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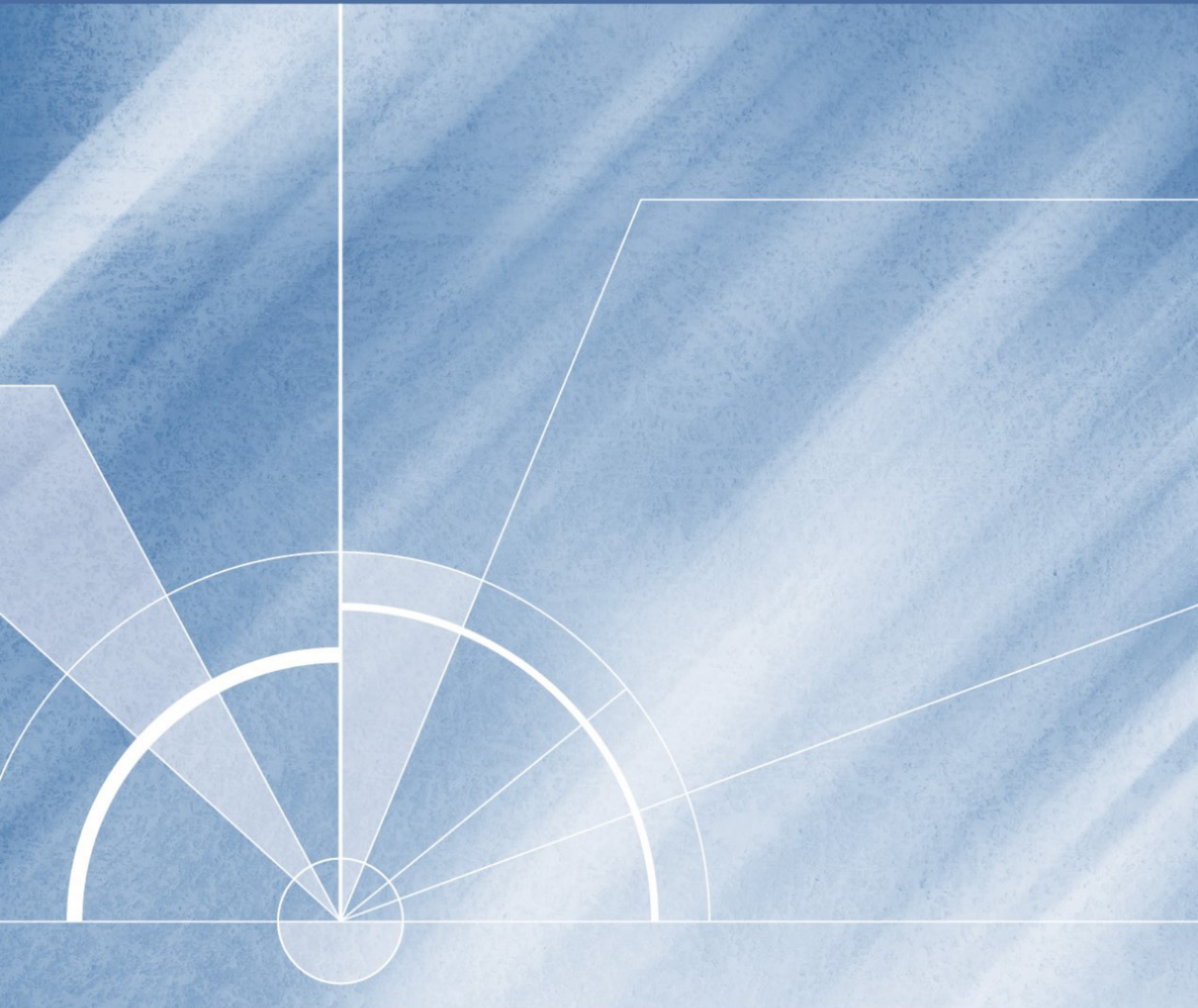
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2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Trend
Report

UNITED STATES MINT (MINT)



Department of the Treasury
UNITED STATES MINT (MINT)
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This 2016 Federal Employee Viewpoint Survey Report provides trend results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed
2016 Governmentwide	407,789
2016 Department of the Treasury	45,497
2016 UNITED STATES MINT (MINT)	896
2015 UNITED STATES MINT (MINT)	1,027
2014 UNITED STATES MINT (MINT)	970
2013 UNITED STATES MINT (MINT)	1,053
2012 UNITED STATES MINT (MINT)	1,053
2011 UNITED STATES MINT (MINT)	1,304
2010 UNITED STATES MINT (MINT)	1,061

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.

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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	Difference from previous year
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
2016 Department of the Treasury	45,384	61.0%	16.6%	22.4%	
2016 UNITED STATES MINT (MINT)	896	59.4%	16.8%	23.9%	↘
2015 UNITED STATES MINT (MINT)	1,023	63.0%	15.9%	21.1%	↗
2014 UNITED STATES MINT (MINT)	967	58.0%	18.1%	23.9%	↘
2013 UNITED STATES MINT (MINT)	1,052	61.4%	15.9%	22.6%	→
2012 UNITED STATES MINT (MINT)	1,053	64.5%	15.8%	19.7%	→
2011 UNITED STATES MINT (MINT)	1,304	66.0%	17.3%	16.8%	↗
2010 UNITED STATES MINT (MINT)	1,051	59.4%	17.0%	23.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,152	70.2%	14.7%	15.1%	
2016 Department of the Treasury	45,016	69.5%	14.2%	16.4%	
2016 UNITED STATES MINT (MINT)	884	68.8%	15.2%	16.0%	→
2015 UNITED STATES MINT (MINT)	1,016	71.4%	14.2%	14.4%	→
2014 UNITED STATES MINT (MINT)	956	70.9%	14.2%	15.0%	→
2013 UNITED STATES MINT (MINT)	1,035	73.2%	13.7%	13.1%	→
2012 UNITED STATES MINT (MINT)	1,050	72.9%	13.4%	13.7%	→
2011 UNITED STATES MINT (MINT)	1,303	74.9%	12.3%	12.7%	↗
2010 UNITED STATES MINT (MINT)	1,057	66.5%	11.9%	21.6%	

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,408	57.7%	18.0%	24.3%	
2016 Department of the Treasury	44,808	56.1%	19.0%	24.9%	
2016 UNITED STATES MINT (MINT)	882	56.4%	18.4%	25.2%	→
2015 UNITED STATES MINT (MINT)	1,002	59.2%	16.7%	24.1%	→
2014 UNITED STATES MINT (MINT)	956	57.1%	18.6%	24.3%	↘
2013 UNITED STATES MINT (MINT)	1,030	60.6%	15.0%	24.4%	→
2012 UNITED STATES MINT (MINT)	1,045	59.8%	17.1%	23.0%	→
2011 UNITED STATES MINT (MINT)	1,301	57.2%	20.4%	22.5%	↗
2010 UNITED STATES MINT (MINT)	1,055	47.6%	19.5%	32.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
2016 Department of the Treasury	45,169	70.3%	14.7%	15.0%	
2016 UNITED STATES MINT (MINT)	887	66.1%	16.7%	17.2%	↘
2015 UNITED STATES MINT (MINT)	1,020	70.3%	14.9%	14.9%	↗
2014 UNITED STATES MINT (MINT)	961	66.9%	18.7%	14.4%	→
2013 UNITED STATES MINT (MINT)	1,046	68.1%	16.1%	15.8%	→
2012 UNITED STATES MINT (MINT)	1,051	71.1%	13.7%	15.1%	→
2011 UNITED STATES MINT (MINT)	1,301	71.1%	14.8%	14.1%	↗
2010 UNITED STATES MINT (MINT)	1,055	58.0%	19.8%	22.2%	

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My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,675	83.2%	10.8%	6.1%	
2016 Department of the Treasury	44,653	79.8%	12.5%	7.7%	
2016 UNITED STATES MINT (MINT)	876	82.2%	12.4%	5.4%	↘
2015 UNITED STATES MINT (MINT)	987	85.7%	8.7%	5.6%	↗
2014 UNITED STATES MINT (MINT)	943	83.3%	11.0%	5.6%	→
2013 UNITED STATES MINT (MINT)	1,022	84.5%	9.5%	6.0%	→
2012 UNITED STATES MINT (MINT)	1,046	87.2%	7.1%	5.7%	→
2011 UNITED STATES MINT (MINT)	1,300	85.9%	9.6%	4.5%	↗
2010 UNITED STATES MINT (MINT)	1,056	81.2%	10.8%	8.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	402,718	79.4%	11.0%	9.6%	
2016 Department of the Treasury	44,883	81.4%	9.7%	9.0%	
2016 UNITED STATES MINT (MINT)	887	81.5%	9.7%	8.8%	→
2015 UNITED STATES MINT (MINT)	1,011	81.4%	10.4%	8.1%	→
2014 UNITED STATES MINT (MINT)	967	81.1%	10.6%	8.3%	→
2013 UNITED STATES MINT (MINT)	1,034	82.7%	9.6%	7.6%	→
2012 UNITED STATES MINT (MINT)	1,042	83.0%	9.7%	7.4%	→
2011 UNITED STATES MINT (MINT)	1,301	82.1%	11.0%	6.9%	↗
2010 UNITED STATES MINT (MINT)	1,054	77.5%	11.4%	11.1%	

