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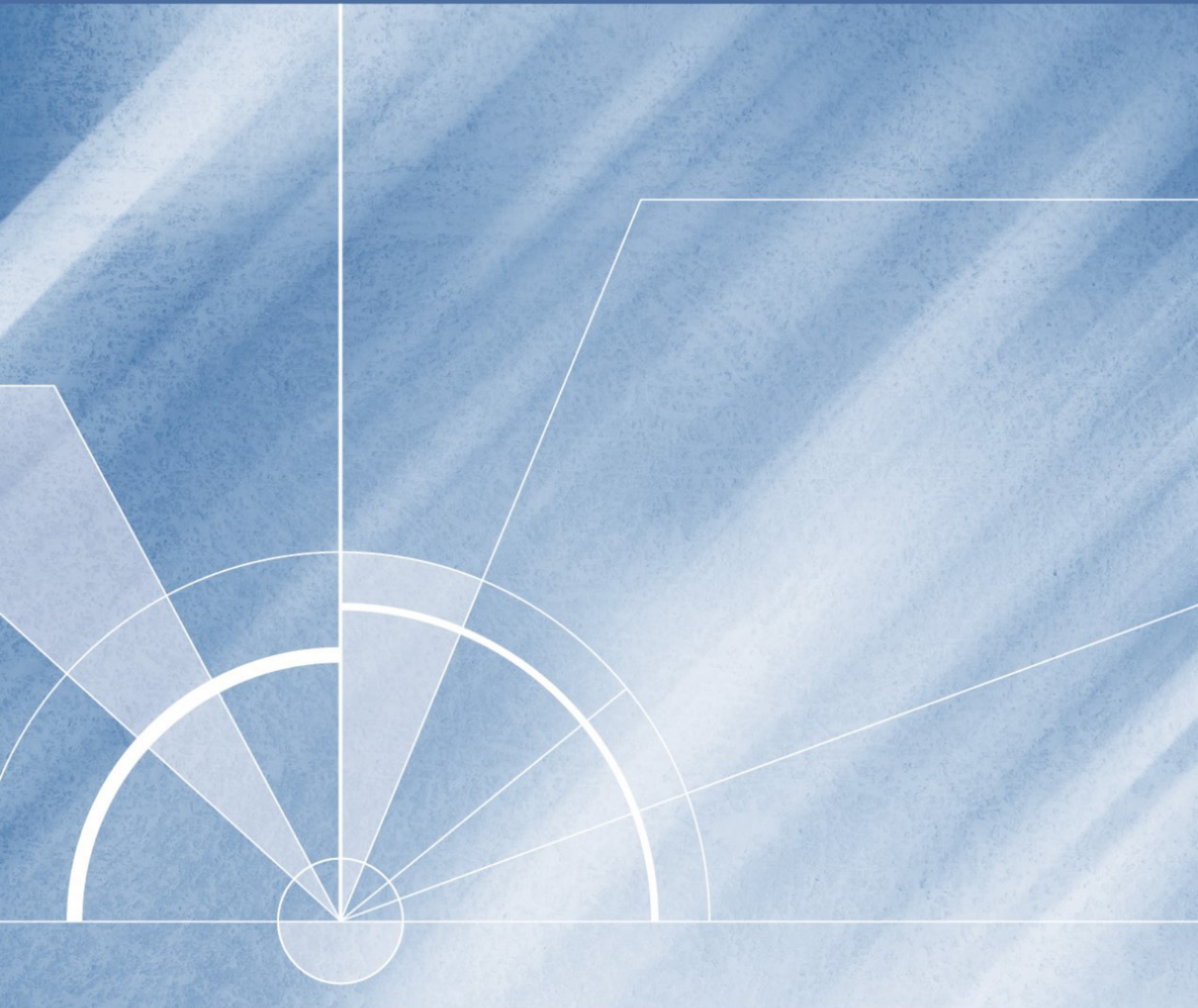
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2016

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

Agency  
Trend  
Report

National Aeronautics and Space Administration



# National Aeronautics and Space Administration

## *Trend Report*

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

### Response Summary

	Surveys Completed
2016 Governmentwide	407,789
<b>2016 National Aeronautics and Space Administration</b>	<b>11,202</b>
2015 National Aeronautics and Space Administration	9,936
2014 National Aeronautics and Space Administration	9,430
2013 National Aeronautics and Space Administration	9,985
2012 National Aeronautics and Space Administration	9,296
2011 National Aeronautics and Space Administration	9,240
2010 National Aeronautics and Space Administration	8,593

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.

