	10.3%	6.9%	→
2015 Federal Trade Commission	615	83.4%	9.0%	7.7%	↗
2014 Federal Trade Commission	510	79.3%	11.7%	8.9%	→
2013 Federal Trade Commission	554	78.3%	13.6%	8.1%	→
2012 Federal Trade Commission	532	80.4%	11.6%	8.0%	→
2011 Federal Trade Commission	585	79.5%	11.3%	9.2%	→
2010 Federal Trade Commission	472	81.1%	11.3%	7.6%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,195	40.9%	26.8%	32.3%	30,395	
2016 Federal Trade Commission	577	66.6%	18.0%	15.4%	55	↗
2015 Federal Trade Commission	553	58.1%	23.0%	18.9%	63	→
2014 Federal Trade Commission	460	56.6%	24.0%	19.4%	51	→
2013 Federal Trade Commission	499	54.2%	25.2%	20.6%	58	→
2012 Federal Trade Commission	448	56.7%	23.4%	19.9%	84	↗
2011 Federal Trade Commission	509	52.0%	30.3%	17.6%	82	→
2010 Federal Trade Commission	396	52.9%	31.6%	15.5%	76	

My Supervisor

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	397,533	78.3%	10.8%	10.9%	2,147	
2016 Federal Trade Commission	629	86.9%	6.0%	7.2%	1	→
2015 Federal Trade Commission	614	85.8%	7.3%	6.9%	2	→
2014 Federal Trade Commission	507	84.9%	7.7%	7.4%	3	→
2013 Federal Trade Commission	554	86.8%	7.1%	6.0%	3	→
2012 Federal Trade Commission	530	84.9%	7.0%	8.1%	2	→
2011 Federal Trade Commission	582	84.7%	7.9%	7.4%	5	→
2010 Federal Trade Commission	467	83.3%	10.4%	6.3%	5	

Federal Trade Commission Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
2016 Federal Trade Commission	630	78.3%	10.3%	11.4%	0	↗
2015 Federal Trade Commission	613	72.4%	15.1%	12.5%	3	→
2014 Federal Trade Commission	503	73.7%	10.8%	15.5%	4	→
2013 Federal Trade Commission	557	72.1%	12.9%	15.0%	0	→
2012 Federal Trade Commission	529	72.1%	13.2%	14.8%	1	→
2011 Federal Trade Commission	583	74.7%	13.2%	12.1%	3	→
2010 Federal Trade Commission	469	74.0%	13.0%	13.0%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	391,835	63.4%	18.2%	18.4%	4,496	
2016 Federal Trade Commission	623	74.6%	12.8%	12.5%	5	↗
2015 Federal Trade Commission	608	70.9%	14.4%	14.8%	7	→
2014 Federal Trade Commission	500	71.0%	14.0%	15.1%	6	→
2013 Federal Trade Commission	546	70.7%	12.6%	16.7%	10	↗
2012 Federal Trade Commission	527	67.2%	14.8%	18.0%	3	→
2011 Federal Trade Commission	577	68.4%	14.4%	17.2%	7	↘
2010 Federal Trade Commission	466	72.1%	14.7%	13.2%	5	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	365,376	67.8%	21.7%	10.5%	32,531	
2016 Federal Trade Commission	569	78.7%	13.4%	7.9%	62	→
2015 Federal Trade Commission	553	75.5%	16.2%	8.3%	63	→
2014 Federal Trade Commission	451	74.0%	17.2%	8.8%	57	→
2013 Federal Trade Commission	496	71.8%	20.2%	8.0%	59	→
2012 Federal Trade Commission	466	70.9%	18.8%	10.3%	63	↗
2011 Federal Trade Commission	515	66.4%	25.8%	7.9%	70	↘
2010 Federal Trade Commission	417	72.8%	19.2%	7.9%	54	

