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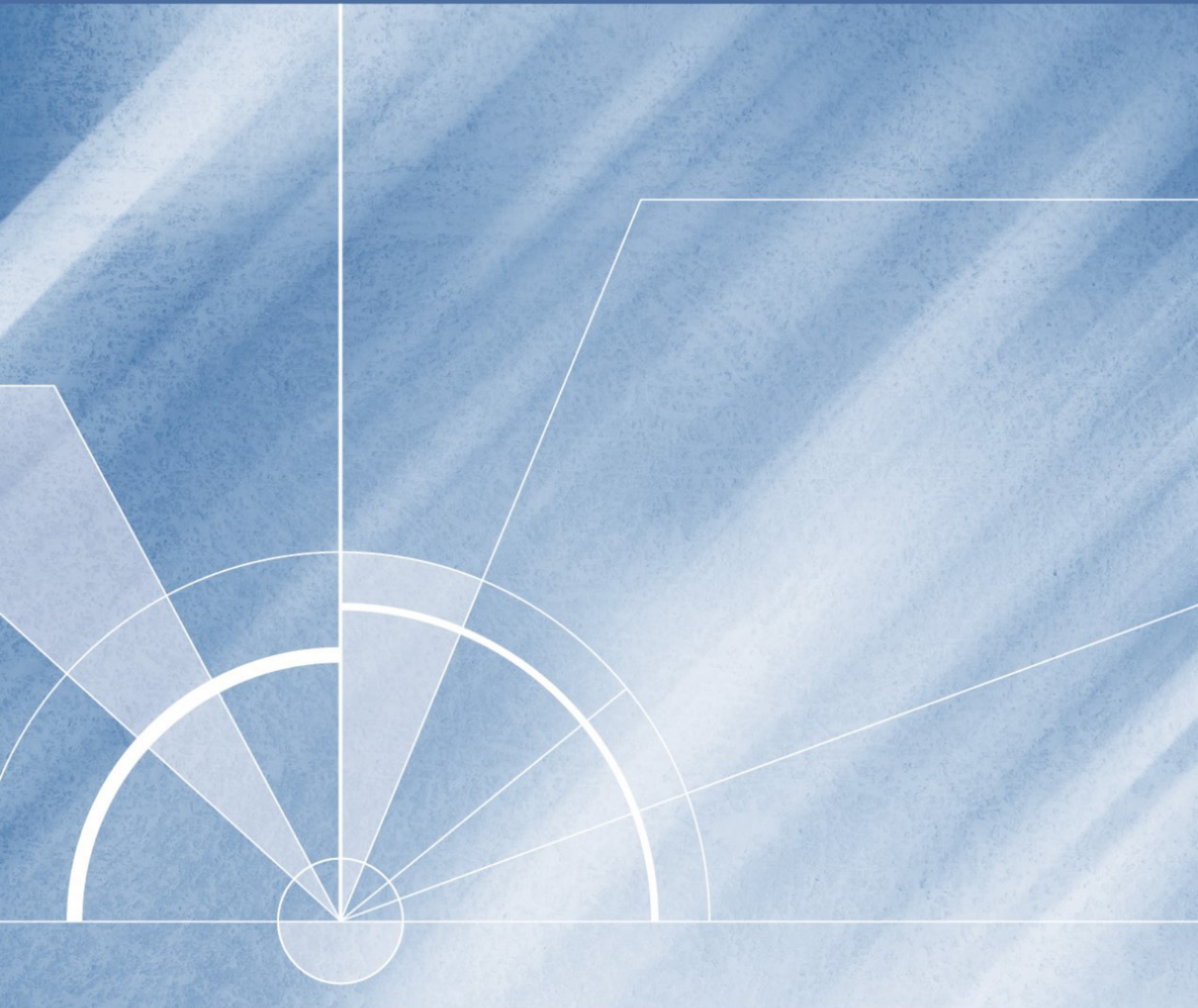
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2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Department of the Treasury
UNITED STATES MINT (MINT)