# National Aeronautics and Space Administration Trend Report

## My Work Experience

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,194</b>	<b>83.5%</b>	<b>9.1%</b>	<b>7.5%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,919	82.0%	9.4%	8.6%	↗
2014 National Aeronautics and Space Administration	9,413	80.0%	10.9%	9.1%	→
2013 National Aeronautics and Space Administration	9,970	79.5%	10.3%	10.2%	↘
2012 National Aeronautics and Space Administration	9,283	80.3%	10.0%	9.7%	→
2011 National Aeronautics and Space Administration	9,229	80.4%	10.9%	8.7%	↘
2010 National Aeronautics and Space Administration	8,573	81.9%	9.5%	8.6%	

### *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%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,129</b>	<b>84.7%</b>	<b>9.1%</b>	<b>6.2%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,879	83.3%	9.6%	7.1%	↗
2014 National Aeronautics and Space Administration	9,362	82.5%	10.5%	7.0%	↗
2013 National Aeronautics and Space Administration	9,915	81.7%	10.2%	8.1%	→
2012 National Aeronautics and Space Administration	9,255	81.6%	10.2%	8.2%	→
2011 National Aeronautics and Space Administration	9,219	81.0%	11.0%	8.0%	↘
2010 National Aeronautics and Space Administration	8,572	81.7%	10.2%	8.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,408	57.7%	18.0%	24.3%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,055</b>	<b>80.2%</b>	<b>10.8%</b>	<b>8.9%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,814	78.6%	11.4%	10.0%	↗
2014 National Aeronautics and Space Administration	9,287	77.6%	11.8%	10.6%	↗
2013 National Aeronautics and Space Administration	9,852	76.8%	12.4%	10.8%	→
2012 National Aeronautics and Space Administration	9,233	76.5%	12.2%	11.3%	↗
2011 National Aeronautics and Space Administration	9,217	74.3%	14.0%	11.8%	↘
2010 National Aeronautics and Space Administration	8,548	75.4%	13.0%	11.6%	

# National Aeronautics and Space Administration Trend Report

## My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,135</b>	<b>83.3%</b>	<b>9.7%</b>	<b>7.0%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,887	82.0%	10.2%	7.8%	↗
2014 National Aeronautics and Space Administration	9,372	81.0%	10.8%	8.2%	↗
2013 National Aeronautics and Space Administration	9,922	80.3%	11.2%	8.5%	→
2012 National Aeronautics and Space Administration	9,262	80.3%	11.0%	8.7%	↗
2011 National Aeronautics and Space Administration	9,221	79.0%	11.9%	9.1%	↘
2010 National Aeronautics and Space Administration	8,563	80.4%	11.3%	8.3%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,675	83.2%	10.8%	6.1%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,085</b>	<b>87.8%</b>	<b>8.3%</b>	<b>4.0%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,801	86.5%	8.9%	4.6%	↗
2014 National Aeronautics and Space Administration	9,270	85.3%	10.0%	4.6%	→
2013 National Aeronautics and Space Administration	9,856	85.5%	9.3%	5.2%	→
2012 National Aeronautics and Space Administration	9,238	85.7%	9.3%	4.9%	→
2011 National Aeronautics and Space Administration	9,218	85.9%	9.8%	4.3%	→
2010 National Aeronautics and Space Administration	8,560	86.3%	9.0%	4.7%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	402,718	79.4%	11.0%	9.6%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,098</b>	<b>85.4%</b>	<b>8.9%</b>	<b>5.7%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,860	84.5%	9.2%	6.3%	↗
2014 National Aeronautics and Space Administration	9,346	83.6%	10.1%	6.3%	↗
2013 National Aeronautics and Space Administration	9,903	83.0%	10.2%	6.8%	→
2012 National Aeronautics and Space Administration	9,222	82.7%	10.2%	7.2%	↗
2011 National Aeronautics and Space Administration	9,193	81.7%	11.3%	7.0%	↘
2010 National Aeronautics and Space Administration	8,541	82.8%	10.1%	7.1%	

# National Aeronautics and Space Administration Trend Report

## My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,138</b>	<b>98.0%</b>	<b>1.3%</b>	<b>0.7%</b>	<b>→</b>
2015 National Aeronautics and Space Administration	9,875	97.9%	1.5%	0.6%	→
2014 National Aeronautics and Space Administration	9,369	97.7%	1.7%	0.6%	↘
2013 National Aeronautics and Space Administration	9,925	98.0%	1.3%	0.7%	→
2012 National Aeronautics and Space Administration	9,266	98.2%	1.3%	0.6%	→
2011 National Aeronautics and Space Administration	9,212	98.1%	1.2%	0.6%	→
2010 National Aeronautics and Space Administration	8,553	98.1%	1.3%	0.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	405,416	90.9%	7.2%	1.8%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,150</b>	<b>94.4%</b>	<b>4.9%</b>	<b>0.7%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,894	93.7%	5.4%	0.9%	→
2014 National Aeronautics and Space Administration	9,395	93.5%	5.6%	0.9%	→
2013 National Aeronautics and Space Administration	9,942	93.3%	5.7%	1.0%	→
2012 National Aeronautics and Space Administration	9,263	93.4%	5.8%	0.8%	↗
2011 National Aeronautics and Space Administration	9,210	92.6%	6.5%	1.0%	→
2010 National Aeronautics and Space Administration	8,549	93.0%	6.0%	1.0%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	405,568	46.6%	16.0%	37.5%	922	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,156</b>	<b>57.7%</b>	<b>16.2%</b>	<b>26.2%</b>	<b>14</b>	<b>→</b>
2015 National Aeronautics and Space Administration	9,898	56.9%	16.0%	27.2%	19	↗
2014 National Aeronautics and Space Administration	9,391	54.9%	16.9%	28.2%	9	↗
2013 National Aeronautics and Space Administration	9,956	51.9%	17.3%	30.7%	11	→
2012 National Aeronautics and Space Administration	9,263	52.0%	16.9%	31.1%	13	↗
2011 National Aeronautics and Space Administration	9,210	49.3%	17.9%	32.8%	17	↘
2010 National Aeronautics and Space Administration	8,549	53.8%	17.1%	29.0%	22	

