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2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Department of the Interior
Fish and Wildlife Service





Department of the Interior Fish and Wildlife Service *1st Level Subagency Report*

This 2016 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	407,789	45.8%
Department of the Interior	23,098	50.1%
Fish and Wildlife Service	4,445	60.1%

New for 2016

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

Two new sections –**Top 10 Positive & Negative Items** and **Leading & Trailing Your Comparison Group**. These sections provide high level information on how your subagency is doing.

Main Report Results

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

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

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

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

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

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Top 10 Positive & Negative Items

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

Highest Percent Positive

97.1%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
92.5%	I am constantly looking for ways to do my job better. (Q.8)
90.5%	The work I do is important. (Q.13)
86.9%	I like the kind of work I do. (Q.5)
86.4%	How would you rate the overall quality of work done by your work unit? (Q.28)
85.2%	Employees are protected from health and safety hazards on the job. (Q.35)
85.0%	My supervisor supports my need to balance work and other life issues. (Q.42)
83.7%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
83.2%	I am held accountable for achieving results. (Q.16)
82.5%	My supervisor treats me with respect. (Q.49)

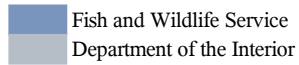
Highest Percent Negative

46.7%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
46.7%	Pay raises depend on how well employees perform their jobs. (Q.33)
39.6%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
36.9%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
35.3%	My workload is reasonable. (Q.10)
34.7%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
32.5%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
31.6%	Promotions in my work unit are based on merit. (Q.22)
31.1%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
30.3%	My work unit is able to recruit people with the right skills. (Q.21)

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Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Department of the Interior) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.



Survey Item	% Positive Response		Difference
How satisfied are you with the training you receive for your present job? (Q.68)	65.7%	53.9%	+11.8
My training needs are assessed. (Q.18)	61.3%	52.4%	+8.9
I recommend my organization as a good place to work. (Q.40)	74.1%	65.3%	+8.8
I am given a real opportunity to improve my skills in my organization. (Q.1)	74.5%	66.4%	+8.1
Supervisors in my work unit support employee development. (Q.47)	75.8%	67.8%	+8.0
Policies and programs promote diversity in the workplace. (Q.34)	62.9%	55.4%	+7.5
Awards in my work unit depend on how well employees perform their jobs. (Q.25)	52.2%	45.2%	+7.0
Employees are protected from health and safety hazards on the job. (Q.35)	85.2%	78.2%	+7.0
Senior leaders demonstrate support for Work/Life programs. (Q.62)	63.6%	56.7%	+6.9
Prohibited Personnel Practices are not tolerated. (Q.38)	74.4%	67.7%	+6.7

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Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Department of the Interior) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.

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

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My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	406,992	62.6%	16.3%	21.1%
Department of the Interior	23,068	66.4%	15.3%	18.4%
Fish and Wildlife Service	4,441	74.5%	12.6%	12.9%

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

	N	Positive	Neutral	Negative
Governmentwide	404,152	70.2%	14.7%	15.1%
Department of the Interior	22,810	69.1%	15.3%	15.6%
Fish and Wildlife Service	4,394	73.3%	14.0%	12.7%

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

	N	Positive	Neutral	Negative
Governmentwide	401,408	57.7%	18.0%	24.3%
Department of the Interior	22,670	62.1%	16.9%	21.0%
Fish and Wildlife Service	4,365	67.3%	14.9%	17.7%

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

	N	Positive	Neutral	Negative
Governmentwide	404,402	71.6%	14.3%	14.1%
Department of the Interior	22,787	74.2%	13.6%	12.1%
Fish and Wildlife Service	4,394	77.6%	12.4%	10.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	401,675	83.2%	10.8%	6.1%
Department of the Interior	22,682	86.1%	9.0%	4.9%
Fish and Wildlife Service	4,359	86.9%	8.7%	4.3%

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

	N	Positive	Neutral	Negative
Governmentwide	402,718	79.4%	11.0%	9.6%
Department of the Interior	22,756	76.9%	12.6%	10.5%
Fish and Wildlife Service	4,390	77.5%	13.0%	9.5%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	404,739	95.7%	2.7%	1.6%
Department of the Interior	22,906	96.0%	2.7%	1.3%
Fish and Wildlife Service	4,411	97.1%	1.9%	1.0%