Federal Trade Commission Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
2016 Federal Trade Commission	627	73.8%	13.4%	12.8%	1	→
2015 Federal Trade Commission	609	72.3%	14.7%	13.0%	3	→
2014 Federal Trade Commission	505	68.5%	16.9%	14.6%	3	→
2013 Federal Trade Commission	554	68.4%	16.5%	15.1%	2	→
2012 Federal Trade Commission	530	65.6%	15.7%	18.8%	0	↘
2011 Federal Trade Commission	584	69.0%	16.9%	14.1%	3	→
2010 Federal Trade Commission	467	68.5%	19.0%	12.5%	3	

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,465	65.6%	17.8%	16.6%	6,120	
2016 Federal Trade Commission	622	81.1%	10.0%	8.9%	6	↗
2015 Federal Trade Commission	605	77.2%	13.3%	9.5%	9	→
2014 Federal Trade Commission	501	74.0%	13.4%	12.6%	5	→
2013 Federal Trade Commission	551	75.4%	11.6%	12.9%	5	→
2012 Federal Trade Commission	522	73.9%	13.9%	12.2%	8	→
2011 Federal Trade Commission	572	75.6%	13.5%	10.9%	12	→
2010 Federal Trade Commission	467	75.8%	13.6%	10.5%	5	

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%	
2016 Federal Trade Commission	629	86.4%	6.2%	7.4%	↗
2015 Federal Trade Commission	615	81.4%	9.7%	8.9%	→
2014 Federal Trade Commission	510	80.8%	10.0%	9.2%	→
2013 Federal Trade Commission	557	80.5%	9.3%	10.2%	→
2012 Federal Trade Commission	531	80.0%	9.2%	10.8%	→
2011 Federal Trade Commission	584	81.1%	10.6%	8.3%	→
2010 Federal Trade Commission	472	81.3%	9.0%	9.7%	

Federal Trade Commission Trend Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
2016 Federal Trade Commission	628	88.7%	4.8%	6.5%	↗
2015 Federal Trade Commission	615	84.8%	7.6%	7.6%	→
2014 Federal Trade Commission	508	83.2%	8.5%	8.3%	→
2013 Federal Trade Commission	556	83.0%	7.5%	9.6%	→
2012 Federal Trade Commission	531	82.4%	8.2%	9.4%	→
2011 Federal Trade Commission	583	84.4%	6.6%	9.0%	→
2010 Federal Trade Commission	472	85.0%	8.9%	6.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,581	77.6%	10.0%	12.4%	
2016 Federal Trade Commission	628	90.4%	5.1%	4.5%	→
2015 Federal Trade Commission	613	88.5%	5.1%	6.5%	→
2014 Federal Trade Commission	508	89.8%	5.2%	5.0%	→
2013 Federal Trade Commission	555	88.6%	4.9%	6.5%	→
2012 Federal Trade Commission	531	89.2%	5.0%	5.8%	→
2011 Federal Trade Commission	584	89.1%	5.1%	5.8%	→
2010 Federal Trade Commission	469	89.4%	5.2%	5.4%	

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%	
2016 Federal Trade Commission	628	79.8%	8.6%	11.7%	→
2015 Federal Trade Commission	615	77.5%	11.0%	11.5%	→
2014 Federal Trade Commission	507	75.7%	12.2%	12.1%	→
2013 Federal Trade Commission	557	74.2%	11.0%	14.8%	→
2012 Federal Trade Commission	530	70.5%	13.7%	15.9%	→
2011 Federal Trade Commission	585	72.6%	13.5%	13.9%	↘
2010 Federal Trade Commission	471	76.6%	10.2%	13.3%	

Federal Trade Commission Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
2016 Federal Trade Commission	628	81.9%	11.2%	6.9%	→
2015 Federal Trade Commission	616	79.8%	11.5%	8.8%	→
2014 Federal Trade Commission	507	79.9%	12.0%	8.1%	↗
2013 Federal Trade Commission	556	76.3%	13.1%	10.7%	→
2012 Federal Trade Commission	529	72.8%	17.1%	10.1%	→
2011 Federal Trade Commission	581	74.6%	16.0%	9.4%	→
2010 Federal Trade Commission	472	76.7%	12.9%	10.4%	