# National Aeronautics and Space Administration Trend Report

## My Work Experience (continued)

### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,122</b>	<b>66.7%</b>	<b>15.1%</b>	<b>18.2%</b>	<b>7</b>	<b>→</b>
2015 National Aeronautics and Space Administration	9,877	66.2%	15.2%	18.6%	12	→
2014 National Aeronautics and Space Administration	9,371	66.5%	15.7%	17.8%	2	↗
2013 National Aeronautics and Space Administration	9,918	65.3%	15.8%	18.9%	8	↘
2012 National Aeronautics and Space Administration	9,239	66.7%	15.2%	18.1%	12	↗
2011 National Aeronautics and Space Administration	9,209	64.3%	16.5%	19.1%	15	↗
2010 National Aeronautics and Space Administration	8,559	63.1%	16.7%	20.2%	16	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,751	58.4%	16.5%	25.1%	1,759	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,919</b>	<b>72.8%</b>	<b>12.7%</b>	<b>14.5%</b>	<b>29</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,646	71.3%	13.6%	15.2%	23	↗
2014 National Aeronautics and Space Administration	9,179	69.9%	14.4%	15.7%	17	↗
2013 National Aeronautics and Space Administration	9,712	68.6%	14.6%	16.7%	31	→
2012 National Aeronautics and Space Administration	9,129	69.1%	13.9%	17.0%	28	↗
2011 National Aeronautics and Space Administration	9,141	66.4%	15.4%	18.2%	50	→
2010 National Aeronautics and Space Administration	8,488	66.9%	15.6%	17.5%	44	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,835	83.1%	9.9%	7.0%	1,337	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,129</b>	<b>89.9%</b>	<b>6.7%</b>	<b>3.4%</b>	<b>14</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,841	88.5%	7.7%	3.8%	23	↗
2014 National Aeronautics and Space Administration	9,359	87.2%	8.2%	4.6%	20	↗
2013 National Aeronautics and Space Administration	9,901	86.6%	8.3%	5.1%	26	↗
2012 National Aeronautics and Space Administration	9,213	84.9%	9.4%	5.6%	35	↗
2011 National Aeronautics and Space Administration	9,170	83.6%	9.8%	6.6%	38	↘
2010 National Aeronautics and Space Administration	8,532	85.2%	9.1%	5.8%	41	

# National Aeronautics and Space Administration Trend Report

## My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,014</b>	<b>90.3%</b>	<b>7.1%</b>	<b>2.6%</b>	<b>24</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,737	89.4%	7.5%	3.1%	34	↗
2014 National Aeronautics and Space Administration	9,254	88.4%	8.4%	3.1%	23	→
2013 National Aeronautics and Space Administration	9,806	87.9%	8.8%	3.2%	24	↗
2012 National Aeronautics and Space Administration	9,180	87.4%	9.1%	3.5%	26	→
2011 National Aeronautics and Space Administration	9,158	87.4%	9.4%	3.2%	30	↘
2010 National Aeronautics and Space Administration	8,471	88.1%	8.6%	3.4%	37	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,735	65.7%	14.0%	20.3%	1,775	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,137</b>	<b>78.8%</b>	<b>10.8%</b>	<b>10.3%</b>	<b>14</b>	<b>→</b>
2015 National Aeronautics and Space Administration	9,872	78.8%	10.9%	10.3%	13	→
2014 National Aeronautics and Space Administration	9,380	78.5%	11.3%	10.2%	11	↗
2013 National Aeronautics and Space Administration	9,946	77.5%	11.7%	10.8%	15	→
2012 National Aeronautics and Space Administration	9,245	78.1%	11.2%	10.6%	19	→
2011 National Aeronautics and Space Administration	9,196	77.9%	11.8%	10.3%	17	→
2010 National Aeronautics and Space Administration	8,553	77.0%	11.6%	11.4%	17	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,544	69.6%	14.3%	16.2%	6,003	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,982</b>	<b>79.7%</b>	<b>12.2%</b>	<b>8.1%</b>	<b>174</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,746	79.0%	12.0%	9.0%	140	↗
2014 National Aeronautics and Space Administration	9,240	76.0%	14.2%	9.7%	149	→
2013 National Aeronautics and Space Administration	9,803	76.4%	13.7%	9.9%	137	→
2012 National Aeronautics and Space Administration	9,137	76.8%	12.5%	10.7%	124	→
2011 National Aeronautics and Space Administration	9,090	76.4%	13.5%	10.1%	122	↘
2010 National Aeronautics and Space Administration	8,481	77.3%	12.7%	9.9%	79	