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
2016 Department of the Treasury	45,145	94.0%	3.7%	2.3%	
2016 UNITED STATES MINT (MINT)	893	92.0%	5.0%	3.0%	→
2015 UNITED STATES MINT (MINT)	1,019	91.8%	4.2%	3.9%	↘
2014 UNITED STATES MINT (MINT)	963	93.9%	3.8%	2.2%	→
2013 UNITED STATES MINT (MINT)	1,049	92.5%	4.9%	2.6%	→
2012 UNITED STATES MINT (MINT)	1,050	93.5%	3.5%	3.0%	→
2011 UNITED STATES MINT (MINT)	1,302	93.8%	3.7%	2.5%	→
2010 UNITED STATES MINT (MINT)	1,057	92.5%	4.1%	3.4%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	405,416	90.9%	7.2%	1.8%	
2016 Department of the Treasury	45,200	87.6%	9.7%	2.7%	
2016 UNITED STATES MINT (MINT)	884	85.8%	11.0%	3.2%	→
2015 UNITED STATES MINT (MINT)	1,022	86.2%	9.7%	4.2%	→
2014 UNITED STATES MINT (MINT)	966	86.8%	10.4%	2.7%	→
2013 UNITED STATES MINT (MINT)	1,043	87.3%	9.8%	2.8%	→
2012 UNITED STATES MINT (MINT)	1,050	86.4%	10.2%	3.4%	→
2011 UNITED STATES MINT (MINT)	1,301	87.9%	9.9%	2.2%	↗
2010 UNITED STATES MINT (MINT)	1,053	82.0%	12.6%	5.4%	

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	405,568	46.6%	16.0%	37.5%	922	
2016 Department of the Treasury	45,219	43.7%	15.2%	41.1%	128	
2016 UNITED STATES MINT (MINT)	889	57.4%	16.5%	26.1%	3	→
2015 UNITED STATES MINT (MINT)	1,020	59.3%	15.1%	25.5%	3	↗
2014 UNITED STATES MINT (MINT)	965	55.1%	18.9%	26.0%	3	→
2013 UNITED STATES MINT (MINT)	1,045	56.6%	16.3%	27.1%	5	↘
2012 UNITED STATES MINT (MINT)	1,048	59.4%	15.8%	24.8%	4	↘
2011 UNITED STATES MINT (MINT)	1,296	61.5%	17.5%	21.0%	7	↗
2010 UNITED STATES MINT (MINT)	1,043	55.5%	20.0%	24.4%	9	

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
2016 Department of the Treasury	44,959	57.7%	15.9%	26.5%	110	
2016 UNITED STATES MINT (MINT)	883	71.9%	15.3%	12.8%	2	→
2015 UNITED STATES MINT (MINT)	1,018	70.7%	14.1%	15.2%	1	↗
2014 UNITED STATES MINT (MINT)	952	67.9%	15.9%	16.2%	1	↘
2013 UNITED STATES MINT (MINT)	1,041	72.1%	14.7%	13.2%	1	→
2012 UNITED STATES MINT (MINT)	1,046	73.5%	12.3%	14.2%	2	→
2011 UNITED STATES MINT (MINT)	1,295	72.6%	14.5%	12.9%	4	↗
2010 UNITED STATES MINT (MINT)	1,054	69.3%	16.1%	14.6%	3	

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,751	58.4%	16.5%	25.1%	1,759	
2016 Department of the Treasury	43,802	57.0%	17.8%	25.2%	249	
2016 UNITED STATES MINT (MINT)	861	55.4%	18.5%	26.1%	6	↘
2015 UNITED STATES MINT (MINT)	981	58.9%	15.9%	25.2%	6	→
2014 UNITED STATES MINT (MINT)	919	57.3%	16.1%	26.6%	7	→
2013 UNITED STATES MINT (MINT)	1,012	57.4%	17.7%	24.9%	6	↘
2012 UNITED STATES MINT (MINT)	1,030	60.9%	15.3%	23.8%	11	→
2011 UNITED STATES MINT (MINT)	1,281	60.2%	17.4%	22.3%	13	↗
2010 UNITED STATES MINT (MINT)	1,044	50.6%	19.0%	30.4%	10	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,835	83.1%	9.9%	7.0%	1,337	
2016 Department of the Treasury	44,864	81.2%	10.8%	8.0%	218	
2016 UNITED STATES MINT (MINT)	887	82.1%	11.0%	6.9%	5	→
2015 UNITED STATES MINT (MINT)	1,013	82.0%	9.8%	8.2%	4	→
2014 UNITED STATES MINT (MINT)	959	81.5%	10.8%	7.7%	5	→
2013 UNITED STATES MINT (MINT)	1,034	82.0%	11.1%	7.0%	8	→
2012 UNITED STATES MINT (MINT)	1,041	82.8%	11.2%	6.0%	6	→
2011 UNITED STATES MINT (MINT)	1,291	81.8%	11.3%	6.9%	9	↗
2010 UNITED STATES MINT (MINT)	1,049	74.6%	13.8%	11.7%	9	

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
2016 Department of the Treasury	44,470	88.5%	7.6%	3.9%	173	
2016 UNITED STATES MINT (MINT)	878	87.6%	8.6%	3.8%	6	→
2015 UNITED STATES MINT (MINT)	1,003	88.5%	6.5%	5.0%	1	→
2014 UNITED STATES MINT (MINT)	941	87.1%	9.7%	3.2%	4	→
2013 UNITED STATES MINT (MINT)	1,025	87.9%	8.8%	3.3%	5	↘
2012 UNITED STATES MINT (MINT)	1,044	90.0%	6.8%	3.2%	5	→
2011 UNITED STATES MINT (MINT)	1,285	90.3%	7.2%	2.5%	6	↗
2010 UNITED STATES MINT (MINT)	1,047	86.4%	8.4%	5.2%	11	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,735	65.7%	14.0%	20.3%	1,775	
2016 Department of the Treasury	44,910	66.4%	14.1%	19.5%	309	
2016 UNITED STATES MINT (MINT)	887	71.5%	13.3%	15.2%	4	→
2015 UNITED STATES MINT (MINT)	1,018	72.2%	13.9%	13.8%	1	→
2014 UNITED STATES MINT (MINT)	956	72.8%	14.7%	12.5%	7	↘
2013 UNITED STATES MINT (MINT)	1,046	78.3%	11.5%	10.2%	4	→
2012 UNITED STATES MINT (MINT)	1,050	77.0%	12.8%	10.3%	2	↗
2011 UNITED STATES MINT (MINT)	1,295	74.0%	14.3%	11.7%	4	→
2010 UNITED STATES MINT (MINT)	1,050	75.1%	12.9%	12.0%	8	

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,544	69.6%	14.3%	16.2%	6,003	
2016 Department of the Treasury	44,876	74.2%	11.5%	14.3%	392	
2016 UNITED STATES MINT (MINT)	883	68.4%	14.0%	17.6%	7	↗
2015 UNITED STATES MINT (MINT)	1,016	64.9%	15.7%	19.4%	7	↘
2014 UNITED STATES MINT (MINT)	946	67.5%	15.0%	17.5%	19	→
2013 UNITED STATES MINT (MINT)	1,039	65.2%	15.5%	19.3%	10	↗
2012 UNITED STATES MINT (MINT)	1,019	59.4%	18.7%	21.9%	29	↘
2011 UNITED STATES MINT (MINT)	1,285	63.3%	17.0%	19.7%	12	↗
2010 UNITED STATES MINT (MINT)	1,047	56.0%	17.7%	26.3%	10	

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
2016 Department of the Treasury	44,730	83.7%	11.6%	4.7%	286	
2016 UNITED STATES MINT (MINT)	883	77.6%	14.4%	8.0%	7	→
2015 UNITED STATES MINT (MINT)	1,010	78.4%	14.5%	7.1%	7	→
2014 UNITED STATES MINT (MINT)	960	77.5%	15.0%	7.4%	5	↘
2013 UNITED STATES MINT (MINT)	1,040	79.9%	12.8%	7.3%	6	→
2012 UNITED STATES MINT (MINT)	1,042	78.7%	13.0%	8.3%	11	→
2011 UNITED STATES MINT (MINT)	1,289	79.0%	14.3%	6.7%	6	↗
2010 UNITED STATES MINT (MINT)	1,047	72.6%	14.9%	12.5%	9	

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	386,924	62.1%	18.1%	19.8%	17,784	
2016 Department of the Treasury	43,006	66.4%	17.4%	16.3%	2,056	
2016 UNITED STATES MINT (MINT)	853	55.3%	20.2%	24.6%	29	→
2015 UNITED STATES MINT (MINT)	989	56.8%	20.6%	22.6%	28	→
2014 UNITED STATES MINT (MINT)	931	56.5%	21.4%	22.1%	30	↘
2013 UNITED STATES MINT (MINT)	1,019	59.6%	19.8%	20.6%	22	→
2012 UNITED STATES MINT (MINT)	1,016	58.2%	21.4%	20.4%	31	→
2011 UNITED STATES MINT (MINT)	1,252	56.5%	23.7%	19.8%	47	↗
2010 UNITED STATES MINT (MINT)	1,008	47.3%	26.4%	26.2%	48	

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	401,073	52.9%	22.9%	24.2%	4,002	
2016 Department of the Treasury	44,617	50.6%	23.1%	26.3%	542	
2016 UNITED STATES MINT (MINT)	876	53.6%	20.7%	25.7%	12	→
2015 UNITED STATES MINT (MINT)	1,005	55.3%	21.9%	22.7%	13	↗
2014 UNITED STATES MINT (MINT)	954	48.8%	24.6%	26.6%	9	→
2013 UNITED STATES MINT (MINT)	1,028	50.9%	22.3%	26.8%	16	↘
2012 UNITED STATES MINT (MINT)	1,037	58.5%	21.7%	19.9%	12	→
2011 UNITED STATES MINT (MINT)	1,278	59.2%	22.9%	17.9%	16	↗
2010 UNITED STATES MINT (MINT)	1,041	51.6%	24.1%	24.3%	15	