Leadership

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	388,819	40.9%	24.1%	35.0%	7,594	
2016 Federal Trade Commission	618	71.7%	16.3%	12.0%	8	↗
2015 Federal Trade Commission	606	66.7%	19.1%	14.2%	6	→
2014 Federal Trade Commission	492	64.0%	18.3%	17.7%	12	→
2013 Federal Trade Commission	546	63.3%	17.5%	19.2%	7	→
2012 Federal Trade Commission	523	60.3%	19.0%	20.7%	5	↘
2011 Federal Trade Commission	577	66.0%	17.0%	17.0%	6	→
2010 Federal Trade Commission	465	61.9%	21.5%	16.5%	5	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	372,029	51.8%	24.0%	24.3%	23,730	
2016 Federal Trade Commission	596	82.9%	11.6%	5.5%	29	↗
2015 Federal Trade Commission	580	80.1%	13.4%	6.5%	34	↗
2014 Federal Trade Commission	471	75.7%	14.6%	9.7%	33	→
2013 Federal Trade Commission	534	77.9%	13.1%	9.0%	20	→
2012 Federal Trade Commission	509	75.1%	14.7%	10.3%	18	→
2011 Federal Trade Commission	563	74.8%	16.6%	8.7%	20	→
2010 Federal Trade Commission	449	73.9%	16.8%	9.3%	21	

Federal Trade Commission Trend Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
2016 Federal Trade Commission	565	81.8%	10.6%	7.7%	57	↗
2015 Federal Trade Commission	555	78.0%	13.4%	8.5%	54	→
2014 Federal Trade Commission	456	75.1%	16.0%	8.9%	41	→
2013 Federal Trade Commission	515	73.6%	15.7%	10.7%	36	→
2012 Federal Trade Commission	503	71.0%	15.9%	13.1%	26	→
2011 Federal Trade Commission	543	73.5%	18.1%	8.4%	38	→
2010 Federal Trade Commission	450	75.0%	13.6%	11.4%	20	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,027	60.3%	20.1%	19.6%	5,145	
2016 Federal Trade Commission	610	78.4%	12.2%	9.4%	8	→
2015 Federal Trade Commission	604	75.4%	14.8%	9.8%	6	→
2014 Federal Trade Commission	495	74.3%	12.6%	13.1%	5	→
2013 Federal Trade Commission	544	72.5%	15.1%	12.5%	3	→
2012 Federal Trade Commission	527	72.9%	14.1%	13.0%	2	→
2011 Federal Trade Commission	578	75.9%	13.0%	11.1%	4	→
2010 Federal Trade Commission	469	72.2%	16.1%	11.8%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	367,493	60.1%	23.5%	16.4%	26,319	
2016 Federal Trade Commission	563	79.3%	13.5%	7.1%	56	↗
2015 Federal Trade Commission	547	73.9%	19.0%	7.1%	62	→
2014 Federal Trade Commission	461	71.8%	16.3%	11.9%	41	→
2013 Federal Trade Commission	516	70.0%	19.2%	10.8%	36	→
2012 Federal Trade Commission	484	70.0%	20.7%	9.2%	41	↘
2011 Federal Trade Commission	526	74.9%	17.4%	7.8%	55	→
2010 Federal Trade Commission	432	73.5%	15.3%	11.2%	35	