# National Aeronautics and Space Administration Trend Report

## My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,105</b>	<b>89.5%</b>	<b>7.6%</b>	<b>2.9%</b>	<b>28</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,840	88.5%	8.3%	3.2%	34	→
2014 National Aeronautics and Space Administration	9,344	88.1%	8.8%	3.1%	22	→
2013 National Aeronautics and Space Administration	9,895	87.8%	8.6%	3.6%	24	→
2012 National Aeronautics and Space Administration	9,225	87.9%	8.4%	3.6%	23	↗
2011 National Aeronautics and Space Administration	9,156	87.0%	9.1%	3.9%	33	↘
2010 National Aeronautics and Space Administration	8,526	87.7%	8.5%	3.8%	21	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	386,924	62.1%	18.1%	19.8%	17,784	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,778</b>	<b>79.8%</b>	<b>11.0%</b>	<b>9.2%</b>	<b>360</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,510	78.2%	12.4%	9.4%	354	↗
2014 National Aeronautics and Space Administration	9,056	76.9%	12.8%	10.3%	318	→
2013 National Aeronautics and Space Administration	9,599	76.1%	13.2%	10.7%	336	↗
2012 National Aeronautics and Space Administration	8,953	75.4%	13.9%	10.7%	303	→
2011 National Aeronautics and Space Administration	8,876	75.1%	14.1%	10.8%	334	→
2010 National Aeronautics and Space Administration	8,257	75.1%	13.4%	11.5%	290	

### 18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	401,073	52.9%	22.9%	24.2%	4,002	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,098</b>	<b>74.5%</b>	<b>15.4%</b>	<b>10.1%</b>	<b>54</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,837	72.4%	16.5%	11.2%	55	↗
2014 National Aeronautics and Space Administration	9,327	67.8%	18.9%	13.4%	57	↗
2013 National Aeronautics and Space Administration	9,866	64.0%	19.8%	16.2%	71	↘
2012 National Aeronautics and Space Administration	9,199	64.9%	19.6%	15.5%	58	→
2011 National Aeronautics and Space Administration	9,080	64.2%	21.1%	14.8%	90	↘
2010 National Aeronautics and Space Administration	8,450	66.6%	19.8%	13.6%	67	

# National Aeronautics and Space Administration Trend Report

## My Work Experience (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,958</b>	<b>78.4%</b>	<b>11.2%</b>	<b>10.4%</b>	<b>229</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,774	76.5%	12.0%	11.5%	144	↗
2014 National Aeronautics and Space Administration	9,210	73.4%	13.9%	12.8%	201	↗
2013 National Aeronautics and Space Administration	9,764	71.5%	14.2%	14.3%	209	↗
2012 National Aeronautics and Space Administration	9,090	68.5%	15.0%	16.5%	189	→
2011 National Aeronautics and Space Administration	9,081	67.9%	15.8%	16.4%	128	→
2010 National Aeronautics and Space Administration	8,469	68.8%	14.4%	16.8%	103	

## 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%		
<b>2016 National Aeronautics and Space Administration</b>	<b>11,183</b>	<b>87.5%</b>	<b>7.7%</b>	<b>4.7%</b>		<b>↗</b>
2015 National Aeronautics and Space Administration	9,917	86.3%	8.5%	5.2%		→
2014 National Aeronautics and Space Administration	9,408	85.8%	8.7%	5.5%		→
2013 National Aeronautics and Space Administration	9,975	85.3%	9.1%	5.6%		→
2012 National Aeronautics and Space Administration	9,279	85.6%	8.7%	5.7%		→
2011 National Aeronautics and Space Administration	8,856	85.0%	9.3%	5.7%		↘
2010 National Aeronautics and Space Administration	8,297	85.8%	8.6%	5.6%		

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,412	42.6%	25.2%	32.2%	14,370	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,873</b>	<b>54.9%</b>	<b>21.4%</b>	<b>23.7%</b>	<b>306</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,672	50.4%	22.4%	27.1%	246	↘
2014 National Aeronautics and Space Administration	9,126	52.1%	22.4%	25.5%	275	→
2013 National Aeronautics and Space Administration	9,717	52.1%	22.7%	25.2%	245	↗
2012 National Aeronautics and Space Administration	9,064	51.0%	22.3%	26.7%	218	→
2011 National Aeronautics and Space Administration	8,995	51.0%	24.3%	24.7%	232	↘
2010 National Aeronautics and Space Administration	8,302	52.0%	24.0%	24.0%	264	

# National Aeronautics and Space Administration Trend Report

## My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,415</b>	<b>55.5%</b>	<b>24.2%</b>	<b>20.3%</b>	<b>733</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,237	52.6%	25.0%	22.4%	640	→
2014 National Aeronautics and Space Administration	8,701	52.1%	25.1%	22.8%	655	↗
2013 National Aeronautics and Space Administration	9,304	50.2%	26.4%	23.4%	608	→
2012 National Aeronautics and Space Administration	8,736	50.5%	26.2%	23.3%	518	→
2011 National Aeronautics and Space Administration	8,729	50.0%	26.6%	23.4%	486	→
2010 National Aeronautics and Space Administration	8,171	50.4%	25.2%	24.3%	401	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,758	29.3%	27.1%	43.6%	41,216	
<b>2016 National Aeronautics and Space Administration</b>	<b>9,772</b>	<b>44.4%</b>	<b>29.2%</b>	<b>26.4%</b>	<b>1,376</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	8,743	41.5%	30.2%	28.3%	1,129	→
2014 National Aeronautics and Space Administration	8,253	41.6%	30.7%	27.7%	1,114	↗
2013 National Aeronautics and Space Administration	8,862	39.3%	30.8%	29.8%	1,050	→
2012 National Aeronautics and Space Administration	8,319	38.1%	30.9%	31.0%	940	↗
2011 National Aeronautics and Space Administration	8,360	36.2%	31.6%	32.1%	851	→
2010 National Aeronautics and Space Administration	7,830	35.4%	31.8%	32.9%	740	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,352	34.0%	27.9%	38.1%	25,041	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,400</b>	<b>51.9%</b>	<b>28.0%</b>	<b>20.1%</b>	<b>754</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,255	49.5%	28.1%	22.4%	631	↗
2014 National Aeronautics and Space Administration	8,793	46.9%	29.0%	24.2%	591	↗
2013 National Aeronautics and Space Administration	9,345	45.5%	29.9%	24.6%	591	↘
2012 National Aeronautics and Space Administration	8,722	47.2%	29.5%	23.3%	542	↗
2011 National Aeronautics and Space Administration	8,712	46.2%	29.7%	24.1%	502	→
2010 National Aeronautics and Space Administration	8,150	46.2%	29.1%	24.7%	410	