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

	N	Positive	Neutral	Negative
Governmentwide	405,416	90.9%	7.2%	1.8%
Department of the Interior	22,951	91.1%	7.4%	1.5%
Fish and Wildlife Service	4,422	92.5%	6.2%	1.2%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,568	46.6%	16.0%	37.5%	922
Department of the Interior	22,959	41.5%	15.7%	42.8%	48
Fish and Wildlife Service	4,434	38.6%	14.7%	46.7%	4

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,398	57.5%	16.2%	26.3%	693
Department of the Interior	22,729	48.1%	17.8%	34.1%	35
Fish and Wildlife Service	4,376	46.6%	18.1%	35.3%	8

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	394,751	58.4%	16.5%	25.1%	1,759
Department of the Interior	22,255	59.2%	16.8%	24.0%	72
Fish and Wildlife Service	4,284	62.2%	15.7%	22.0%	14

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,835	83.1%	9.9%	7.0%	1,337
Department of the Interior	22,778	81.6%	10.7%	7.7%	66
Fish and Wildlife Service	4,397	80.4%	11.6%	8.0%	15

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,340	90.3%	6.6%	3.2%	1,152
Department of the Interior	22,584	90.0%	7.1%	2.9%	59
Fish and Wildlife Service	4,353	90.5%	7.0%	2.5%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,735	65.7%	14.0%	20.3%	1,775
Department of the Interior	22,872	67.9%	15.1%	17.0%	77
Fish and Wildlife Service	4,410	72.6%	13.2%	14.1%	12

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,544	69.6%	14.3%	16.2%	6,003
Department of the Interior	22,613	67.9%	15.5%	16.6%	342
Fish and Wildlife Service	4,370	73.0%	13.0%	14.0%	54

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,229	81.6%	12.1%	6.3%	1,953
Department of the Interior	22,738	80.9%	12.5%	6.6%	125
Fish and Wildlife Service	4,388	83.2%	11.8%	5.0%	23

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	386,924	62.1%	18.1%	19.8%	17,784
Department of the Interior	21,799	59.4%	18.1%	22.5%	1,117
Fish and Wildlife Service	4,213	62.8%	18.2%	19.0%	211

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,073	52.9%	22.9%	24.2%	4,002
Department of the Interior	22,732	52.4%	22.6%	24.9%	168
Fish and Wildlife Service	4,402	61.3%	20.3%	18.4%	22

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	396,712	69.0%	13.6%	17.3%	10,380
Department of the Interior	22,650	68.0%	14.8%	17.2%	429
Fish and Wildlife Service	4,385	66.9%	14.2%	18.8%	58

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	406,886	73.3%	13.5%	13.2%
Department of the Interior	23,041	73.7%	13.5%	12.8%
Fish and Wildlife Service	4,440	77.9%	11.5%	10.5%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,412	42.6%	25.2%	32.2%	14,370
Department of the Interior	22,428	41.1%	24.6%	34.3%	620
Fish and Wildlife Service	4,306	46.5%	23.1%	30.3%	135

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,444	34.5%	27.6%	38.0%	27,943
Department of the Interior	21,360	37.9%	27.2%	34.9%	1,534
Fish and Wildlife Service	4,099	38.9%	29.4%	31.6%	316

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,758	29.3%	27.1%	43.6%	41,216
Department of the Interior	20,850	29.9%	28.1%	42.0%	2,090
Fish and Wildlife Service	4,006	31.9%	28.4%	39.6%	406

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,352	34.0%	27.9%	38.1%	25,041
Department of the Interior	21,568	34.1%	28.9%	37.0%	1,385
Fish and Wildlife Service	4,146	37.8%	29.7%	32.5%	275

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,070	41.4%	24.9%	33.8%	28,546
Department of the Interior	21,242	45.2%	24.0%	30.8%	1,698
Fish and Wildlife Service	4,097	52.2%	22.8%	25.0%	317