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
2016 Department of the Treasury	44,473	74.5%	11.7%	13.7%	916	
2016 UNITED STATES MINT (MINT)	877	74.8%	13.0%	12.2%	17	→
2015 UNITED STATES MINT (MINT)	999	72.6%	12.0%	15.4%	23	→
2014 UNITED STATES MINT (MINT)	956	71.9%	13.5%	14.5%	11	→
2013 UNITED STATES MINT (MINT)	1,040	70.7%	13.0%	16.3%	12	→
2012 UNITED STATES MINT (MINT)	1,017	68.1%	13.7%	18.1%	33	↗
2011 UNITED STATES MINT (MINT)	1,294	64.8%	15.0%	20.2%	8	↗
2010 UNITED STATES MINT (MINT)	1,048	58.9%	15.0%	26.1%	9	

My Work Unit

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,886	73.3%	13.5%	13.2%	
2016 Department of the Treasury	45,391	77.2%	11.6%	11.2%	
2016 UNITED STATES MINT (MINT)	891	72.7%	15.2%	12.1%	↘
2015 UNITED STATES MINT (MINT)	1,023	75.9%	13.2%	10.9%	↗
2014 UNITED STATES MINT (MINT)	966	72.0%	14.6%	13.4%	↘
2013 UNITED STATES MINT (MINT)	1,049	76.0%	13.0%	11.0%	→
2012 UNITED STATES MINT (MINT)	1,045	77.1%	12.2%	10.7%	→
2011 UNITED STATES MINT (MINT)	1,290	77.1%	13.0%	9.9%	↗
2010 UNITED STATES MINT (MINT)	1,052	72.2%	14.0%	13.8%	

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,412	42.6%	25.2%	32.2%	14,370	
2016 Department of the Treasury	42,857	35.1%	25.8%	39.2%	2,490	
2016 UNITED STATES MINT (MINT)	875	45.2%	27.1%	27.7%	19	↘
2015 UNITED STATES MINT (MINT)	1,000	51.2%	24.0%	24.7%	21	↗
2014 UNITED STATES MINT (MINT)	948	44.9%	28.0%	27.0%	19	→
2013 UNITED STATES MINT (MINT)	1,027	47.2%	23.8%	28.9%	24	→
2012 UNITED STATES MINT (MINT)	1,025	48.7%	23.6%	27.6%	26	→
2011 UNITED STATES MINT (MINT)	1,283	49.8%	27.5%	22.7%	20	↗
2010 UNITED STATES MINT (MINT)	1,038	40.7%	28.1%	31.3%	19	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
2016 Department of the Treasury	41,362	35.7%	28.8%	35.5%	3,676	
2016 UNITED STATES MINT (MINT)	859	31.1%	26.3%	42.6%	27	↘
2015 UNITED STATES MINT (MINT)	983	35.4%	24.6%	40.0%	35	→
2014 UNITED STATES MINT (MINT)	933	33.6%	27.5%	38.9%	24	→
2013 UNITED STATES MINT (MINT)	997	34.9%	26.4%	38.7%	44	→
2012 UNITED STATES MINT (MINT)	1,009	36.4%	26.9%	36.7%	41	→
2011 UNITED STATES MINT (MINT)	1,259	34.7%	28.3%	37.0%	43	↗
2010 UNITED STATES MINT (MINT)	1,014	23.1%	26.5%	50.4%	40	

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,758	29.3%	27.1%	43.6%	41,216	
2016 Department of the Treasury	38,476	34.9%	29.8%	35.3%	6,629	
2016 UNITED STATES MINT (MINT)	848	30.7%	23.4%	45.8%	42	→
2015 UNITED STATES MINT (MINT)	972	32.9%	26.7%	40.4%	45	→
2014 UNITED STATES MINT (MINT)	907	32.1%	25.9%	42.0%	55	→
2013 UNITED STATES MINT (MINT)	995	32.9%	24.0%	43.1%	47	→
2012 UNITED STATES MINT (MINT)	1,004	33.7%	25.2%	41.1%	41	→
2011 UNITED STATES MINT (MINT)	1,248	33.0%	27.2%	39.8%	50	↗
2010 UNITED STATES MINT (MINT)	1,017	25.1%	24.1%	50.8%	36	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,352	34.0%	27.9%	38.1%	25,041	
2016 Department of the Treasury	41,142	36.9%	29.5%	33.5%	4,034	
2016 UNITED STATES MINT (MINT)	866	34.1%	27.5%	38.4%	27	↘
2015 UNITED STATES MINT (MINT)	993	39.5%	25.2%	35.3%	28	↗
2014 UNITED STATES MINT (MINT)	933	35.8%	25.9%	38.3%	30	→
2013 UNITED STATES MINT (MINT)	1,015	36.0%	25.5%	38.4%	31	→
2012 UNITED STATES MINT (MINT)	1,023	37.1%	25.7%	37.2%	25	→
2011 UNITED STATES MINT (MINT)	1,274	37.3%	27.0%	35.7%	30	↗
2010 UNITED STATES MINT (MINT)	1,040	27.1%	24.9%	48.0%	14	

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
2016 Department of the Treasury	41,207	46.8%	24.7%	28.4%	3,884	
2016 UNITED STATES MINT (MINT)	869	40.6%	23.2%	36.2%	22	→
2015 UNITED STATES MINT (MINT)	991	42.2%	22.7%	35.2%	30	↗
2014 UNITED STATES MINT (MINT)	927	36.8%	23.7%	39.5%	38	→
2013 UNITED STATES MINT (MINT)	1,015	36.4%	24.0%	39.6%	33	↘
2012 UNITED STATES MINT (MINT)	1,018	40.5%	22.8%	36.7%	29	→
2011 UNITED STATES MINT (MINT)	1,265	39.1%	25.8%	35.0%	35	↗
2010 UNITED STATES MINT (MINT)	1,031	28.8%	21.2%	50.1%	24	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,664	73.3%	13.8%	12.9%	1,739	
2016 Department of the Treasury	44,983	80.3%	10.2%	9.5%	194	
2016 UNITED STATES MINT (MINT)	890	65.3%	19.5%	15.1%	4	↘
2015 UNITED STATES MINT (MINT)	1,014	68.9%	16.8%	14.2%	5	↗
2014 UNITED STATES MINT (MINT)	961	66.4%	17.3%	16.3%	6	↘
2013 UNITED STATES MINT (MINT)	1,043	70.3%	15.9%	13.8%	8	→
2012 UNITED STATES MINT (MINT)	1,048	69.4%	16.4%	14.1%	2	↗
2011 UNITED STATES MINT (MINT)	1,293	67.9%	16.8%	15.3%	7	↗
2010 UNITED STATES MINT (MINT)	1,052	61.3%	17.1%	21.6%	7	

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,303	54.2%	28.2%	17.6%	16,713	
2016 Department of the Treasury	42,430	54.9%	28.0%	17.0%	2,838	
2016 UNITED STATES MINT (MINT)	874	50.5%	28.8%	20.7%	19	↘
2015 UNITED STATES MINT (MINT)	1,005	55.7%	26.1%	18.2%	19	↗
2014 UNITED STATES MINT (MINT)	947	51.5%	27.5%	21.0%	19	→
2013 UNITED STATES MINT (MINT)	1,029	53.8%	26.1%	20.2%	22	→
2012 UNITED STATES MINT (MINT)	1,035	53.1%	28.1%	18.7%	11	→
2011 UNITED STATES MINT (MINT)	1,281	55.7%	27.4%	16.9%	14	↗
2010 UNITED STATES MINT (MINT)	1,046	43.7%	32.1%	24.2%	9	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
2016 Department of the Treasury	45,233	85.3%	11.8%	3.0%	
2016 UNITED STATES MINT (MINT)	890	80.7%	16.4%	2.9%	→
2015 UNITED STATES MINT (MINT)	1,022	81.8%	14.6%	3.6%	→
2014 UNITED STATES MINT (MINT)	966	81.7%	14.6%	3.7%	→
2013 UNITED STATES MINT (MINT)	1,045	83.2%	13.8%	3.0%	→
2012 UNITED STATES MINT (MINT)	1,050	84.9%	11.1%	4.0%	↗
2011 UNITED STATES MINT (MINT)	1,294	81.2%	15.4%	3.4%	↗
2010 UNITED STATES MINT (MINT)	1,055	75.5%	17.4%	7.1%	

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My Agency

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,750	69.4%	17.3%	13.3%	6,753	
2016 Department of the Treasury	43,584	64.5%	18.7%	16.9%	1,065	
2016 UNITED STATES MINT (MINT)	872	66.8%	21.8%	11.4%	16	↘
2015 UNITED STATES MINT (MINT)	999	70.5%	17.8%	11.7%	18	↗
2014 UNITED STATES MINT (MINT)	952	66.0%	20.8%	13.2%	11	↘
2013 UNITED STATES MINT (MINT)	1,024	71.3%	18.0%	10.6%	16	→
2012 UNITED STATES MINT (MINT)	1,035	71.5%	16.1%	12.4%	11	→
2011 UNITED STATES MINT (MINT)	1,277	72.1%	17.7%	10.1%	15	↗
2010 UNITED STATES MINT (MINT)	1,039	62.8%	21.2%	15.9%	11	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,805	44.8%	24.6%	30.6%	9,449	
2016 Department of the Treasury	43,425	40.5%	24.2%	35.3%	1,200	
2016 UNITED STATES MINT (MINT)	869	42.5%	26.0%	31.4%	16	↘
2015 UNITED STATES MINT (MINT)	1,001	48.8%	24.4%	26.8%	17	→
2014 UNITED STATES MINT (MINT)	939	47.1%	24.5%	28.3%	24	→
2013 UNITED STATES MINT (MINT)	1,019	47.2%	24.5%	28.3%	20	→
2012 UNITED STATES MINT (MINT)	1,036	48.7%	24.9%	26.4%	11	→
2011 UNITED STATES MINT (MINT)	1,282	49.8%	26.0%	24.2%	15	↗
2010 UNITED STATES MINT (MINT)	1,033	33.4%	29.4%	37.3%	15	