Department of the Treasury
UNITED STATES MINT (MINT)
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 Treasury	45,497	55.9%
UNITED STATES MINT (MINT)	896	57.1%

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

92.0%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
87.6%	The work I do is important. (Q.13)
85.8%	I am constantly looking for ways to do my job better. (Q.8)
82.2%	I like the kind of work I do. (Q.5)
82.1%	I know how my work relates to the agency's goals and priorities. (Q.12)
81.5%	I know what is expected of me on the job. (Q.6)
80.7%	How would you rate the overall quality of work done by your work unit? (Q.28)
78.3%	My organization has prepared employees for potential security threats. (Q.36)
78.2%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
78.0%	Employees are protected from health and safety hazards on the job. (Q.35)

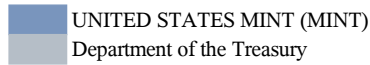
Highest Percent Negative

54.1%	Pay raises depend on how well employees perform their jobs. (Q.33)
45.8%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
42.6%	Promotions in my work unit are based on merit. (Q.22)
38.4%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
38.0%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
36.2%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
36.2%	My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)
36.0%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
35.6%	Creativity and innovation are rewarded. (Q.32)
34.0%	How satisfied are you with the policies and practices of your senior leaders? (Q.66)

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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 Treasury) 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.

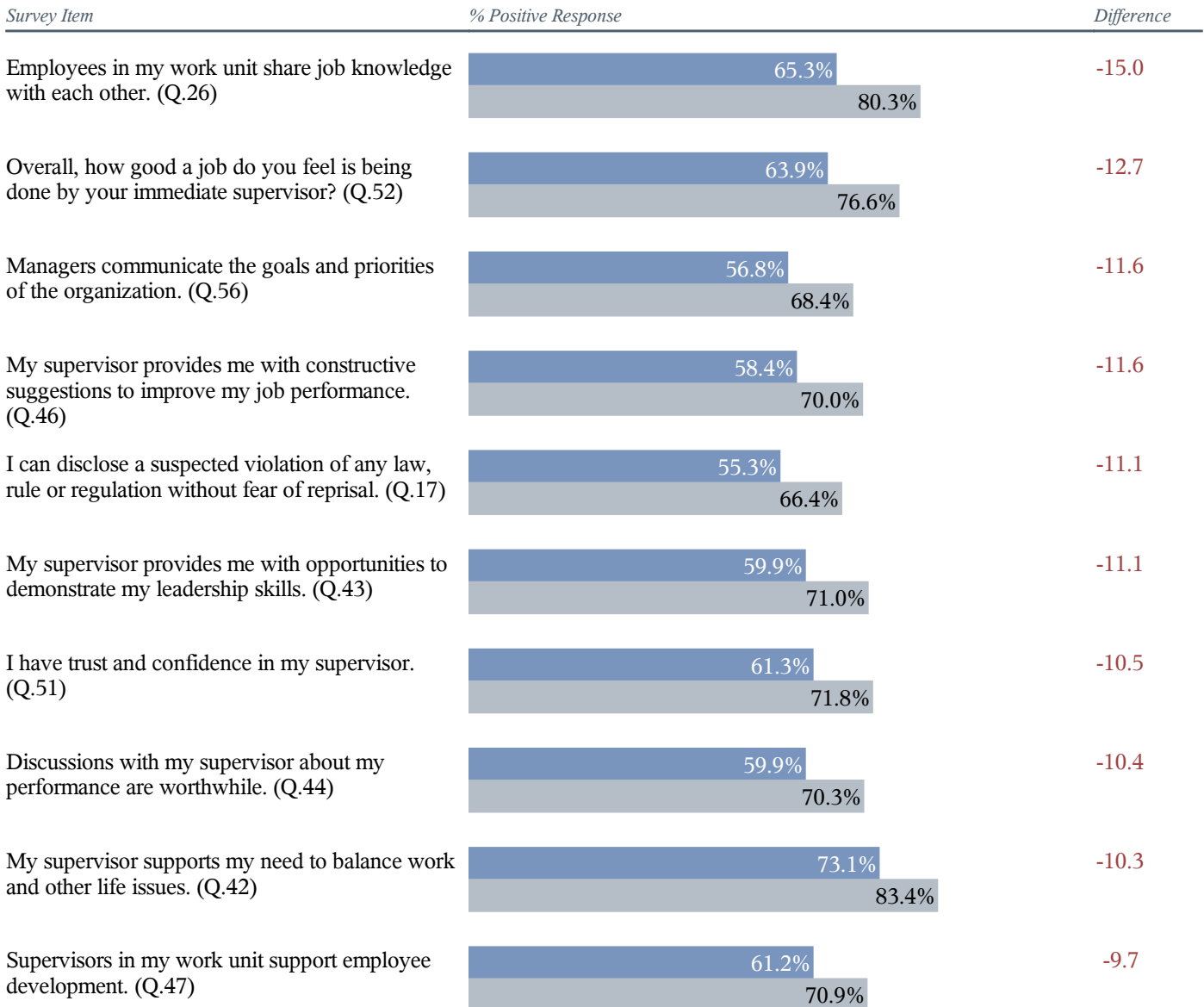
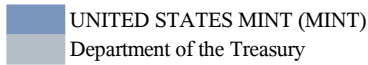