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,664	73.3%	13.8%	12.9%	1,739
Department of the Interior	22,882	72.6%	13.9%	13.5%	93
Fish and Wildlife Service	4,415	76.3%	12.8%	10.8%	15

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,303	54.2%	28.2%	17.6%	16,713
Department of the Interior	22,287	55.5%	27.1%	17.4%	750
Fish and Wildlife Service	4,297	56.3%	28.6%	15.1%	139

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

	N	Positive	Neutral	Negative
Governmentwide	406,077	82.3%	14.1%	3.6%
Department of the Interior	23,018	82.5%	13.8%	3.6%
Fish and Wildlife Service	4,431	86.4%	11.0%	2.5%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,750	69.4%	17.3%	13.3%	6,753
Department of the Interior	22,321	68.0%	18.2%	13.7%	385
Fish and Wildlife Service	4,307	73.9%	15.3%	10.8%	78

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,805	44.8%	24.6%	30.6%	9,449
Department of the Interior	22,138	44.9%	25.4%	29.7%	551
Fish and Wildlife Service	4,284	48.6%	24.3%	27.0%	102

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,973	48.0%	23.1%	28.9%	8,551
Department of the Interior	22,154	48.7%	24.2%	27.1%	461
Fish and Wildlife Service	4,309	55.3%	21.9%	22.8%	72

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,387	38.4%	28.3%	33.3%	13,365
Department of the Interior	21,881	39.3%	28.8%	32.0%	681
Fish and Wildlife Service	4,264	45.5%	28.1%	26.4%	101

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,966	22.3%	26.9%	50.7%	29,028
Department of the Interior	20,812	22.0%	28.8%	49.2%	1,724
Fish and Wildlife Service	4,014	21.5%	31.9%	46.7%	348

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	370,140	57.8%	27.4%	14.8%	29,591
Department of the Interior	21,271	55.4%	27.7%	16.9%	1,391
Fish and Wildlife Service	4,136	62.9%	25.8%	11.3%	241

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,340	76.0%	13.3%	10.7%	6,278
Department of the Interior	22,382	78.2%	13.0%	8.8%	251
Fish and Wildlife Service	4,334	85.2%	9.8%	5.1%	38

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,948	77.2%	13.3%	9.5%	4,677
Department of the Interior	22,264	68.1%	18.0%	13.9%	320
Fish and Wildlife Service	4,319	70.8%	17.4%	11.8%	54

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,254	53.1%	21.8%	25.1%	23,720
Department of the Interior	21,394	54.6%	20.9%	24.5%	1,240
Fish and Wildlife Service	4,139	60.6%	19.1%	20.3%	236

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,746	66.7%	18.9%	14.4%	35,073
Department of the Interior	20,603	67.7%	18.1%	14.2%	1,910
Fish and Wildlife Service	4,009	74.4%	15.7%	9.9%	345

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,488	74.0%	17.2%	8.8%	7,188
Department of the Interior	22,264	69.8%	19.7%	10.5%	420
Fish and Wildlife Service	4,321	71.7%	19.2%	9.1%	71

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

	N	Positive	Neutral	Negative
Governmentwide	400,013	64.0%	20.1%	15.8%
Department of the Interior	22,676	65.3%	19.5%	15.2%
Fish and Wildlife Service	4,385	74.1%	15.7%	10.2%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	370,195	40.9%	26.8%	32.3%	30,395
Department of the Interior	20,804	36.1%	28.3%	35.5%	1,906
Fish and Wildlife Service	4,025	37.9%	31.0%	31.1%	367

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	397,533	78.3%	10.8%	10.9%	2,147
Department of the Interior	22,546	81.6%	9.4%	9.0%	120
Fish and Wildlife Service	4,357	85.0%	7.5%	7.4%	26

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	396,644	66.2%	16.9%	17.0%	2,033
Department of the Interior	22,493	68.3%	15.8%	15.8%	121
Fish and Wildlife Service	4,351	71.8%	14.2%	14.1%	25

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,835	63.4%	18.2%	18.4%	4,496
Department of the Interior	22,155	63.5%	18.1%	18.4%	260
Fish and Wildlife Service	4,297	67.2%	15.5%	17.2%	45