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
2016 Department of the Treasury	43,282	48.7%	22.3%	28.9%	1,281	
2016 UNITED STATES MINT (MINT)	871	47.2%	22.9%	29.9%	17	↘
2015 UNITED STATES MINT (MINT)	1,003	51.3%	22.8%	25.8%	18	↗
2014 UNITED STATES MINT (MINT)	945	47.5%	21.6%	30.9%	15	→
2013 UNITED STATES MINT (MINT)	1,022	48.3%	23.9%	27.8%	17	↘
2012 UNITED STATES MINT (MINT)	1,030	52.2%	21.5%	26.3%	14	→
2011 UNITED STATES MINT (MINT)	1,279	52.1%	24.0%	23.9%	17	↗
2010 UNITED STATES MINT (MINT)	1,031	39.7%	24.9%	35.5%	16	

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	385,387	38.4%	28.3%	33.3%	13,365	
2016 Department of the Treasury	42,447	37.8%	28.4%	33.9%	2,030	
2016 UNITED STATES MINT (MINT)	861	39.9%	24.5%	35.6%	17	→
2015 UNITED STATES MINT (MINT)	995	41.6%	24.6%	33.8%	20	↗
2014 UNITED STATES MINT (MINT)	939	37.4%	25.9%	36.7%	23	→
2013 UNITED STATES MINT (MINT)	1,002	39.0%	25.9%	35.1%	29	↘
2012 UNITED STATES MINT (MINT)	1,019	43.4%	23.8%	32.8%	19	→
2011 UNITED STATES MINT (MINT)	1,271	42.3%	28.0%	29.7%	21	↗
2010 UNITED STATES MINT (MINT)	1,030	31.8%	26.1%	42.1%	20	

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,966	22.3%	26.9%	50.7%	29,028	
2016 Department of the Treasury	41,438	24.1%	27.6%	48.4%	2,930	
2016 UNITED STATES MINT (MINT)	851	19.4%	26.6%	54.1%	34	→
2015 UNITED STATES MINT (MINT)	977	19.8%	27.0%	53.2%	38	→
2014 UNITED STATES MINT (MINT)	895	18.5%	26.2%	55.3%	56	→
2013 UNITED STATES MINT (MINT)	967	17.9%	24.3%	57.8%	52	→
2012 UNITED STATES MINT (MINT)	1,003	20.3%	25.1%	54.6%	41	→
2011 UNITED STATES MINT (MINT)	1,244	20.7%	28.8%	50.5%	48	↗
2010 UNITED STATES MINT (MINT)	1,009	12.6%	24.8%	62.5%	37	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
2016 Department of the Treasury	40,208	57.4%	28.3%	14.3%	4,358	
2016 UNITED STATES MINT (MINT)	845	57.1%	26.4%	16.5%	39	→
2015 UNITED STATES MINT (MINT)	977	58.5%	25.3%	16.2%	44	→
2014 UNITED STATES MINT (MINT)	918	59.7%	23.0%	17.3%	41	→
2013 UNITED STATES MINT (MINT)	991	57.7%	25.8%	16.5%	48	→
2012 UNITED STATES MINT (MINT)	992	59.6%	24.4%	16.0%	52	↗
2011 UNITED STATES MINT (MINT)	1,250	56.8%	26.7%	16.5%	45	↗
2010 UNITED STATES MINT (MINT)	1,004	48.7%	28.1%	23.2%	42	

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,340	76.0%	13.3%	10.7%	6,278	
2016 Department of the Treasury	43,758	74.6%	14.4%	11.0%	836	
2016 UNITED STATES MINT (MINT)	881	78.0%	12.8%	9.2%	7	↘
2015 UNITED STATES MINT (MINT)	1,012	82.0%	10.8%	7.3%	6	↗
2014 UNITED STATES MINT (MINT)	955	78.7%	12.4%	8.9%	7	↘
2013 UNITED STATES MINT (MINT)	1,038	84.0%	10.5%	5.5%	3	→
2012 UNITED STATES MINT (MINT)	1,039	83.7%	10.3%	6.0%	3	→
2011 UNITED STATES MINT (MINT)	1,288	84.5%	9.4%	6.1%	3	↗
2010 UNITED STATES MINT (MINT)	1,045	80.1%	11.2%	8.7%	7	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,948	77.2%	13.3%	9.5%	4,677	
2016 Department of the Treasury	43,952	79.1%	12.6%	8.2%	507	
2016 UNITED STATES MINT (MINT)	872	78.3%	12.7%	8.9%	11	↘
2015 UNITED STATES MINT (MINT)	1,005	81.0%	10.5%	8.5%	10	↘
2014 UNITED STATES MINT (MINT)	950	83.4%	10.9%	5.7%	10	→
2013 UNITED STATES MINT (MINT)	1,029	83.1%	10.6%	6.3%	5	→
2012 UNITED STATES MINT (MINT)	1,033	84.0%	9.4%	6.5%	8	→
2011 UNITED STATES MINT (MINT)	1,273	85.0%	9.7%	5.3%	12	↗
2010 UNITED STATES MINT (MINT)	1,039	80.7%	10.0%	9.3%	10	

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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	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
2016 Department of the Treasury	41,341	58.7%	20.6%	20.7%	3,127	
2016 UNITED STATES MINT (MINT)	845	49.1%	22.2%	28.7%	37	→
2015 UNITED STATES MINT (MINT)	979	49.7%	22.5%	27.8%	38	→
2014 UNITED STATES MINT (MINT)	921	50.2%	22.6%	27.2%	43	→
2013 UNITED STATES MINT (MINT)	988	48.3%	25.8%	25.9%	44	→
2012 UNITED STATES MINT (MINT)	1,005	50.3%	22.6%	27.1%	37	↗
2011 UNITED STATES MINT (MINT)	1,248	48.0%	24.4%	27.5%	43	↗
2010 UNITED STATES MINT (MINT)	1,006	38.2%	27.3%	34.4%	39	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	361,746	66.7%	18.9%	14.4%	35,073	
2016 Department of the Treasury	39,506	68.4%	19.3%	12.2%	4,713	
2016 UNITED STATES MINT (MINT)	813	62.4%	20.7%	16.9%	64	→
2015 UNITED STATES MINT (MINT)	947	63.3%	19.7%	17.0%	62	→
2014 UNITED STATES MINT (MINT)	888	61.7%	22.1%	16.2%	66	→
2013 UNITED STATES MINT (MINT)	947	63.4%	21.2%	15.4%	77	→
2012 UNITED STATES MINT (MINT)	967	61.4%	22.6%	16.0%	70	→
2011 UNITED STATES MINT (MINT)	1,222	62.4%	22.0%	15.6%	68	↗
2010 UNITED STATES MINT (MINT)	983	52.5%	24.0%	23.5%	66	

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My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,488	74.0%	17.2%	8.8%	7,188	
2016 Department of the Treasury	43,213	68.5%	20.2%	11.3%	1,373	
2016 UNITED STATES MINT (MINT)	869	77.6%	16.4%	6.0%	20	↘
2015 UNITED STATES MINT (MINT)	997	79.9%	15.5%	4.6%	18	↗
2014 UNITED STATES MINT (MINT)	938	76.8%	18.1%	5.1%	15	→
2013 UNITED STATES MINT (MINT)	1,009	76.9%	16.9%	6.2%	19	→
2012 UNITED STATES MINT (MINT)	1,019	75.2%	16.8%	8.0%	23	↘
2011 UNITED STATES MINT (MINT)	1,262	78.2%	15.8%	6.0%	23	↗
2010 UNITED STATES MINT (MINT)	1,019	67.2%	19.9%	12.9%	27	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
2016 Department of the Treasury	44,608	62.2%	20.2%	17.6%	
2016 UNITED STATES MINT (MINT)	887	65.3%	19.9%	14.8%	→
2015 UNITED STATES MINT (MINT)	1,019	67.3%	19.7%	13.0%	→
2014 UNITED STATES MINT (MINT)	965	66.2%	20.4%	13.4%	→
2013 UNITED STATES MINT (MINT)	1,035	66.0%	20.1%	14.0%	→
2012 UNITED STATES MINT (MINT)	1,039	66.0%	18.6%	15.4%	↘
2011 UNITED STATES MINT (MINT)	1,293	70.2%	17.1%	12.8%	↗
2010 UNITED STATES MINT (MINT)	1,047	58.6%	19.1%	22.3%	

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,195	40.9%	26.8%	32.3%	30,395	
2016 Department of the Treasury	41,802	37.6%	25.7%	36.7%	2,926	
2016 UNITED STATES MINT (MINT)	852	44.9%	22.3%	32.7%	36	↘
2015 UNITED STATES MINT (MINT)	982	48.1%	23.1%	28.8%	36	→
2014 UNITED STATES MINT (MINT)	909	47.1%	22.2%	30.7%	54	→
2013 UNITED STATES MINT (MINT)	982	47.0%	25.4%	27.6%	57	↘
2012 UNITED STATES MINT (MINT)	992	52.3%	21.5%	26.2%	49	↘
2011 UNITED STATES MINT (MINT)	1,250	56.6%	22.9%	20.4%	45	↗
2010 UNITED STATES MINT (MINT)	1,000	45.6%	23.7%	30.7%	49	