## National Aeronautics and Space Administration Trend Report

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,380</b>	<b>61.4%</b>	<b>22.1%</b>	<b>16.6%</b>	<b>737</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,236	59.6%	22.5%	17.9%	623	↗
2014 National Aeronautics and Space Administration	8,695	55.5%	24.7%	19.8%	663	→
2013 National Aeronautics and Space Administration	9,297	54.6%	24.6%	20.8%	613	↘
2012 National Aeronautics and Space Administration	8,725	57.9%	23.2%	18.8%	523	↗
2011 National Aeronautics and Space Administration	8,749	56.8%	23.8%	19.4%	456	→
2010 National Aeronautics and Space Administration	8,188	56.8%	22.3%	20.9%	371	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,664	73.3%	13.8%	12.9%	1,739	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,117</b>	<b>83.9%</b>	<b>9.6%</b>	<b>6.4%</b>	<b>39</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,875	82.9%	10.5%	6.7%	22	→
2014 National Aeronautics and Space Administration	9,357	82.4%	10.7%	6.9%	36	↗
2013 National Aeronautics and Space Administration	9,901	81.4%	11.3%	7.3%	37	→
2012 National Aeronautics and Space Administration	9,219	81.2%	11.2%	7.6%	45	↗
2011 National Aeronautics and Space Administration	9,163	79.3%	12.2%	8.5%	33	→
2010 National Aeronautics and Space Administration	8,500	78.7%	12.6%	8.8%	48	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,303	54.2%	28.2%	17.6%	16,713	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,734</b>	<b>64.4%</b>	<b>25.4%</b>	<b>10.2%</b>	<b>435</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,541	61.8%	27.3%	10.9%	358	→
2014 National Aeronautics and Space Administration	9,022	61.0%	27.7%	11.3%	375	→
2013 National Aeronautics and Space Administration	9,566	60.5%	27.7%	11.7%	376	↗
2012 National Aeronautics and Space Administration	8,923	59.1%	28.5%	12.4%	346	→
2011 National Aeronautics and Space Administration	8,827	58.6%	29.2%	12.2%	353	↘
2010 National Aeronautics and Space Administration	8,202	60.4%	28.3%	11.4%	307	

# National Aeronautics and Space Administration Trend Report

## My Work Unit (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,174</b>	<b>91.9%</b>	<b>6.8%</b>	<b>1.2%</b>	<b>→</b>
2015 National Aeronautics and Space Administration	9,908	91.7%	6.8%	1.5%	→
2014 National Aeronautics and Space Administration	9,405	91.6%	7.1%	1.2%	↗
2013 National Aeronautics and Space Administration	9,954	90.8%	7.8%	1.3%	→
2012 National Aeronautics and Space Administration	9,255	91.3%	7.4%	1.3%	↗
2011 National Aeronautics and Space Administration	9,211	89.8%	8.9%	1.4%	↘
2010 National Aeronautics and Space Administration	8,550	90.6%	7.9%	1.5%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,750	69.4%	17.3%	13.3%	6,753	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,936</b>	<b>83.3%</b>	<b>10.3%</b>	<b>6.3%</b>	<b>150</b>	<b>→</b>
2015 National Aeronautics and Space Administration	9,660	82.7%	10.5%	6.8%	132	→
2014 National Aeronautics and Space Administration	9,189	82.1%	11.2%	6.7%	126	→
2013 National Aeronautics and Space Administration	9,707	81.8%	11.3%	6.9%	136	↗
2012 National Aeronautics and Space Administration	9,022	81.1%	11.6%	7.3%	118	→
2011 National Aeronautics and Space Administration	8,960	81.4%	11.8%	6.8%	115	→
2010 National Aeronautics and Space Administration	8,327	81.8%	11.9%	6.3%	139	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,805	44.8%	24.6%	30.6%	9,449	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,834</b>	<b>68.9%</b>	<b>17.9%</b>	<b>13.2%</b>	<b>239</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,602	66.6%	18.1%	15.3%	190	↗
2014 National Aeronautics and Space Administration	9,121	64.6%	19.6%	15.8%	181	↗
2013 National Aeronautics and Space Administration	9,624	63.3%	20.1%	16.6%	217	↗
2012 National Aeronautics and Space Administration	8,969	62.1%	20.2%	17.7%	163	→
2011 National Aeronautics and Space Administration	8,911	62.4%	20.8%	16.8%	162	→
2010 National Aeronautics and Space Administration	8,305	63.2%	20.4%	16.4%	159	