Federal Trade Commission Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
2016 Federal Trade Commission	605	76.3%	12.8%	10.9%	22	↗
2015 Federal Trade Commission	592	68.3%	18.7%	13.0%	20	→
2014 Federal Trade Commission	481	65.5%	16.2%	18.2%	22	→
2013 Federal Trade Commission	534	63.8%	19.6%	16.6%	18	→
2012 Federal Trade Commission	514	61.8%	20.7%	17.5%	15	↘
2011 Federal Trade Commission	563	67.2%	17.1%	15.7%	18	→
2010 Federal Trade Commission	455	64.1%	19.5%	16.4%	13	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,902	55.7%	22.4%	21.8%	14,062	
2016 Federal Trade Commission	607	77.4%	11.7%	10.9%	17	↗
2015 Federal Trade Commission	588	70.5%	17.7%	11.8%	25	→
2014 Federal Trade Commission	494	67.7%	16.2%	16.1%	11	→
2013 Federal Trade Commission	530	67.4%	19.1%	13.5%	20	→
2012 Federal Trade Commission	514	65.2%	19.7%	15.2%	15	↘
2011 Federal Trade Commission	557	69.8%	17.4%	12.8%	19	→
2010 Federal Trade Commission	460	70.5%	17.8%	11.7%	8	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	373,425	57.9%	23.3%	18.9%	21,965	
2016 Federal Trade Commission	604	82.9%	10.9%	6.3%	19	↗
2015 Federal Trade Commission	592	78.2%	14.9%	6.9%	21	→
2014 Federal Trade Commission	478	77.1%	12.7%	10.3%	24	↗
2013 Federal Trade Commission	527	68.8%	19.1%	12.1%	26	→
2012 Federal Trade Commission	512	72.5%	15.0%	12.5%	18	→
2011 Federal Trade Commission	561	73.5%	16.2%	10.3%	20	→
2010 Federal Trade Commission	454	72.0%	17.2%	10.9%	15	

Federal Trade Commission Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
2016 Federal Trade Commission	618	80.8%	11.9%	7.2%	5	↗
2015 Federal Trade Commission	607	77.0%	14.8%	8.2%	5	↗
2014 Federal Trade Commission	497	73.3%	15.9%	10.7%	5	↗
2013 Federal Trade Commission	548	68.3%	16.9%	14.8%	3	→
2012 Federal Trade Commission	527	69.8%	14.6%	15.7%	2	→
2011 Federal Trade Commission	578	71.7%	15.9%	12.3%	6	→
2010 Federal Trade Commission	462	70.4%	16.6%	13.0%	3	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,124	55.1%	25.8%	19.1%	32,433	
2016 Federal Trade Commission	578	80.1%	13.3%	6.6%	45	↗
2015 Federal Trade Commission	558	74.0%	17.0%	9.0%	53	↗
2014 Federal Trade Commission	457	70.2%	20.0%	9.8%	45	→
2013 Federal Trade Commission	493	72.3%	18.2%	9.5%	60	→
2012 Federal Trade Commission	475	75.5%	16.5%	7.9%	53	↗
2011 Federal Trade Commission	534	71.2%	20.5%	8.3%	49	→
2010 Federal Trade Commission	411	68.1%	22.2%	9.7%	58	

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%	
2016 Federal Trade Commission	617	74.5%	11.7%	13.8%	↗
2015 Federal Trade Commission	612	66.9%	16.4%	16.7%	→
2014 Federal Trade Commission	500	63.9%	16.6%	19.6%	→
2013 Federal Trade Commission	550	63.6%	19.6%	16.8%	→
2012 Federal Trade Commission	528	65.4%	12.8%	21.9%	→
2011 Federal Trade Commission	584	64.5%	17.7%	17.8%	→
2010 Federal Trade Commission	469	65.9%	16.2%	17.9%	