My Supervisor

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	397,533	78.3%	10.8%	10.9%	2,147	
2016 Department of the Treasury	44,279	83.4%	8.1%	8.5%	325	
2016 UNITED STATES MINT (MINT)	876	73.1%	11.2%	15.7%	6	→
2015 UNITED STATES MINT (MINT)	1,012	73.8%	12.0%	14.3%	7	↘
2014 UNITED STATES MINT (MINT)	956	79.8%	9.9%	10.3%	7	→
2013 UNITED STATES MINT (MINT)	1,034	78.9%	11.6%	9.5%	3	↗
2012 UNITED STATES MINT (MINT)	1,038	76.5%	12.9%	10.6%	2	→
2011 UNITED STATES MINT (MINT)	1,286	77.7%	12.0%	10.3%	3	↗
2010 UNITED STATES MINT (MINT)	1,047	73.6%	12.6%	13.8%	5	

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
2016 Department of the Treasury	44,186	71.0%	15.0%	14.0%	305	
2016 UNITED STATES MINT (MINT)	883	59.9%	16.4%	23.7%	4	→
2015 UNITED STATES MINT (MINT)	1,013	60.9%	20.4%	18.7%	3	↘
2014 UNITED STATES MINT (MINT)	951	63.7%	18.0%	18.3%	6	→
2013 UNITED STATES MINT (MINT)	1,032	64.5%	18.2%	17.3%	3	→
2012 UNITED STATES MINT (MINT)	1,036	63.9%	18.4%	17.7%	5	→
2011 UNITED STATES MINT (MINT)	1,289	62.1%	20.3%	17.7%	4	↗
2010 UNITED STATES MINT (MINT)	1,047	55.3%	21.4%	23.3%	5	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	391,835	63.4%	18.2%	18.4%	4,496	
2016 Department of the Treasury	43,721	70.3%	15.3%	14.4%	592	
2016 UNITED STATES MINT (MINT)	870	59.9%	18.9%	21.2%	10	→
2015 UNITED STATES MINT (MINT)	1,010	60.7%	18.9%	20.4%	8	↘
2014 UNITED STATES MINT (MINT)	940	63.1%	16.8%	20.1%	13	→
2013 UNITED STATES MINT (MINT)	1,034	61.0%	19.8%	19.2%	3	→
2012 UNITED STATES MINT (MINT)	1,027	59.9%	19.8%	20.3%	11	→
2011 UNITED STATES MINT (MINT)	1,285	60.7%	19.6%	19.7%	7	↗
2010 UNITED STATES MINT (MINT)	1,044	53.2%	21.9%	24.9%	7	

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	365,376	67.8%	21.7%	10.5%	32,531	
2016 Department of the Treasury	40,525	73.5%	18.4%	8.1%	3,846	
2016 UNITED STATES MINT (MINT)	826	66.6%	20.4%	13.1%	59	→
2015 UNITED STATES MINT (MINT)	956	64.3%	22.1%	13.5%	60	↘
2014 UNITED STATES MINT (MINT)	905	68.7%	19.3%	12.0%	52	→
2013 UNITED STATES MINT (MINT)	984	66.9%	21.8%	11.3%	51	→
2012 UNITED STATES MINT (MINT)	983	65.8%	23.4%	10.8%	54	→
2011 UNITED STATES MINT (MINT)	1,227	66.2%	22.5%	11.2%	66	↗
2010 UNITED STATES MINT (MINT)	1,002	56.6%	27.1%	16.4%	46	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
2016 Department of the Treasury	44,045	70.0%	15.9%	14.1%	321	
2016 UNITED STATES MINT (MINT)	879	58.4%	20.0%	21.6%	3	→
2015 UNITED STATES MINT (MINT)	1,008	60.8%	19.7%	19.5%	6	↘
2014 UNITED STATES MINT (MINT)	955	63.6%	17.7%	18.7%	2	→
2013 UNITED STATES MINT (MINT)	1,035	62.3%	20.3%	17.4%	3	→
2012 UNITED STATES MINT (MINT)	1,034	60.6%	20.8%	18.6%	2	→
2011 UNITED STATES MINT (MINT)	1,286	61.1%	21.4%	17.5%	5	↗
2010 UNITED STATES MINT (MINT)	1,044	54.7%	22.1%	23.2%	7	

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My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,465	65.6%	17.8%	16.6%	6,120	
2016 Department of the Treasury	43,529	70.9%	15.0%	14.0%	953	
2016 UNITED STATES MINT (MINT)	865	61.2%	17.4%	21.5%	18	→
2015 UNITED STATES MINT (MINT)	999	61.1%	19.2%	19.7%	16	→
2014 UNITED STATES MINT (MINT)	944	62.0%	17.8%	20.2%	17	→
2013 UNITED STATES MINT (MINT)	1,022	61.9%	20.2%	18.0%	13	↘
2012 UNITED STATES MINT (MINT)	1,028	65.9%	19.1%	15.0%	11	→
2011 UNITED STATES MINT (MINT)	1,278	66.3%	17.5%	16.2%	11	↗
2010 UNITED STATES MINT (MINT)	1,043	60.0%	19.0%	21.0%	9	

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 Department of the Treasury	44,483	79.8%	9.8%	10.4%	
2016 UNITED STATES MINT (MINT)	885	70.1%	14.7%	15.2%	→
2015 UNITED STATES MINT (MINT)	1,018	70.1%	15.0%	14.9%	↘
2014 UNITED STATES MINT (MINT)	961	73.9%	12.7%	13.4%	→
2013 UNITED STATES MINT (MINT)	1,036	74.6%	13.5%	11.9%	↗
2012 UNITED STATES MINT (MINT)	1,039	71.4%	14.6%	14.0%	→
2011 UNITED STATES MINT (MINT)	1,290	72.7%	14.5%	12.7%	↗
2010 UNITED STATES MINT (MINT)	1,049	66.6%	14.3%	19.1%	

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My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
2016 Department of the Treasury	44,316	83.8%	8.2%	8.0%	
2016 UNITED STATES MINT (MINT)	883	74.4%	13.5%	12.1%	→
2015 UNITED STATES MINT (MINT)	1,017	74.7%	12.3%	13.0%	↘
2014 UNITED STATES MINT (MINT)	955	77.1%	11.5%	11.4%	→
2013 UNITED STATES MINT (MINT)	1,033	78.8%	10.7%	10.5%	↗
2012 UNITED STATES MINT (MINT)	1,034	74.8%	13.6%	11.6%	↘
2011 UNITED STATES MINT (MINT)	1,290	77.7%	11.5%	10.8%	↗
2010 UNITED STATES MINT (MINT)	1,048	72.8%	13.5%	13.7%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,581	77.6%	10.0%	12.4%	
2016 Department of the Treasury	44,323	82.9%	8.5%	8.6%	
2016 UNITED STATES MINT (MINT)	877	78.2%	10.8%	11.0%	→
2015 UNITED STATES MINT (MINT)	1,013	76.7%	11.2%	12.1%	→
2014 UNITED STATES MINT (MINT)	961	77.8%	8.4%	13.8%	→
2013 UNITED STATES MINT (MINT)	1,033	78.4%	9.7%	11.9%	→
2012 UNITED STATES MINT (MINT)	1,037	77.4%	9.5%	13.0%	↘
2011 UNITED STATES MINT (MINT)	1,289	82.0%	9.0%	9.0%	↗
2010 UNITED STATES MINT (MINT)	1,050	77.6%	9.7%	12.6%	

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,003	67.4%	16.0%	16.6%	
2016 Department of the Treasury	44,401	71.8%	14.1%	14.1%	
2016 UNITED STATES MINT (MINT)	881	61.3%	18.7%	20.0%	→
2015 UNITED STATES MINT (MINT)	1,017	62.0%	18.7%	19.4%	↘
2014 UNITED STATES MINT (MINT)	957	65.5%	15.5%	19.1%	→
2013 UNITED STATES MINT (MINT)	1,032	65.1%	15.7%	19.3%	→
2012 UNITED STATES MINT (MINT)	1,036	63.1%	18.0%	18.9%	→
2011 UNITED STATES MINT (MINT)	1,281	64.7%	17.3%	18.0%	↗
2010 UNITED STATES MINT (MINT)	1,040	57.4%	18.3%	24.3%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
2016 Department of the Treasury	44,399	76.6%	13.9%	9.5%	
2016 UNITED STATES MINT (MINT)	884	63.9%	19.2%	16.9%	→
2015 UNITED STATES MINT (MINT)	1,020	65.2%	20.0%	14.7%	↘
2014 UNITED STATES MINT (MINT)	964	68.0%	18.4%	13.6%	→
2013 UNITED STATES MINT (MINT)	1,035	68.6%	17.8%	13.7%	→
2012 UNITED STATES MINT (MINT)	1,040	67.4%	17.9%	14.7%	→
2011 UNITED STATES MINT (MINT)	1,285	67.2%	20.1%	12.7%	↗
2010 UNITED STATES MINT (MINT)	1,048	60.4%	20.8%	18.8%	