# National Aeronautics and Space Administration Trend Report

## My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,886</b>	<b>74.1%</b>	<b>15.8%</b>	<b>10.1%</b>	<b>177</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,612	72.7%	16.3%	10.9%	148	↗
2014 National Aeronautics and Space Administration	9,163	69.3%	17.8%	12.9%	129	→
2013 National Aeronautics and Space Administration	9,684	69.8%	17.6%	12.6%	129	↘
2012 National Aeronautics and Space Administration	9,006	71.0%	16.8%	12.3%	106	→
2011 National Aeronautics and Space Administration	8,974	70.4%	18.1%	11.5%	112	→
2010 National Aeronautics and Space Administration	8,358	70.8%	17.4%	11.8%	104	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	385,387	38.4%	28.3%	33.3%	13,365	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,788</b>	<b>68.2%</b>	<b>19.6%</b>	<b>12.2%</b>	<b>257</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,534	66.3%	20.7%	13.0%	230	↗
2014 National Aeronautics and Space Administration	9,079	62.8%	22.9%	14.3%	210	↗
2013 National Aeronautics and Space Administration	9,600	61.6%	22.6%	15.8%	205	↘
2012 National Aeronautics and Space Administration	8,910	62.9%	22.4%	14.7%	196	↗
2011 National Aeronautics and Space Administration	8,856	61.3%	23.7%	15.0%	215	→
2010 National Aeronautics and Space Administration	8,310	62.3%	22.2%	15.5%	149	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,966	22.3%	26.9%	50.7%	29,028	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,181</b>	<b>35.4%</b>	<b>30.3%</b>	<b>34.2%</b>	<b>838</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,025	32.4%	30.7%	36.9%	699	↗
2014 National Aeronautics and Space Administration	8,557	29.5%	31.3%	39.2%	689	↗
2013 National Aeronautics and Space Administration	9,110	28.1%	31.0%	40.9%	679	↘
2012 National Aeronautics and Space Administration	8,497	32.4%	30.2%	37.4%	603	→
2011 National Aeronautics and Space Administration	8,518	31.4%	31.8%	36.8%	556	→
2010 National Aeronautics and Space Administration	8,014	32.3%	32.6%	35.1%	437	

# National Aeronautics and Space Administration Trend Report

## My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,575</b>	<b>78.7%</b>	<b>15.3%</b>	<b>6.1%</b>	<b>486</b>	<b>→</b>
2015 National Aeronautics and Space Administration	9,338	78.0%	15.6%	6.4%	438	↗
2014 National Aeronautics and Space Administration	8,918	76.9%	16.6%	6.5%	386	→
2013 National Aeronautics and Space Administration	9,401	76.7%	17.1%	6.2%	431	→
2012 National Aeronautics and Space Administration	8,727	76.4%	16.5%	7.1%	384	↗
2011 National Aeronautics and Space Administration	8,688	75.4%	18.4%	6.2%	379	↗
2010 National Aeronautics and Space Administration	8,118	74.1%	19.2%	6.6%	343	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,340	76.0%	13.3%	10.7%	6,278	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,005</b>	<b>93.7%</b>	<b>4.6%</b>	<b>1.8%</b>	<b>59</b>	<b>→</b>
2015 National Aeronautics and Space Administration	9,692	93.6%	4.5%	1.9%	76	→
2014 National Aeronautics and Space Administration	9,244	93.3%	5.0%	1.7%	45	→
2013 National Aeronautics and Space Administration	9,762	93.3%	4.8%	1.9%	66	→
2012 National Aeronautics and Space Administration	9,077	93.5%	4.7%	1.8%	46	→
2011 National Aeronautics and Space Administration	9,035	93.4%	4.9%	1.8%	45	↗
2010 National Aeronautics and Space Administration	8,409	92.3%	5.6%	2.1%	49	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,948	77.2%	13.3%	9.5%	4,677	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,927</b>	<b>85.8%</b>	<b>10.1%</b>	<b>4.1%</b>	<b>114</b>	<b>→</b>
2015 National Aeronautics and Space Administration	9,633	85.6%	10.4%	4.0%	118	→
2014 National Aeronautics and Space Administration	9,170	85.2%	10.8%	4.0%	113	↗
2013 National Aeronautics and Space Administration	9,698	84.0%	11.6%	4.4%	125	↘
2012 National Aeronautics and Space Administration	8,992	85.6%	10.6%	3.8%	116	↗
2011 National Aeronautics and Space Administration	8,956	83.6%	12.1%	4.3%	103	↗
2010 National Aeronautics and Space Administration	8,315	79.7%	14.5%	5.8%	136	