<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
My workload is reasonable. (Q.10)	71.9%	57.7%	+14.2
I have sufficient resources to get my job done. (Q.9)	57.4%	43.7%	+13.7
My work unit is able to recruit people with the right skills. (Q.21)	45.2%	35.1%	+10.1
My agency is successful at accomplishing its mission. (Q.39)	77.6%	68.5%	+9.1
I believe the results of this survey will be used to make my agency a better place to work. (Q.41)	44.9%	37.6%	+7.3
Physical conditions allow employees to perform their jobs well. (Q.14)	71.5%	66.4%	+5.1
How satisfied are you with the training you receive for your present job? (Q.68)	53.9%	49.8%	+4.1
Employees are protected from health and safety hazards on the job. (Q.35)	78.0%	74.6%	+3.4
How satisfied are you with your opportunity to get a better job in your organization? (Q.67)	36.5%	33.3%	+3.2
I recommend my organization as a good place to work. (Q.40)	65.3%	62.2%	+3.1

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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 Treasury) 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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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 Treasury	45,384	61.0%	16.6%	22.4%
UNITED STATES MINT (MINT)	896	59.4%	16.8%	23.9%

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 Treasury	45,016	69.5%	14.2%	16.4%
UNITED STATES MINT (MINT)	884	68.8%	15.2%	16.0%

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 Treasury	44,808	56.1%	19.0%	24.9%
UNITED STATES MINT (MINT)	882	56.4%	18.4%	25.2%

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 Treasury	45,169	70.3%	14.7%	15.0%
UNITED STATES MINT (MINT)	887	66.1%	16.7%	17.2%

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 Treasury	44,653	79.8%	12.5%	7.7%
UNITED STATES MINT (MINT)	876	82.2%	12.4%	5.4%

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 Treasury	44,883	81.4%	9.7%	9.0%
UNITED STATES MINT (MINT)	887	81.5%	9.7%	8.8%

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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 Treasury	45,145	94.0%	3.7%	2.3%
UNITED STATES MINT (MINT)	893	92.0%	5.0%	3.0%

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 Treasury	45,200	87.6%	9.7%	2.7%
UNITED STATES MINT (MINT)	884	85.8%	11.0%	3.2%

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 Treasury	45,219	43.7%	15.2%	41.1%	128
UNITED STATES MINT (MINT)	889	57.4%	16.5%	26.1%	3

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,398	57.5%	16.2%	26.3%	693
Department of the Treasury	44,959	57.7%	15.9%	26.5%	110
UNITED STATES MINT (MINT)	883	71.9%	15.3%	12.8%	2

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 Treasury	43,802	57.0%	17.8%	25.2%	249
UNITED STATES MINT (MINT)	861	55.4%	18.5%	26.1%	6