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Leadership

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	388,819	40.9%	24.1%	35.0%	7,594	
2016 Department of the Treasury	43,152	40.6%	24.4%	35.0%	1,075	
2016 UNITED STATES MINT (MINT)	868	38.2%	23.8%	38.0%	14	↘
2015 UNITED STATES MINT (MINT)	1,009	43.4%	22.9%	33.6%	10	↗
2014 UNITED STATES MINT (MINT)	944	40.1%	25.4%	34.4%	16	↘
2013 UNITED STATES MINT (MINT)	1,011	43.3%	25.5%	31.2%	16	→
2012 UNITED STATES MINT (MINT)	1,029	45.9%	23.0%	31.1%	8	→
2011 UNITED STATES MINT (MINT)	1,277	46.5%	25.8%	27.7%	9	↗
2010 UNITED STATES MINT (MINT)	1,039	32.2%	28.4%	39.4%	14	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	372,029	51.8%	24.0%	24.3%	23,730	
2016 Department of the Treasury	40,535	49.9%	26.0%	24.1%	3,611	
2016 UNITED STATES MINT (MINT)	849	41.5%	22.3%	36.2%	29	↘
2015 UNITED STATES MINT (MINT)	990	45.2%	24.1%	30.7%	28	→
2014 UNITED STATES MINT (MINT)	923	44.5%	24.0%	31.5%	35	→
2013 UNITED STATES MINT (MINT)	1,004	46.4%	25.1%	28.5%	20	↘
2012 UNITED STATES MINT (MINT)	1,017	49.5%	22.2%	28.3%	18	→
2011 UNITED STATES MINT (MINT)	1,263	49.4%	23.3%	27.3%	23	↗
2010 UNITED STATES MINT (MINT)	1,033	33.6%	27.5%	38.9%	19	

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Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
2016 Department of the Treasury	39,879	63.7%	22.9%	13.5%	3,985	
2016 UNITED STATES MINT (MINT)	836	59.4%	23.8%	16.9%	40	→
2015 UNITED STATES MINT (MINT)	971	61.2%	22.7%	16.1%	36	→
2014 UNITED STATES MINT (MINT)	917	62.6%	22.6%	14.8%	40	↗
2013 UNITED STATES MINT (MINT)	975	58.8%	26.4%	14.8%	47	→
2012 UNITED STATES MINT (MINT)	1,005	59.5%	23.1%	17.4%	29	→
2011 UNITED STATES MINT (MINT)	1,245	61.6%	23.3%	15.1%	39	↗
2010 UNITED STATES MINT (MINT)	1,019	49.0%	27.8%	23.2%	29	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,027	60.3%	20.1%	19.6%	5,145	
2016 Department of the Treasury	43,404	68.4%	17.0%	14.6%	558	
2016 UNITED STATES MINT (MINT)	864	56.8%	21.3%	21.9%	11	↘
2015 UNITED STATES MINT (MINT)	995	60.8%	19.7%	19.5%	16	→
2014 UNITED STATES MINT (MINT)	940	61.7%	19.3%	19.0%	17	→
2013 UNITED STATES MINT (MINT)	1,013	62.8%	20.5%	16.7%	12	→
2012 UNITED STATES MINT (MINT)	1,026	65.1%	18.8%	16.2%	9	↘
2011 UNITED STATES MINT (MINT)	1,275	69.2%	18.4%	12.4%	7	↗
2010 UNITED STATES MINT (MINT)	1,047	55.3%	21.9%	22.7%	5	

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	367,493	60.1%	23.5%	16.4%	26,319	
2016 Department of the Treasury	41,060	67.5%	20.3%	12.2%	2,835	
2016 UNITED STATES MINT (MINT)	812	59.1%	23.4%	17.5%	64	→
2015 UNITED STATES MINT (MINT)	966	59.7%	24.4%	15.9%	49	→
2014 UNITED STATES MINT (MINT)	901	61.0%	22.2%	16.9%	55	→
2013 UNITED STATES MINT (MINT)	970	61.9%	24.0%	14.0%	47	→
2012 UNITED STATES MINT (MINT)	993	64.3%	21.1%	14.6%	40	↘
2011 UNITED STATES MINT (MINT)	1,241	67.7%	21.1%	11.1%	43	↗
2010 UNITED STATES MINT (MINT)	1,003	54.6%	25.6%	19.8%	52	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
2016 Department of the Treasury	41,885	56.3%	21.4%	22.3%	2,132	
2016 UNITED STATES MINT (MINT)	851	50.3%	23.4%	26.3%	25	→
2015 UNITED STATES MINT (MINT)	991	52.5%	21.4%	26.2%	20	→
2014 UNITED STATES MINT (MINT)	936	52.4%	21.6%	26.0%	24	→
2013 UNITED STATES MINT (MINT)	990	54.8%	22.9%	22.3%	31	→
2012 UNITED STATES MINT (MINT)	1,007	55.5%	19.9%	24.6%	28	→
2011 UNITED STATES MINT (MINT)	1,261	56.3%	23.8%	19.9%	19	↗
2010 UNITED STATES MINT (MINT)	1,024	42.9%	24.2%	32.9%	31	

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,902	55.7%	22.4%	21.8%	14,062	
2016 Department of the Treasury	41,816	57.9%	21.5%	20.6%	2,237	
2016 UNITED STATES MINT (MINT)	852	52.5%	25.2%	22.3%	26	→
2015 UNITED STATES MINT (MINT)	987	53.9%	22.4%	23.7%	29	→
2014 UNITED STATES MINT (MINT)	933	54.2%	22.8%	22.9%	25	→
2013 UNITED STATES MINT (MINT)	985	55.7%	23.8%	20.5%	34	→
2012 UNITED STATES MINT (MINT)	999	56.9%	22.1%	21.0%	36	→
2011 UNITED STATES MINT (MINT)	1,252	57.2%	24.5%	18.3%	27	↗
2010 UNITED STATES MINT (MINT)	1,016	43.8%	25.1%	31.1%	35	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	373,425	57.9%	23.3%	18.9%	21,965	
2016 Department of the Treasury	40,461	62.2%	21.4%	16.4%	3,666	
2016 UNITED STATES MINT (MINT)	845	53.6%	21.8%	24.6%	32	→
2015 UNITED STATES MINT (MINT)	981	54.5%	23.8%	21.7%	34	↘
2014 UNITED STATES MINT (MINT)	935	57.8%	20.9%	21.3%	26	→
2013 UNITED STATES MINT (MINT)	994	57.1%	21.6%	21.3%	27	→
2012 UNITED STATES MINT (MINT)	1,016	55.2%	22.9%	21.9%	19	→
2011 UNITED STATES MINT (MINT)	1,258	54.4%	25.8%	19.8%	23	↗
2010 UNITED STATES MINT (MINT)	1,020	39.9%	29.5%	30.6%	33	

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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	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
2016 Department of the Treasury	43,276	51.9%	24.6%	23.5%	844	
2016 UNITED STATES MINT (MINT)	870	46.2%	24.1%	29.7%	9	↘
2015 UNITED STATES MINT (MINT)	1,007	49.6%	22.8%	27.6%	8	→
2014 UNITED STATES MINT (MINT)	950	49.8%	23.3%	26.9%	13	→
2013 UNITED STATES MINT (MINT)	1,009	48.8%	24.0%	27.2%	10	→
2012 UNITED STATES MINT (MINT)	1,027	52.0%	19.3%	28.8%	9	→
2011 UNITED STATES MINT (MINT)	1,277	52.3%	23.4%	24.3%	5	↗
2010 UNITED STATES MINT (MINT)	1,032	36.2%	25.5%	38.3%	12	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,124	55.1%	25.8%	19.1%	32,433	
2016 Department of the Treasury	39,342	57.6%	25.6%	16.8%	4,773	
2016 UNITED STATES MINT (MINT)	829	48.8%	27.8%	23.4%	47	↘
2015 UNITED STATES MINT (MINT)	961	53.4%	26.0%	20.5%	55	→
2014 UNITED STATES MINT (MINT)	890	55.3%	27.3%	17.4%	68	→
2013 UNITED STATES MINT (MINT)	966	56.6%	24.0%	19.4%	53	→
2012 UNITED STATES MINT (MINT)	968	56.1%	22.7%	21.2%	63	→
2011 UNITED STATES MINT (MINT)	1,221	54.2%	28.0%	17.8%	55	↗
2010 UNITED STATES MINT (MINT)	975	39.2%	31.5%	29.3%	70	

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My Satisfaction

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 Department of the Treasury	43,978	48.0%	23.6%	28.4%	
2016 UNITED STATES MINT (MINT)	881	49.2%	23.9%	26.9%	↘
2015 UNITED STATES MINT (MINT)	1,015	52.7%	21.9%	25.4%	→
2014 UNITED STATES MINT (MINT)	961	53.1%	20.3%	26.7%	→
2013 UNITED STATES MINT (MINT)	1,019	54.6%	20.7%	24.7%	→
2012 UNITED STATES MINT (MINT)	1,031	57.4%	19.5%	23.0%	→
2011 UNITED STATES MINT (MINT)	1,284	55.7%	22.4%	21.9%	↗
2010 UNITED STATES MINT (MINT)	1,052	45.0%	21.1%	33.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
2016 Department of the Treasury	43,873	51.5%	22.4%	26.1%	
2016 UNITED STATES MINT (MINT)	871	46.1%	24.9%	29.0%	↘
2015 UNITED STATES MINT (MINT)	1,014	51.9%	24.3%	23.9%	→
2014 UNITED STATES MINT (MINT)	959	53.6%	23.7%	22.7%	→
2013 UNITED STATES MINT (MINT)	1,016	55.0%	22.3%	22.7%	→
2012 UNITED STATES MINT (MINT)	1,031	55.7%	21.5%	22.8%	↘
2011 UNITED STATES MINT (MINT)	1,286	59.6%	22.3%	18.1%	↗
2010 UNITED STATES MINT (MINT)	1,050	44.7%	25.0%	30.3%	