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	365,376	67.8%	21.7%	10.5%	32,531
Department of the Interior	20,636	67.1%	22.6%	10.2%	1,949
Fish and Wildlife Service	3,997	72.1%	20.6%	7.3%	377

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,581	62.5%	19.1%	18.5%	2,285
Department of the Interior	22,421	60.2%	20.9%	18.9%	153
Fish and Wildlife Service	4,340	63.7%	19.1%	17.2%	27

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,465	65.6%	17.8%	16.6%	6,120
Department of the Interior	22,292	67.8%	16.7%	15.5%	312
Fish and Wildlife Service	4,325	75.8%	13.0%	11.2%	44

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

	N	Positive	Neutral	Negative
Governmentwide	398,731	76.1%	12.1%	11.8%
Department of the Interior	22,607	76.3%	12.0%	11.7%
Fish and Wildlife Service	4,380	79.4%	10.2%	10.4%

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My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	397,483	81.3%	10.0%	8.7%
Department of the Interior	22,564	80.3%	10.0%	9.7%
Fish and Wildlife Service	4,378	82.5%	8.9%	8.6%

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

	N	Positive	Neutral	Negative
Governmentwide	397,581	77.6%	10.0%	12.4%
Department of the Interior	22,542	80.2%	8.6%	11.2%
Fish and Wildlife Service	4,367	83.7%	6.4%	9.9%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	398,003	67.4%	16.0%	16.6%
Department of the Interior	22,574	66.4%	16.1%	17.5%
Fish and Wildlife Service	4,377	69.2%	14.4%	16.4%

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

	N	Positive	Neutral	Negative
Governmentwide	398,213	70.5%	17.4%	12.1%
Department of the Interior	22,601	68.8%	18.2%	13.0%
Fish and Wildlife Service	4,378	71.6%	17.3%	11.2%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,819	40.9%	24.1%	35.0%	7,594
Department of the Interior	21,986	35.1%	26.4%	38.5%	505
Fish and Wildlife Service	4,266	36.6%	26.5%	36.9%	92

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,029	51.8%	24.0%	24.3%	23,730
Department of the Interior	20,871	47.1%	26.0%	26.9%	1,577
Fish and Wildlife Service	4,058	47.1%	28.0%	24.9%	300

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Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,225	64.0%	22.0%	13.9%	25,081
Department of the Interior	20,517	60.5%	24.7%	14.7%	1,737
Fish and Wildlife Service	3,921	64.5%	24.6%	10.9%	387

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,027	60.3%	20.1%	19.6%	5,145
Department of the Interior	22,043	52.9%	23.0%	24.2%	317
Fish and Wildlife Service	4,299	58.6%	21.3%	20.1%	37

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	367,493	60.1%	23.5%	16.4%	26,319
Department of the Interior	20,342	51.8%	27.7%	20.5%	2,022
Fish and Wildlife Service	3,958	53.8%	28.0%	18.1%	372

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	381,145	52.0%	22.5%	25.5%	13,697
Department of the Interior	21,703	47.5%	23.2%	29.3%	730
Fish and Wildlife Service	4,230	51.3%	23.0%	25.6%	121

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,902	55.7%	22.4%	21.8%	14,062
Department of the Interior	21,650	53.0%	23.2%	23.8%	770
Fish and Wildlife Service	4,205	59.6%	21.6%	18.8%	143

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,425	57.9%	23.3%	18.9%	21,965
Department of the Interior	21,152	54.5%	25.0%	20.5%	1,285
Fish and Wildlife Service	4,106	58.8%	23.8%	17.4%	240

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,254	53.1%	23.5%	23.4%	5,078
Department of the Interior	22,115	46.6%	26.4%	27.0%	332
Fish and Wildlife Service	4,295	46.8%	25.7%	27.6%	56

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,124	55.1%	25.8%	19.1%	32,433
Department of the Interior	20,329	56.7%	26.0%	17.3%	2,136
Fish and Wildlife Service	3,933	63.6%	24.5%	12.0%	422

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	394,068	50.7%	22.7%	26.6%
Department of the Interior	22,360	52.4%	21.7%	25.9%
Fish and Wildlife Service	4,337	55.9%	20.2%	23.8%