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 Treasury	44,864	81.2%	10.8%	8.0%	218
UNITED STATES MINT (MINT)	887	82.1%	11.0%	6.9%	5

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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 Treasury	44,470	88.5%	7.6%	3.9%	173
UNITED STATES MINT (MINT)	878	87.6%	8.6%	3.8%	6

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 Treasury	44,910	66.4%	14.1%	19.5%	309
UNITED STATES MINT (MINT)	887	71.5%	13.3%	15.2%	4

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 Treasury	44,876	74.2%	11.5%	14.3%	392
UNITED STATES MINT (MINT)	883	68.4%	14.0%	17.6%	7

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 Treasury	44,730	83.7%	11.6%	4.7%	286
UNITED STATES MINT (MINT)	883	77.6%	14.4%	8.0%	7

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 Treasury	43,006	66.4%	17.4%	16.3%	2,056
UNITED STATES MINT (MINT)	853	55.3%	20.2%	24.6%	29

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 Treasury	44,617	50.6%	23.1%	26.3%	542
UNITED STATES MINT (MINT)	876	53.6%	20.7%	25.7%	12

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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 Treasury	44,473	74.5%	11.7%	13.7%	916
UNITED STATES MINT (MINT)	877	74.8%	13.0%	12.2%	17

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 Treasury	45,391	77.2%	11.6%	11.2%
UNITED STATES MINT (MINT)	891	72.7%	15.2%	12.1%

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 Treasury	42,857	35.1%	25.8%	39.2%	2,490
UNITED STATES MINT (MINT)	875	45.2%	27.1%	27.7%	19

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 Treasury	41,362	35.7%	28.8%	35.5%	3,676
UNITED STATES MINT (MINT)	859	31.1%	26.3%	42.6%	27

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 Treasury	38,476	34.9%	29.8%	35.3%	6,629
UNITED STATES MINT (MINT)	848	30.7%	23.4%	45.8%	42

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 Treasury	41,142	36.9%	29.5%	33.5%	4,034
UNITED STATES MINT (MINT)	866	34.1%	27.5%	38.4%	27

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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 Treasury	41,207	46.8%	24.7%	28.4%	3,884
UNITED STATES MINT (MINT)	869	40.6%	23.2%	36.2%	22

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 Treasury	44,983	80.3%	10.2%	9.5%	194
UNITED STATES MINT (MINT)	890	65.3%	19.5%	15.1%	4

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 Treasury	42,430	54.9%	28.0%	17.0%	2,838
UNITED STATES MINT (MINT)	874	50.5%	28.8%	20.7%	19

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 Treasury	45,233	85.3%	11.8%	3.0%
UNITED STATES MINT (MINT)	890	80.7%	16.4%	2.9%

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 Treasury	43,584	64.5%	18.7%	16.9%	1,065
UNITED STATES MINT (MINT)	872	66.8%	21.8%	11.4%	16

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 Treasury	43,425	40.5%	24.2%	35.3%	1,200
UNITED STATES MINT (MINT)	869	42.5%	26.0%	31.4%	16

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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 Treasury	43,282	48.7%	22.3%	28.9%	1,281
UNITED STATES MINT (MINT)	871	47.2%	22.9%	29.9%	17

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 Treasury	42,447	37.8%	28.4%	33.9%	2,030
UNITED STATES MINT (MINT)	861	39.9%	24.5%	35.6%	17

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 Treasury	41,438	24.1%	27.6%	48.4%	2,930
UNITED STATES MINT (MINT)	851	19.4%	26.6%	54.1%	34

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 Treasury	40,208	57.4%	28.3%	14.3%	4,358
UNITED STATES MINT (MINT)	845	57.1%	26.4%	16.5%	39

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 Treasury	43,758	74.6%	14.4%	11.0%	836
UNITED STATES MINT (MINT)	881	78.0%	12.8%	9.2%	7

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 Treasury	43,952	79.1%	12.6%	8.2%	507
UNITED STATES MINT (MINT)	872	78.3%	12.7%	8.9%	11