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,389	47.5%	23.8%	28.7%	
2016 Department of the Treasury	43,761	52.3%	21.8%	25.9%	
2016 UNITED STATES MINT (MINT)	874	46.0%	21.1%	32.9%	→
2015 UNITED STATES MINT (MINT)	1,006	48.1%	20.1%	31.8%	→
2014 UNITED STATES MINT (MINT)	953	46.1%	22.0%	31.9%	↘
2013 UNITED STATES MINT (MINT)	1,013	48.8%	20.8%	30.4%	→
2012 UNITED STATES MINT (MINT)	1,031	47.7%	19.9%	32.4%	→
2011 UNITED STATES MINT (MINT)	1,286	50.2%	21.0%	28.8%	↗
2010 UNITED STATES MINT (MINT)	1,052	38.3%	20.6%	41.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,440	42.5%	29.3%	28.3%	
2016 Department of the Treasury	43,769	40.9%	30.5%	28.6%	
2016 UNITED STATES MINT (MINT)	870	40.2%	25.8%	34.0%	↘
2015 UNITED STATES MINT (MINT)	1,005	45.3%	25.0%	29.7%	↗
2014 UNITED STATES MINT (MINT)	955	42.5%	28.1%	29.4%	↘
2013 UNITED STATES MINT (MINT)	1,015	45.2%	23.5%	31.4%	→
2012 UNITED STATES MINT (MINT)	1,031	44.7%	23.4%	31.9%	→
2011 UNITED STATES MINT (MINT)	1,281	45.9%	28.4%	25.7%	↗
2010 UNITED STATES MINT (MINT)	1,052	31.8%	28.1%	40.1%	

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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	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
2016 Department of the Treasury	43,832	33.3%	25.8%	40.9%	
2016 UNITED STATES MINT (MINT)	878	36.5%	27.5%	36.0%	↘
2015 UNITED STATES MINT (MINT)	1,010	41.3%	25.1%	33.6%	→
2014 UNITED STATES MINT (MINT)	959	39.6%	25.1%	35.3%	→
2013 UNITED STATES MINT (MINT)	1,015	38.2%	27.9%	33.9%	→
2012 UNITED STATES MINT (MINT)	1,030	40.7%	24.8%	34.5%	→
2011 UNITED STATES MINT (MINT)	1,282	43.4%	25.8%	30.7%	↗
2010 UNITED STATES MINT (MINT)	1,053	31.5%	26.2%	42.3%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,659	52.5%	23.5%	23.9%	
2016 Department of the Treasury	43,836	49.8%	22.9%	27.3%	
2016 UNITED STATES MINT (MINT)	873	53.9%	22.6%	23.4%	↘
2015 UNITED STATES MINT (MINT)	1,015	57.0%	19.9%	23.2%	↗
2014 UNITED STATES MINT (MINT)	956	51.8%	22.4%	25.8%	→
2013 UNITED STATES MINT (MINT)	1,017	51.1%	24.9%	24.0%	↘
2012 UNITED STATES MINT (MINT)	1,028	58.6%	20.9%	20.5%	→
2011 UNITED STATES MINT (MINT)	1,280	61.0%	20.4%	18.6%	↗
2010 UNITED STATES MINT (MINT)	1,049	54.1%	22.8%	23.1%	

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,826	66.2%	17.4%	16.4%	
2016 Department of the Treasury	43,808	66.0%	17.9%	16.1%	
2016 UNITED STATES MINT (MINT)	871	65.8%	18.3%	15.9%	→
2015 UNITED STATES MINT (MINT)	1,011	68.4%	18.2%	13.4%	→
2014 UNITED STATES MINT (MINT)	959	67.5%	16.8%	15.7%	↘
2013 UNITED STATES MINT (MINT)	1,016	71.6%	15.1%	13.3%	→
2012 UNITED STATES MINT (MINT)	1,022	71.4%	14.9%	13.6%	→
2011 UNITED STATES MINT (MINT)	1,272	73.1%	15.7%	11.2%	↗
2010 UNITED STATES MINT (MINT)	1,056	64.6%	17.8%	17.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
2016 Department of the Treasury	43,869	55.1%	16.8%	28.1%	
2016 UNITED STATES MINT (MINT)	874	57.8%	16.7%	25.4%	↘
2015 UNITED STATES MINT (MINT)	1,009	61.3%	15.3%	23.4%	→
2014 UNITED STATES MINT (MINT)	953	59.0%	15.2%	25.8%	→
2013 UNITED STATES MINT (MINT)	1,014	56.6%	16.4%	27.0%	→
2012 UNITED STATES MINT (MINT)	1,027	56.2%	16.6%	27.2%	↘
2011 UNITED STATES MINT (MINT)	1,279	63.9%	16.2%	19.9%	→
2010 UNITED STATES MINT (MINT)	1,053	64.5%	14.8%	20.7%	

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,451	56.9%	21.4%	21.7%	
2016 Department of the Treasury	43,913	55.4%	22.5%	22.1%	
2016 UNITED STATES MINT (MINT)	877	56.6%	22.3%	21.1%	↘
2015 UNITED STATES MINT (MINT)	1,012	61.1%	21.1%	17.8%	→
2014 UNITED STATES MINT (MINT)	957	60.7%	19.4%	19.9%	→
2013 UNITED STATES MINT (MINT)	1,015	59.3%	21.5%	19.2%	→
2012 UNITED STATES MINT (MINT)	1,026	61.5%	18.9%	19.7%	↘
2011 UNITED STATES MINT (MINT)	1,280	66.5%	19.6%	13.8%	↗
2010 UNITED STATES MINT (MINT)	1,053	49.9%	23.2%	26.8%	

Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2016 Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
2016 Department of the Treasury	43,758	67.1%	10.6%	17.2%	5.2%
2016 UNITED STATES MINT (MINT)	875	31.0%	36.5%	22.7%	9.9%
2015 UNITED STATES MINT (MINT)	1,012	29.9%	35.2%	24.7%	10.2%
2014 UNITED STATES MINT (MINT)	951	33.7%	33.2%	22.4%	10.7%
2013 UNITED STATES MINT (MINT)	--	--	--	--	--
2012 UNITED STATES MINT (MINT)	--	--	--	--	--
2011 UNITED STATES MINT (MINT)	--	--	--	--	--
2010 UNITED STATES MINT (MINT)	--	--	--	--	--

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

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Work/Life (continued)

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
2016 Department of the Treasury	43,213	23.1%	21.0%	7.6%	11.8%
2016 UNITED STATES MINT (MINT)	865	2.8%	12.2%	2.7%	9.0%
2015 UNITED STATES MINT (MINT)	1,000	1.6%	9.8%	3.7%	8.8%
2014 UNITED STATES MINT (MINT)	946	3.3%	10.0%	3.6%	9.2%
2013 UNITED STATES MINT (MINT)	993	2.5%	8.4%	4.0%	9.0%
2012 UNITED STATES MINT (MINT)	1,002	1.3%	4.7%	4.8%	8.2%
2011 UNITED STATES MINT (MINT)	1,223	1.3%	3.9%	2.3%	5.3%
2010 UNITED STATES MINT (MINT)	--	--	--	--	--

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

(continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2016 Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
2016 Department of the Treasury	43,213	10.4%	4.4%	13.9%	7.9%
2016 UNITED STATES MINT (MINT)	865	45.8%	4.7%	12.3%	10.5%
2015 UNITED STATES MINT (MINT)	1,000	46.1%	4.3%	13.1%	12.6%
2014 UNITED STATES MINT (MINT)	946	42.1%	5.2%	12.6%	13.9%
2013 UNITED STATES MINT (MINT)	993	44.4%	3.7%	15.4%	12.7%
2012 UNITED STATES MINT (MINT)	1,002	46.6%	5.4%	15.3%	13.8%
2011 UNITED STATES MINT (MINT)	1,223	44.2%	5.5%	22.0%	15.5%
2010 UNITED STATES MINT (MINT)	--	--	--	--	--

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

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Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
2016 Department of the Treasury	43,666	42.4%	49.8%	7.7%
2016 UNITED STATES MINT (MINT)	878	60.0%	27.0%	13.0%
2015 UNITED STATES MINT (MINT)	1,007	65.1%	24.1%	10.8%
2014 UNITED STATES MINT (MINT)	954	64.9%	24.0%	11.1%
2013 UNITED STATES MINT (MINT)	1,013	65.9%	23.8%	10.4%
2012 UNITED STATES MINT (MINT)	1,020	62.5%	26.7%	10.8%
2011 UNITED STATES MINT (MINT)	1,286	61.2%	28.7%	10.1%
2010 UNITED STATES MINT (MINT)	--	--	--	--

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

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,233	26.8%	61.0%	12.1%
2016 Department of the Treasury	43,454	22.3%	67.9%	9.8%
2016 UNITED STATES MINT (MINT)	866	20.0%	58.7%	21.3%
2015 UNITED STATES MINT (MINT)	1,003	24.1%	55.8%	20.1%
2014 UNITED STATES MINT (MINT)	950	23.4%	56.4%	20.2%
2013 UNITED STATES MINT (MINT)	1,010	25.0%	53.5%	21.5%
2012 UNITED STATES MINT (MINT)	1,016	28.1%	54.4%	17.5%
2011 UNITED STATES MINT (MINT)	1,276	29.0%	56.0%	15.0%
2010 UNITED STATES MINT (MINT)	--	--	--	--