Federal Trade Commission Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
2016 Federal Trade Commission	619	76.2%	12.3%	11.4%	↗
2015 Federal Trade Commission	610	69.4%	16.6%	13.9%	→
2014 Federal Trade Commission	498	67.3%	15.8%	16.9%	→
2013 Federal Trade Commission	552	65.2%	18.1%	16.7%	→
2012 Federal Trade Commission	526	66.7%	16.2%	17.1%	→
2011 Federal Trade Commission	584	65.5%	17.1%	17.4%	→
2010 Federal Trade Commission	468	65.0%	19.7%	15.3%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,389	47.5%	23.8%	28.7%	
2016 Federal Trade Commission	617	70.7%	15.3%	14.0%	↗
2015 Federal Trade Commission	609	66.2%	17.0%	16.8%	→
2014 Federal Trade Commission	498	64.4%	14.6%	21.1%	↗
2013 Federal Trade Commission	550	60.5%	19.6%	20.0%	↘
2012 Federal Trade Commission	527	65.4%	16.5%	18.1%	→
2011 Federal Trade Commission	583	69.3%	14.8%	15.9%	→
2010 Federal Trade Commission	468	70.8%	16.0%	13.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,440	42.5%	29.3%	28.3%	
2016 Federal Trade Commission	617	71.5%	17.9%	10.5%	↗
2015 Federal Trade Commission	609	67.0%	21.4%	11.6%	→
2014 Federal Trade Commission	494	64.5%	20.6%	14.9%	→
2013 Federal Trade Commission	551	60.9%	22.0%	17.2%	→
2012 Federal Trade Commission	521	62.1%	20.7%	17.2%	→
2011 Federal Trade Commission	583	62.3%	22.2%	15.4%	→
2010 Federal Trade Commission	468	62.5%	22.0%	15.5%	

Federal Trade Commission Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
2016 Federal Trade Commission	615	48.3%	27.2%	24.5%	→
2015 Federal Trade Commission	608	44.6%	27.3%	28.1%	↗
2014 Federal Trade Commission	501	38.6%	31.6%	29.8%	→
2013 Federal Trade Commission	548	39.5%	30.2%	30.2%	→
2012 Federal Trade Commission	527	41.8%	29.2%	29.0%	→
2011 Federal Trade Commission	582	41.6%	31.2%	27.2%	→
2010 Federal Trade Commission	466	44.0%	30.3%	25.7%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,659	52.5%	23.5%	23.9%	
2016 Federal Trade Commission	614	66.1%	21.8%	12.1%	→
2015 Federal Trade Commission	605	64.8%	23.4%	11.8%	↗
2014 Federal Trade Commission	497	59.9%	24.6%	15.4%	→
2013 Federal Trade Commission	551	58.8%	24.4%	16.8%	→
2012 Federal Trade Commission	527	61.2%	23.5%	15.3%	→
2011 Federal Trade Commission	580	60.8%	24.6%	14.6%	→
2010 Federal Trade Commission	468	62.6%	25.8%	11.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,826	66.2%	17.4%	16.4%	
2016 Federal Trade Commission	615	80.1%	9.2%	10.7%	↗
2015 Federal Trade Commission	610	75.9%	12.6%	11.5%	→
2014 Federal Trade Commission	501	74.5%	11.8%	13.7%	→
2013 Federal Trade Commission	554	73.6%	13.1%	13.2%	→
2012 Federal Trade Commission	522	73.0%	15.0%	12.0%	→
2011 Federal Trade Commission	581	73.8%	15.3%	10.9%	↘
2010 Federal Trade Commission	467	78.0%	9.5%	12.5%	

Federal Trade Commission Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
2016 Federal Trade Commission	615	50.4%	21.0%	28.6%	→
2015 Federal Trade Commission	609	47.3%	20.9%	31.8%	→
2014 Federal Trade Commission	500	48.0%	16.7%	35.3%	→
2013 Federal Trade Commission	550	44.4%	19.9%	35.7%	↘
2012 Federal Trade Commission	525	52.8%	19.9%	27.3%	↘
2011 Federal Trade Commission	582	60.8%	17.6%	21.7%	↘
2010 Federal Trade Commission	468	66.0%	17.3%	16.7%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,451	56.9%	21.4%	21.7%	
2016 Federal Trade Commission	616	80.7%	9.5%	9.8%	→
2015 Federal Trade Commission	610	78.3%	13.0%	8.7%	↗
2014 Federal Trade Commission	500	73.7%	14.8%	11.4%	→
2013 Federal Trade Commission	552	73.8%	13.2%	13.0%	→
2012 Federal Trade Commission	526	75.1%	12.1%	12.8%	→
2011 Federal Trade Commission	581	74.6%	14.0%	11.4%	→
2010 Federal Trade Commission	467	76.1%	13.4%	10.5%	

Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2016 Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
2016 Federal Trade Commission	613	89.8%	3.9%	2.8%	3.5%
2015 Federal Trade Commission	608	84.8%	6.9%	3.7%	4.6%
2014 Federal Trade Commission	499	74.6%	8.4%	9.5%	7.5%
2013 Federal Trade Commission	--	--	--	--	--
2012 Federal Trade Commission	--	--	--	--	--
2011 Federal Trade Commission	--	--	--	--	--
2010 Federal Trade Commission	--	--	--	--	--

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

Federal Trade Commission Trend Report

Work/Life (continued)

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
2016 Federal Trade Commission	620	1.6%	21.7%	17.8%	41.5%
2015 Federal Trade Commission	611	1.5%	21.1%	15.9%	37.4%
2014 Federal Trade Commission	498	1.1%	16.2%	10.4%	40.8%
2013 Federal Trade Commission	549	1.2%	12.5%	12.3%	39.0%
2012 Federal Trade Commission	524	0.9%	9.9%	9.7%	40.8%
2011 Federal Trade Commission	578	1.1%	6.9%	7.8%	42.5%
2010 Federal Trade Commission	--	--	--	--	--

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

(continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2016 Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
2016 Federal Trade Commission	620	2.7%	2.5%	2.7%	9.5%
2015 Federal Trade Commission	611	4.4%	3.4%	4.8%	11.6%
2014 Federal Trade Commission	498	4.9%	2.3%	10.2%	14.1%
2013 Federal Trade Commission	549	5.0%	2.8%	9.8%	17.4%
2012 Federal Trade Commission	524	6.8%	3.7%	12.6%	15.7%
2011 Federal Trade Commission	578	7.7%	4.3%	9.6%	20.0%
2010 Federal Trade Commission	--	--	--	--	--

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

Federal Trade Commission Trend Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
2016 Federal Trade Commission	614	27.3%	59.0%	13.7%
2015 Federal Trade Commission	610	27.9%	58.1%	14.0%
2014 Federal Trade Commission	498	28.4%	58.2%	13.5%
2013 Federal Trade Commission	548	29.6%	57.7%	12.7%
2012 Federal Trade Commission	526	33.2%	53.0%	13.8%
2011 Federal Trade Commission	582	33.0%	51.0%	16.1%
2010 Federal Trade Commission	--	--	--	--

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

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,233	26.8%	61.0%	12.1%
2016 Federal Trade Commission	616	17.1%	77.9%	5.0%
2015 Federal Trade Commission	606	16.8%	77.5%	5.7%
2014 Federal Trade Commission	496	19.8%	75.6%	4.6%
2013 Federal Trade Commission	550	20.8%	73.8%	5.4%
2012 Federal Trade Commission	525	21.8%	73.2%	5.0%
2011 Federal Trade Commission	582	22.0%	73.3%	4.8%
2010 Federal Trade Commission	--	--	--	--

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

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	387,376	13.6%	81.0%	5.3%
2016 Federal Trade Commission	613	7.7%	91.1%	1.2%
2015 Federal Trade Commission	604	7.5%	90.3%	2.2%
2014 Federal Trade Commission	494	9.9%	88.3%	1.8%
2013 Federal Trade Commission	551	7.0%	90.8%	2.2%
2012 Federal Trade Commission	525	8.7%	88.4%	2.9%
2011 Federal Trade Commission	581	6.3%	92.0%	1.7%
2010 Federal Trade Commission	--	--	--	--