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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 Treasury	41,341	58.7%	20.6%	20.7%	3,127
UNITED STATES MINT (MINT)	845	49.1%	22.2%	28.7%	37

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 Treasury	39,506	68.4%	19.3%	12.2%	4,713
UNITED STATES MINT (MINT)	813	62.4%	20.7%	16.9%	64

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 Treasury	43,213	68.5%	20.2%	11.3%	1,373
UNITED STATES MINT (MINT)	869	77.6%	16.4%	6.0%	20

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	400,013	64.0%	20.1%	15.8%	
Department of the Treasury	44,608	62.2%	20.2%	17.6%	
UNITED STATES MINT (MINT)	887	65.3%	19.9%	14.8%	

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 Treasury	41,802	37.6%	25.7%	36.7%	2,926
UNITED STATES MINT (MINT)	852	44.9%	22.3%	32.7%	36

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 Treasury	44,279	83.4%	8.1%	8.5%	325
UNITED STATES MINT (MINT)	876	73.1%	11.2%	15.7%	6

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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 Treasury	44,186	71.0%	15.0%	14.0%	305
UNITED STATES MINT (MINT)	883	59.9%	16.4%	23.7%	4

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 Treasury	43,721	70.3%	15.3%	14.4%	592
UNITED STATES MINT (MINT)	870	59.9%	18.9%	21.2%	10

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 Treasury	40,525	73.5%	18.4%	8.1%	3,846
UNITED STATES MINT (MINT)	826	66.6%	20.4%	13.1%	59

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 Treasury	44,045	70.0%	15.9%	14.1%	321
UNITED STATES MINT (MINT)	879	58.4%	20.0%	21.6%	3

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 Treasury	43,529	70.9%	15.0%	14.0%	953
UNITED STATES MINT (MINT)	865	61.2%	17.4%	21.5%	18

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 Treasury	44,483	79.8%	9.8%	10.4%
UNITED STATES MINT (MINT)	885	70.1%	14.7%	15.2%

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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 Treasury	44,316	83.8%	8.2%	8.0%
UNITED STATES MINT (MINT)	883	74.4%	13.5%	12.1%

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 Treasury	44,323	82.9%	8.5%	8.6%
UNITED STATES MINT (MINT)	877	78.2%	10.8%	11.0%

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 Treasury	44,401	71.8%	14.1%	14.1%
UNITED STATES MINT (MINT)	881	61.3%	18.7%	20.0%

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 Treasury	44,399	76.6%	13.9%	9.5%
UNITED STATES MINT (MINT)	884	63.9%	19.2%	16.9%

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 Treasury	43,152	40.6%	24.4%	35.0%	1,075
UNITED STATES MINT (MINT)	868	38.2%	23.8%	38.0%	14

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 Treasury	40,535	49.9%	26.0%	24.1%	3,611
UNITED STATES MINT (MINT)	849	41.5%	22.3%	36.2%	29

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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 Treasury	39,879	63.7%	22.9%	13.5%	3,985
UNITED STATES MINT (MINT)	836	59.4%	23.8%	16.9%	40

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 Treasury	43,404	68.4%	17.0%	14.6%	558
UNITED STATES MINT (MINT)	864	56.8%	21.3%	21.9%	11

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 Treasury	41,060	67.5%	20.3%	12.2%	2,835
UNITED STATES MINT (MINT)	812	59.1%	23.4%	17.5%	64

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 Treasury	41,885	56.3%	21.4%	22.3%	2,132
UNITED STATES MINT (MINT)	851	50.3%	23.4%	26.3%	25

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 Treasury	41,816	57.9%	21.5%	20.6%	2,237
UNITED STATES MINT (MINT)	852	52.5%	25.2%	22.3%	26

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 Treasury	40,461	62.2%	21.4%	16.4%	3,666
UNITED STATES MINT (MINT)	845	53.6%	21.8%	24.6%	32

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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 Treasury	43,276	51.9%	24.6%	23.5%	844
UNITED STATES MINT (MINT)	870	46.2%	24.1%	29.7%	9