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

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Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	387,376	13.6%	81.0%	5.3%
2016 Department of the Treasury	43,093	16.7%	79.9%	3.4%
2016 UNITED STATES MINT (MINT)	855	20.5%	73.9%	5.6%
2015 UNITED STATES MINT (MINT)	982	25.0%	69.5%	5.6%
2014 UNITED STATES MINT (MINT)	935	24.6%	71.5%	3.9%
2013 UNITED STATES MINT (MINT)	990	21.5%	72.5%	5.9%
2012 UNITED STATES MINT (MINT)	1,013	20.4%	74.5%	5.1%
2011 UNITED STATES MINT (MINT)	1,276	20.8%	74.2%	4.9%
2010 UNITED STATES MINT (MINT)	--	--	--	--

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

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
2016 Department of the Treasury	43,538	2.1%	82.7%	15.2%
2016 UNITED STATES MINT (MINT)	866	3.2%	69.1%	27.7%
2015 UNITED STATES MINT (MINT)	1,006	5.0%	70.8%	24.3%
2014 UNITED STATES MINT (MINT)	950	4.4%	71.4%	24.3%
2013 UNITED STATES MINT (MINT)	1,013	4.5%	72.0%	23.5%
2012 UNITED STATES MINT (MINT)	1,020	3.4%	75.6%	21.0%
2011 UNITED STATES MINT (MINT)	1,275	3.2%	80.1%	16.7%
2010 UNITED STATES MINT (MINT)	--	--	--	--

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

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Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,248	2.3%	80.4%	17.2%
2016 Department of the Treasury	43,654	2.1%	83.0%	14.9%
2016 UNITED STATES MINT (MINT)	876	4.6%	69.8%	25.7%
2015 UNITED STATES MINT (MINT)	1,007	5.5%	70.6%	23.9%
2014 UNITED STATES MINT (MINT)	955	4.4%	72.6%	22.9%
2013 UNITED STATES MINT (MINT)	1,012	4.1%	72.1%	23.7%
2012 UNITED STATES MINT (MINT)	1,022	3.8%	75.5%	20.7%
2011 UNITED STATES MINT (MINT)	1,269	3.4%	80.1%	16.6%
2010 UNITED STATES MINT (MINT)	--	--	--	--

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	204,775	78.9%	12.0%	9.1%	6,007	
2016 Department of the Treasury	27,640	89.0%	6.2%	4.7%	795	
2016 UNITED STATES MINT (MINT)	240	82.8%	9.4%	7.8%	14	→
2015 UNITED STATES MINT (MINT)	276	80.9%	8.6%	10.5%	9	→
2014 UNITED STATES MINT (MINT)	244	80.3%	12.7%	6.9%	17	→
2013 UNITED STATES MINT (MINT)	235	77.1%	12.7%	10.2%	24	→
2012 UNITED STATES MINT (MINT)	194	71.2%	16.5%	12.3%	22	↗
2011 UNITED STATES MINT (MINT)	168	59.3%	26.1%	14.6%	50	--
2010 UNITED STATES MINT (MINT)	--	--	--	--	--	--

**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.*

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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	Difference from previous year
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
2016 Department of the Treasury	18,029	93.2%	4.3%	2.5%	334	
2016 UNITED STATES MINT (MINT)	501	86.7%	8.0%	5.3%	12	→
2015 UNITED STATES MINT (MINT)	642	86.9%	8.5%	4.6%	9	↘
2014 UNITED STATES MINT (MINT)	595	89.4%	5.5%	5.1%	13	→
2013 UNITED STATES MINT (MINT)	647	88.4%	6.9%	4.8%	8	→
2012 UNITED STATES MINT (MINT)	620	88.3%	7.0%	4.7%	8	↘
2011 UNITED STATES MINT (MINT)	773	91.2%	5.2%	3.6%	7	--
2010 UNITED STATES MINT (MINT)	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	102,282	80.5%	15.7%	3.8%	7,335	
2016 Department of the Treasury	9,197	82.5%	14.4%	3.1%	827	
2016 UNITED STATES MINT (MINT)	160	72.5%	23.0%	4.5%	26	→
2015 UNITED STATES MINT (MINT)	230	74.9%	20.9%	4.2%	20	→
2014 UNITED STATES MINT (MINT)	205	78.9%	20.7%	0.5%	22	↗
2013 UNITED STATES MINT (MINT)	232	71.5%	23.7%	4.8%	24	↘
2012 UNITED STATES MINT (MINT)	261	85.5%	12.1%	2.5%	22	↗
2011 UNITED STATES MINT (MINT)	349	78.1%	17.1%	4.7%	22	--
2010 UNITED STATES MINT (MINT)	--	--	--	--	--	

**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.*

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	51,991	75.5%	20.1%	4.4%	8,067	
2016 Department of the Treasury	6,970	81.4%	15.6%	3.1%	849	
2016 UNITED STATES MINT (MINT)	169	74.6%	22.0%	3.5%	29	→
2015 UNITED STATES MINT (MINT)	234	75.1%	21.2%	3.7%	39	→
2014 UNITED STATES MINT (MINT)	209	74.7%	22.6%	2.7%	35	→
2013 UNITED STATES MINT (MINT)	199	73.9%	24.6%	1.4%	37	→
2012 UNITED STATES MINT (MINT)	189	78.0%	19.4%	2.7%	24	→
2011 UNITED STATES MINT (MINT)	245	78.6%	19.1%	2.3%	22	--
2010 UNITED STATES MINT (MINT)	--	--	--	--	--	

**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.*

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
2016 Department of the Treasury	842	64.0%	32.5%	3.5%	506	
2016 UNITED STATES MINT (MINT)	29	57.3%	39.0%	3.6%	14	--
2015 UNITED STATES MINT (MINT)	43	82.1%	15.4%	2.6%	11	→
2014 UNITED STATES MINT (MINT)	32	85.0%	15.0%	0.0%	16	→
2013 UNITED STATES MINT (MINT)	41	75.0%	25.0%	0.0%	10	--
2012 UNITED STATES MINT (MINT)	28	68.9%	31.1%	0.0%	10	--
2011 UNITED STATES MINT (MINT)	37	77.9%	22.1%	0.0%	12	--
2010 UNITED STATES MINT (MINT)	--	--	--	--	--	

**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.*

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	7,399	67.6%	30.2%	2.2%	3,730	
2016 Department of the Treasury	811	69.0%	28.3%	2.7%	419	
2016 UNITED STATES MINT (MINT)	28	66.0%	34.0%	0.0%	15	--
2015 UNITED STATES MINT (MINT)	46	69.3%	28.2%	2.5%	15	↘
2014 UNITED STATES MINT (MINT)	34	83.1%	16.9%	0.0%	12	↗
2013 UNITED STATES MINT (MINT)	37	63.7%	36.3%	0.0%	10	--
2012 UNITED STATES MINT (MINT)	29	76.8%	23.2%	0.0%	11	--
2011 UNITED STATES MINT (MINT)	45	68.9%	23.3%	7.8%	12	--
2010 UNITED STATES MINT (MINT)	--	--	--	--	--	--

**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.*

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Demographic Questions

Where do you work?

	N	%
Headquarters	237	27.4%
Field	628	72.6%

What is your supervisory status?

	N	%
Non-Supervisor	589	67.9%
Team Leader	61	7.0%
Supervisor	130	15.0%
Manager	72	8.3%
Senior Leader	16	1.8%

Are you:

	N	%
Male	585	68.3%
Female	271	31.7%

Are you Hispanic or Latino?

	N	%
Yes	97	11.4%
No	753	88.6%

Race

	N	%
American Indian or Alaska Native	9	1.1%
Asian	80	10.1%
Black or African American	161	20.2%
Native Hawaiian or Other Pacific Islander	9	1.1%
White	494	62.1%
Two or more races	43	5.4%

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Demographic Questions (continued)

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

	N	%
Less than High School	12	1.4%
High School Diploma/GED or equivalent	110	12.9%
Trade or Technical Certificate	51	6.0%
Some College (no degree)	237	27.8%
Associate's Degree (e.g., AA, AS)	105	12.3%
Bachelor's Degree (e.g., BA, BS)	210	24.6%
Master's Degree (e.g., MA, MS, MBA)	101	11.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	26	3.1%

What is your pay category/grade?

	N	%
Federal Wage System	283	33.1%
GS 1-6	24	2.8%
GS 7-12	183	21.4%
GS 13-15	214	25.0%
Senior Executive Service	8	0.9%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	144	16.8%

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

	N	%
Less than 1 year	8	0.9%
1 to 3 years	52	6.1%
4 to 5 years	62	7.2%
6 to 10 years	150	17.5%
11 to 14 years	63	7.3%
15 to 20 years	186	21.7%
More than 20 years	338	39.3%

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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	25	3.0%
1 to 3 years	95	11.2%
4 to 5 years	100	11.8%
6 to 10 years	133	15.7%
11 to 20 years	256	30.2%
More than 20 years	238	28.1%

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

	N	%
No	590	68.8%
Yes, to retire	59	6.9%
Yes, to take another job within the Federal Government	151	17.6%
Yes, to take another job outside the Federal Government	19	2.2%
Yes, other	38	4.4%

I am planning to retire:

	N	%
Within one year	30	3.5%
Between one and three years	101	11.8%
Between three and five years	114	13.4%
Five or more years	608	71.3%

Self-Identify as:

	N	%
Heterosexual or Straight	647	79.4%
Gay, Lesbian, Bisexual, or Transgender	26	3.2%
I prefer not to say	142	17.4%

What is your US military service status?

	N	%
No Prior Military Service	530	62.8%
Currently in National Guard or Reserves	17	2.0%
Retired	94	11.1%
Separated or Discharged	203	24.1%

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	152	18.0%
No	694	82.0%

What is your age group?

	N	%
25 and under	2	0.2%
26-29	17	1.9%
30-39	112	12.5%
40-49	226	25.2%
50-59	350	39.1%
60 or older	189	21.1%