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

Federal Trade Commission Trend Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
2016 Federal Trade Commission	615	3.3%	90.6%	6.2%
2015 Federal Trade Commission	609	2.8%	90.2%	7.0%
2014 Federal Trade Commission	497	3.1%	90.4%	6.4%
2013 Federal Trade Commission	549	1.5%	91.2%	7.3%
2012 Federal Trade Commission	526	2.7%	90.0%	7.3%
2011 Federal Trade Commission	580	2.9%	89.7%	7.5%
2010 Federal Trade Commission	--	--	--	--

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

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,248	2.3%	80.4%	17.2%
2016 Federal Trade Commission	614	2.2%	89.7%	8.1%
2015 Federal Trade Commission	611	1.1%	90.8%	8.1%
2014 Federal Trade Commission	495	3.1%	89.7%	7.2%
2013 Federal Trade Commission	549	1.8%	90.7%	7.5%
2012 Federal Trade Commission	527	1.9%	89.8%	8.3%
2011 Federal Trade Commission	577	2.6%	88.1%	9.3%
2010 Federal Trade Commission	--	--	--	--

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	204,775	78.9%	12.0%	9.1%	6,007	
2016 Federal Trade Commission	506	78.4%	11.0%	10.6%	6	↗
2015 Federal Trade Commission	454	69.0%	12.8%	18.2%	5	↘
2014 Federal Trade Commission	337	73.8%	12.1%	14.1%	7	→
2013 Federal Trade Commission	358	74.3%	15.6%	10.1%	6	↘
2012 Federal Trade Commission	325	81.6%	11.3%	7.2%	4	↗
2011 Federal Trade Commission	338	75.8%	14.7%	9.5%	8	--
2010 Federal Trade Commission	--	--	--	--	--	--

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

Federal Trade Commission Trend Report

Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
2016 Federal Trade Commission	173	92.0%	4.0%	4.0%	2	↘
2015 Federal Trade Commission	163	95.6%	2.6%	1.8%	3	→
2014 Federal Trade Commission	134	96.1%	3.1%	0.8%	1	→
2013 Federal Trade Commission	163	95.5%	3.9%	0.6%	3	→
2012 Federal Trade Commission	172	94.4%	3.8%	1.8%	0	→
2011 Federal Trade Commission	185	95.5%	3.9%	0.6%	0	--
2010 Federal Trade Commission	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	102,282	80.5%	15.7%	3.8%	7,335	
2016 Federal Trade Commission	103	91.0%	8.2%	0.8%	10	↗
2015 Federal Trade Commission	99	78.5%	19.5%	1.9%	11	→
2014 Federal Trade Commission	97	73.3%	21.4%	5.3%	7	↘
2013 Federal Trade Commission	108	89.2%	9.8%	1.0%	9	→
2012 Federal Trade Commission	114	92.6%	6.5%	0.8%	2	→
2011 Federal Trade Commission	122	88.2%	9.3%	2.5%	5	--
2010 Federal Trade Commission	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	51,991	75.5%	20.1%	4.4%	8,067	
2016 Federal Trade Commission	52	80.5%	16.0%	3.6%	8	→
2015 Federal Trade Commission	46	81.0%	16.8%	2.2%	7	→
2014 Federal Trade Commission	50	72.2%	21.9%	5.9%	6	↘
2013 Federal Trade Commission	36	88.4%	9.2%	2.4%	4	→
2012 Federal Trade Commission	44	91.3%	6.5%	2.2%	3	→
2011 Federal Trade Commission	38	87.7%	9.3%	3.0%	1	--
2010 Federal Trade Commission	--	--	--	--	--	