# National Aeronautics and Space Administration Trend Report

## My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,537</b>	<b>74.0%</b>	<b>14.6%</b>	<b>11.4%</b>	<b>501</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,271	70.9%	16.8%	12.4%	482	→
2014 National Aeronautics and Space Administration	8,820	70.2%	17.1%	12.7%	457	→
2013 National Aeronautics and Space Administration	9,372	69.4%	16.8%	13.8%	444	↗
2012 National Aeronautics and Space Administration	8,693	67.8%	17.6%	14.6%	412	↗
2011 National Aeronautics and Space Administration	8,642	66.1%	19.2%	14.7%	422	→
2010 National Aeronautics and Space Administration	8,060	66.4%	18.8%	14.8%	380	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	361,746	66.7%	18.9%	14.4%	35,073	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,334</b>	<b>83.7%</b>	<b>10.0%</b>	<b>6.3%</b>	<b>685</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,061	82.8%	11.0%	6.2%	690	→
2014 National Aeronautics and Space Administration	8,661	82.4%	11.4%	6.3%	601	→
2013 National Aeronautics and Space Administration	9,113	81.7%	11.7%	6.6%	672	↗
2012 National Aeronautics and Space Administration	8,532	80.4%	12.6%	7.0%	576	↗
2011 National Aeronautics and Space Administration	8,495	79.8%	13.7%	6.5%	558	→
2010 National Aeronautics and Space Administration	7,947	79.7%	13.2%	7.1%	492	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,488	74.0%	17.2%	8.8%	7,188	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,989</b>	<b>86.4%</b>	<b>9.6%</b>	<b>4.0%</b>	<b>81</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,676	85.6%	10.1%	4.3%	106	↗
2014 National Aeronautics and Space Administration	9,205	82.0%	12.3%	5.7%	108	↗
2013 National Aeronautics and Space Administration	9,694	81.0%	12.6%	6.5%	118	↗
2012 National Aeronautics and Space Administration	9,000	78.7%	13.4%	7.9%	109	↘
2011 National Aeronautics and Space Administration	8,927	79.8%	13.0%	7.1%	99	↘
2010 National Aeronautics and Space Administration	8,241	82.3%	11.4%	6.3%	108	



# National Aeronautics and Space Administration Trend Report

## My Agency (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,077</b>	<b>85.1%</b>	<b>9.4%</b>	<b>5.5%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,792	83.2%	10.4%	6.5%	↗
2014 National Aeronautics and Space Administration	9,303	81.4%	11.5%	7.1%	→
2013 National Aeronautics and Space Administration	9,840	81.2%	11.6%	7.2%	↗
2012 National Aeronautics and Space Administration	9,113	80.1%	12.1%	7.8%	→
2011 National Aeronautics and Space Administration	9,054	79.6%	13.3%	7.1%	↘
2010 National Aeronautics and Space Administration	8,426	81.2%	11.8%	7.0%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,195	40.9%	26.8%	32.3%	30,395	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,519</b>	<b>61.9%</b>	<b>21.9%</b>	<b>16.1%</b>	<b>583</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,229	58.9%	23.4%	17.7%	569	↗
2014 National Aeronautics and Space Administration	8,704	55.7%	25.0%	19.3%	607	→
2013 National Aeronautics and Space Administration	9,228	56.0%	25.1%	18.9%	623	↗
2012 National Aeronautics and Space Administration	8,443	52.1%	27.0%	20.9%	686	↗
2011 National Aeronautics and Space Administration	8,424	47.8%	29.9%	22.3%	632	→
2010 National Aeronautics and Space Administration	7,808	46.9%	31.0%	22.1%	653	

## 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	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,040</b>	<b>91.2%</b>	<b>5.1%</b>	<b>3.7%</b>	<b>37</b>	<b>→</b>
2015 National Aeronautics and Space Administration	9,747	90.8%	5.4%	3.8%	38	↗
2014 National Aeronautics and Space Administration	9,279	90.0%	6.2%	3.8%	28	→
2013 National Aeronautics and Space Administration	9,792	89.7%	6.2%	4.1%	29	→
2012 National Aeronautics and Space Administration	9,068	89.4%	6.1%	4.5%	33	↗
2011 National Aeronautics and Space Administration	8,970	88.6%	7.2%	4.2%	44	↗
2010 National Aeronautics and Space Administration	8,385	87.3%	7.8%	4.8%	48	

## National Aeronautics and Space Administration Trend Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,021</b>	<b>82.3%</b>	<b>10.1%</b>	<b>7.6%</b>	<b>37</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,744	81.1%	11.1%	7.8%	31	↗
2014 National Aeronautics and Space Administration	9,259	79.4%	11.5%	9.1%	39	→
2013 National Aeronautics and Space Administration	9,783	79.8%	11.3%	8.8%	32	→
2012 National Aeronautics and Space Administration	9,072	79.6%	11.7%	8.7%	22	↗
2011 National Aeronautics and Space Administration	8,975	78.0%	12.6%	9.4%	22	→
2010 National Aeronautics and Space Administration	8,409	77.5%	12.6%	9.9%	19	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	391,835	63.4%	18.2%	18.4%	4,496	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,912</b>	<b>77.6%</b>	<b>12.3%</b>	<b>10.1%</b>	<b>105</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,641	76.3%	13.4%	10.4%	77	↗
2014 National Aeronautics and Space Administration	9,151	74.5%	14.2%	11.3%	83	↗
2013 National Aeronautics and Space Administration	9,708	73.3%	15.1%	11.6%	63	→
2012 National Aeronautics and Space Administration	9,003	73.1%	15.6%	11.3%	68	↗
2011 National Aeronautics and Space Administration	8,925	71.6%	16.3%	12.1%	77	→
2010 National Aeronautics and Space Administration	8,382	71.6%	16.1%	12.4%	42	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	365,376	67.8%	21.7%	10.5%	32,531	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,137</b>	<b>82.3%</b>	<b>13.6%</b>	<b>4.1%</b>	<b>893</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	8,953	81.1%	14.9%	4.0%	805	↗
2014 National Aeronautics and Space Administration	8,531	80.1%	15.4%	4.5%	739	↗
2013 National Aeronautics and Space Administration	9,025	78.8%	16.5%	4.7%	767	↗
2012 National Aeronautics and Space Administration	8,400	78.0%	17.2%	4.8%	670	↗
2011 National Aeronautics and Space Administration	8,301	76.8%	18.6%	4.6%	679	→
2010 National Aeronautics and Space Administration	7,812	76.1%	19.2%	4.7%	603	