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

	N	Positive	Neutral	Negative
Governmentwide	393,156	48.0%	23.5%	28.5%
Department of the Interior	22,318	45.6%	24.0%	30.4%
Fish and Wildlife Service	4,329	48.2%	24.2%	27.6%

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

	N	Positive	Neutral	Negative
Governmentwide	392,389	47.5%	23.8%	28.7%
Department of the Interior	22,262	49.4%	23.9%	26.7%
Fish and Wildlife Service	4,314	55.3%	22.0%	22.7%

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

	N	Positive	Neutral	Negative
Governmentwide	392,440	42.5%	29.3%	28.3%
Department of the Interior	22,270	37.6%	31.4%	31.0%
Fish and Wildlife Service	4,321	37.7%	32.3%	30.0%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	392,739	35.9%	27.3%	36.8%
Department of the Interior	22,272	36.8%	28.5%	34.7%
Fish and Wildlife Service	4,318	38.3%	27.0%	34.7%

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

	N	Positive	Neutral	Negative
Governmentwide	392,659	52.5%	23.5%	23.9%
Department of the Interior	22,273	53.9%	23.7%	22.4%
Fish and Wildlife Service	4,328	65.7%	20.2%	14.1%

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

	N	Positive	Neutral	Negative
Governmentwide	392,826	66.2%	17.4%	16.4%
Department of the Interior	22,281	67.2%	16.9%	15.9%
Fish and Wildlife Service	4,323	71.1%	15.1%	13.8%

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

	N	Positive	Neutral	Negative
Governmentwide	393,242	58.2%	16.9%	24.9%
Department of the Interior	22,295	60.7%	16.4%	22.9%
Fish and Wildlife Service	4,331	65.4%	14.7%	19.8%

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

	N	Positive	Neutral	Negative
Governmentwide	393,451	56.9%	21.4%	21.7%
Department of the Interior	22,348	57.7%	21.0%	21.3%
Fish and Wildlife Service	4,335	64.1%	19.0%	16.9%

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Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
Department of the Interior	22,263	62.4%	14.9%	14.8%	7.8%
Fish and Wildlife Service	4,317	71.4%	11.0%	11.0%	6.7%

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
Department of the Interior	22,225	3.7%	13.8%	8.2%	20.8%
Fish and Wildlife Service	4,319	4.0%	15.8%	8.9%	23.5%

(continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
Department of the Interior	22,225	20.8%	4.8%	11.9%	16.0%
Fish and Wildlife Service	4,319	19.2%	3.1%	8.4%	17.1%

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

	N	Yes	No	Not Available To Me
Governmentwide	391,178	33.4%	45.8%	20.8%
Department of the Interior	22,206	48.3%	41.3%	10.5%
Fish and Wildlife Service	4,298	50.8%	42.4%	6.7%

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Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	390,233	26.8%	61.0%	12.1%
Department of the Interior	22,183	28.2%	58.1%	13.7%
Fish and Wildlife Service	4,303	31.3%	61.5%	7.2%

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

	N	Yes	No	Not Available To Me
Governmentwide	387,376	13.6%	81.0%	5.3%
Department of the Interior	22,054	20.0%	77.4%	2.6%
Fish and Wildlife Service	4,276	17.5%	80.5%	2.0%

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

	N	Yes	No	Not Available To Me
Governmentwide	390,848	3.7%	79.1%	17.2%
Department of the Interior	22,223	1.6%	73.7%	24.6%
Fish and Wildlife Service	4,308	1.7%	79.6%	18.7%

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

	N	Yes	No	Not Available To Me
Governmentwide	391,248	2.3%	80.4%	17.2%
Department of the Interior	22,223	1.4%	75.0%	23.7%
Fish and Wildlife Service	4,315	1.3%	81.5%	17.1%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	204,775	78.9%	12.0%	9.1%	6,007
Department of the Interior	10,543	78.9%	12.3%	8.7%	284
Fish and Wildlife Service	2,255	81.2%	11.7%	7.1%	51