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

Federal Trade Commission Trend Report

Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
2016 Federal Trade Commission	18	83.2%	11.1%	5.7%	8	--
2015 Federal Trade Commission	12	54.2%	37.0%	8.8%	5	--
2014 Federal Trade Commission	14	74.7%	25.3%	0.0%	5	--
2013 Federal Trade Commission	9	53.7%	35.1%	11.1%	3	--
2012 Federal Trade Commission	14	93.5%	0.0%	6.5%	1	--
2011 Federal Trade Commission	15	100.0%	0.0%	0.0%	3	--
2010 Federal Trade Commission	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	7,399	67.6%	30.2%	2.2%	3,730	
2016 Federal Trade Commission	14	85.1%	14.9%	0.0%	8	--
2015 Federal Trade Commission	5	57.4%	42.6%	0.0%	3	--
2014 Federal Trade Commission	14	77.8%	22.2%	0.0%	6	--
2013 Federal Trade Commission	10	68.8%	31.2%	0.0%	4	--
2012 Federal Trade Commission	9	76.4%	23.6%	0.0%	1	--
2011 Federal Trade Commission	13	70.8%	29.2%	0.0%	7	--
2010 Federal Trade Commission	--	--	--	--	--	

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

Federal Trade Commission *Trend Report*

Demographic Questions

Where do you work?

	N	%
Headquarters	479	78.5%
Field	131	21.5%

What is your supervisory status?

	N	%
Non-Supervisor	323	52.4%
Team Leader	185	30.0%
Supervisor	61	9.9%
Manager	29	4.7%
Senior Leader	19	3.1%

Are you:

	N	%
Male	286	47.6%
Female	315	52.4%

Are you Hispanic or Latino?

	N	%
Yes	35	5.9%
No	563	94.1%

Race

	N	%
American Indian or Alaska Native	2	0.3%
Asian	48	8.2%
Black or African American	90	15.4%
Native Hawaiian or Other Pacific Islander	2	0.3%
White	435	74.5%
Two or more races	7	1.2%

Federal Trade Commission Trend Report

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	7	1.1%
Trade or Technical Certificate	4	0.7%
Some College (no degree)	31	5.1%
Associate's Degree (e.g., AA, AS)	11	1.8%
Bachelor's Degree (e.g., BA, BS)	78	12.8%
Master's Degree (e.g., MA, MS, MBA)	52	8.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	428	70.0%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	3	0.5%
GS 7-12	93	15.1%
GS 13-15	490	79.8%
Senior Executive Service	28	4.6%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	20	3.3%
1 to 3 years	74	12.2%
4 to 5 years	64	10.5%
6 to 10 years	156	25.6%
11 to 14 years	69	11.3%
15 to 20 years	77	12.6%
More than 20 years	149	24.5%

Federal Trade Commission Trend Report

Demographic Questions (continued)

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

	N	%
Less than 1 year	39	6.4%
1 to 3 years	125	20.6%
4 to 5 years	70	11.5%
6 to 10 years	148	24.3%
11 to 20 years	121	19.9%
More than 20 years	105	17.3%

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

	N	%
No	431	70.8%
Yes, to retire	23	3.8%
Yes, to take another job within the Federal Government	91	14.9%
Yes, to take another job outside the Federal Government	42	6.9%
Yes, other	22	3.6%

I am planning to retire:

	N	%
Within one year	17	2.8%
Between one and three years	33	5.5%
Between three and five years	43	7.1%
Five or more years	510	84.6%

Self-Identify as:

	N	%
Heterosexual or Straight	482	82.1%
Gay, Lesbian, Bisexual, or Transgender	40	6.8%
I prefer not to say	65	11.1%

What is your US military service status?

	N	%
No Prior Military Service	563	93.1%
Currently in National Guard or Reserves	3	0.5%
Retired	8	1.3%
Separated or Discharged	31	5.1%

Federal Trade Commission

Trend Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	44	7.3%
No	561	92.7%

What is your age group?

	N	%
25 and under	2	0.3%
26-29	24	3.7%
30-39	201	31.4%
40-49	186	29.0%
50-59	157	24.5%
60 or older	71	11.1%