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 Treasury	39,342	57.6%	25.6%	16.8%	4,773
UNITED STATES MINT (MINT)	829	48.8%	27.8%	23.4%	47

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 Treasury	43,978	48.0%	23.6%	28.4%
UNITED STATES MINT (MINT)	881	49.2%	23.9%	26.9%

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

	N	Positive	Neutral	Negative
Governmentwide	393,156	48.0%	23.5%	28.5%
Department of the Treasury	43,873	51.5%	22.4%	26.1%
UNITED STATES MINT (MINT)	871	46.1%	24.9%	29.0%

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 Treasury	43,761	52.3%	21.8%	25.9%
UNITED STATES MINT (MINT)	874	46.0%	21.1%	32.9%

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 Treasury	43,769	40.9%	30.5%	28.6%
UNITED STATES MINT (MINT)	870	40.2%	25.8%	34.0%

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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 Treasury	43,832	33.3%	25.8%	40.9%
UNITED STATES MINT (MINT)	878	36.5%	27.5%	36.0%

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 Treasury	43,836	49.8%	22.9%	27.3%
UNITED STATES MINT (MINT)	873	53.9%	22.6%	23.4%

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 Treasury	43,808	66.0%	17.9%	16.1%
UNITED STATES MINT (MINT)	871	65.8%	18.3%	15.9%

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 Treasury	43,869	55.1%	16.8%	28.1%
UNITED STATES MINT (MINT)	874	57.8%	16.7%	25.4%

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 Treasury	43,913	55.4%	22.5%	22.1%
UNITED STATES MINT (MINT)	877	56.6%	22.3%	21.1%

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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 Treasury	43,758	67.1%	10.6%	17.2%	5.2%
UNITED STATES MINT (MINT)	875	31.0%	36.5%	22.7%	9.9%

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 Treasury	43,213	23.1%	21.0%	7.6%	11.8%
UNITED STATES MINT (MINT)	865	2.8%	12.2%	2.7%	9.0%

(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 Treasury	43,213	10.4%	4.4%	13.9%	7.9%
UNITED STATES MINT (MINT)	865	45.8%	4.7%	12.3%	10.5%

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 Treasury	43,666	42.4%	49.8%	7.7%
UNITED STATES MINT (MINT)	878	60.0%	27.0%	13.0%

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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 Treasury	43,454	22.3%	67.9%	9.8%
UNITED STATES MINT (MINT)	866	20.0%	58.7%	21.3%

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 Treasury	43,093	16.7%	79.9%	3.4%
UNITED STATES MINT (MINT)	855	20.5%	73.9%	5.6%

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 Treasury	43,538	2.1%	82.7%	15.2%
UNITED STATES MINT (MINT)	866	3.2%	69.1%	27.7%

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 Treasury	43,654	2.1%	83.0%	14.9%
UNITED STATES MINT (MINT)	876	4.6%	69.8%	25.7%

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 Treasury	27,640	89.0%	6.2%	4.7%	795
UNITED STATES MINT (MINT)	240	82.8%	9.4%	7.8%	14

**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 Treasury	18,029	93.2%	4.3%	2.5%	334
UNITED STATES MINT (MINT)	501	86.7%	8.0%	5.3%	12

*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 Treasury	9,197	82.5%	14.4%	3.1%	827
UNITED STATES MINT (MINT)	160	72.5%	23.0%	4.5%	26

*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 Treasury	6,970	81.4%	15.6%	3.1%	849
UNITED STATES MINT (MINT)	169	74.6%	22.0%	3.5%	29

*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 Treasury	842	64.0%	32.5%	3.5%	506
UNITED STATES MINT (MINT)	29	57.3%	39.0%	3.6%	14

*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 Treasury	811	69.0%	28.3%	2.7%	419
UNITED STATES MINT (MINT)	28	66.0%	34.0%	0.0%	15

*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%

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	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%

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	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%

Note: Percentages for demographic questions are unweighted.

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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%

Note: Percentages for demographic questions are unweighted.