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

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	148,859	89.7%	7.0%	3.3%	3,222
Department of the Interior	10,580	90.8%	6.7%	2.5%	148
Fish and Wildlife Service	2,159	91.4%	6.2%	2.4%	26

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	102,282	80.5%	15.7%	3.8%	7,335
Department of the Interior	6,070	77.9%	17.2%	4.9%	339
Fish and Wildlife Service	1,291	82.9%	14.3%	2.8%	61

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	51,991	75.5%	20.1%	4.4%	8,067
Department of the Interior	4,194	76.1%	18.9%	5.0%	444
Fish and Wildlife Service	733	79.2%	16.4%	4.4%	74

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	10,701	72.2%	23.5%	4.3%	4,380
Department of the Interior	336	62.8%	32.8%	4.3%	149
Fish and Wildlife Service	65	73.4%	26.6%	0.0%	31

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,399	67.6%	30.2%	2.2%	3,730
Department of the Interior	278	59.2%	38.5%	2.3%	149
Fish and Wildlife Service	48	72.4%	22.8%	4.8%	24

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

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Demographic Questions

Where do you work?

	N	%
Headquarters	960	22.3%
Field	3,347	77.7%

What is your supervisory status?

	N	%
Non-Supervisor	2,349	54.4%
Team Leader	560	13.0%
Supervisor	870	20.2%
Manager	504	11.7%
Senior Leader	33	0.8%

Are you:

	N	%
Male	2,357	55.4%
Female	1,896	44.6%

Are you Hispanic or Latino?

	N	%
Yes	256	6.1%
No	3,954	93.9%

Race

	N	%
American Indian or Alaska Native	76	1.8%
Asian	73	1.8%
Black or African American	142	3.4%
Native Hawaiian or Other Pacific Islander	20	0.5%
White	3,658	88.8%
Two or more races	150	3.6%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	N	%
Less than High School	3	0.1%
High School Diploma/GED or equivalent	116	2.7%
Trade or Technical Certificate	82	1.9%
Some College (no degree)	381	8.9%
Associate's Degree (e.g., AA, AS)	195	4.5%
Bachelor's Degree (e.g., BA, BS)	1,642	38.3%
Master's Degree (e.g., MA, MS, MBA)	1,551	36.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	318	7.4%

What is your pay category/grade?

	N	%
Federal Wage System	200	4.7%
GS 1-6	138	3.2%
GS 7-12	2,564	59.7%
GS 13-15	1,362	31.7%
Senior Executive Service	14	0.3%
Senior Level (SL) or Scientific or Professional (ST)	2	0.0%
Other	17	0.4%

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

	N	%
Less than 1 year	41	1.0%
1 to 3 years	164	3.8%
4 to 5 years	301	7.0%
6 to 10 years	743	17.3%
11 to 14 years	602	14.0%
15 to 20 years	852	19.8%
More than 20 years	1,596	37.1%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	N	%
Less than 1 year	105	2.4%
1 to 3 years	305	7.1%
4 to 5 years	422	9.8%
6 to 10 years	883	20.5%
11 to 20 years	1,476	34.3%
More than 20 years	1,109	25.8%

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

	N	%
No	3,021	70.4%
Yes, to retire	208	4.8%
Yes, to take another job within the Federal Government	774	18.0%
Yes, to take another job outside the Federal Government	122	2.8%
Yes, other	168	3.9%

I am planning to retire:

	N	%
Within one year	127	3.0%
Between one and three years	414	9.7%
Between three and five years	487	11.4%
Five or more years	3,247	76.0%

Self-Identify as:

	N	%
Heterosexual or Straight	3,335	81.7%
Gay, Lesbian, Bisexual, or Transgender	117	2.9%
I prefer not to say	628	15.4%

What is your US military service status?

	N	%
No Prior Military Service	3,511	83.0%
Currently in National Guard or Reserves	41	1.0%
Retired	192	4.5%
Separated or Discharged	485	11.5%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	457	10.8%
No	3,772	89.2%

What is your age group?

	N	%
25 and under	39	0.9%
26-29	108	2.4%
30-39	743	16.7%
40-49	1,382	31.1%
50-59	1,537	34.6%
60 or older	636	14.3%

Note: Percentages for demographic questions are unweighted.