## National Aeronautics and Space Administration Trend Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,980</b>	<b>74.9%</b>	<b>14.9%</b>	<b>10.2%</b>	<b>53</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,697	73.4%	15.9%	10.7%	58	↗
2014 National Aeronautics and Space Administration	9,208	71.9%	16.7%	11.4%	46	→
2013 National Aeronautics and Space Administration	9,749	71.4%	16.8%	11.7%	43	↗
2012 National Aeronautics and Space Administration	9,023	70.5%	17.6%	11.9%	45	↗
2011 National Aeronautics and Space Administration	8,948	68.4%	19.0%	12.6%	39	→
2010 National Aeronautics and Space Administration	8,389	68.5%	18.6%	12.9%	28	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,465	65.6%	17.8%	16.6%	6,120	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,944</b>	<b>84.3%</b>	<b>9.3%</b>	<b>6.3%</b>	<b>110</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,679	83.3%	10.4%	6.3%	99	↗
2014 National Aeronautics and Space Administration	9,181	81.6%	11.6%	6.8%	99	↗
2013 National Aeronautics and Space Administration	9,736	80.8%	11.9%	7.3%	68	→
2012 National Aeronautics and Space Administration	8,993	80.8%	11.7%	7.5%	87	→
2011 National Aeronautics and Space Administration	8,893	80.7%	12.4%	6.9%	86	→
2010 National Aeronautics and Space Administration	8,346	79.9%	12.5%	7.6%	68	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	398,731	76.1%	12.1%	11.8%		
<b>2016 National Aeronautics and Space Administration</b>	<b>11,066</b>	<b>87.9%</b>	<b>6.6%</b>	<b>5.5%</b>		<b>↗</b>
2015 National Aeronautics and Space Administration	9,771	87.2%	7.2%	5.7%		↗
2014 National Aeronautics and Space Administration	9,282	86.2%	8.0%	5.8%		→
2013 National Aeronautics and Space Administration	9,806	85.6%	8.3%	6.2%		→
2012 National Aeronautics and Space Administration	9,074	85.5%	8.4%	6.1%		↗
2011 National Aeronautics and Space Administration	8,985	84.8%	9.1%	6.1%		→
2010 National Aeronautics and Space Administration	8,431	84.2%	9.1%	6.7%		

## National Aeronautics and Space Administration Trend Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,028</b>	<b>91.0%</b>	<b>5.0%</b>	<b>4.0%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,754	90.2%	5.5%	4.3%	↗
2014 National Aeronautics and Space Administration	9,263	89.3%	6.5%	4.2%	→
2013 National Aeronautics and Space Administration	9,793	89.0%	6.2%	4.8%	↗
2012 National Aeronautics and Space Administration	9,063	88.4%	6.5%	5.1%	↗
2011 National Aeronautics and Space Administration	8,981	87.8%	7.5%	4.7%	→
2010 National Aeronautics and Space Administration	8,424	87.6%	7.6%	4.8%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,581	77.6%	10.0%	12.4%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,044</b>	<b>91.2%</b>	<b>4.7%</b>	<b>4.0%</b>	<b>→</b>
2015 National Aeronautics and Space Administration	9,743	90.8%	5.0%	4.2%	↗
2014 National Aeronautics and Space Administration	9,259	89.5%	5.6%	4.9%	↗
2013 National Aeronautics and Space Administration	9,777	87.1%	6.4%	6.6%	↘
2012 National Aeronautics and Space Administration	9,059	87.8%	5.9%	6.3%	↗
2011 National Aeronautics and Space Administration	8,980	83.4%	8.2%	8.3%	↘
2010 National Aeronautics and Space Administration	8,417	88.4%	6.1%	5.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,003	67.4%	16.0%	16.6%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,042</b>	<b>81.6%</b>	<b>10.2%</b>	<b>8.2%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,764	79.9%	11.4%	8.7%	→
2014 National Aeronautics and Space Administration	9,268	79.3%	11.8%	8.9%	→
2013 National Aeronautics and Space Administration	9,792	78.9%	11.5%	9.6%	↗
2012 National Aeronautics and Space Administration	9,068	77.4%	12.9%	9.8%	→
2011 National Aeronautics and Space Administration	8,947	76.7%	13.2%	10.1%	→
2010 National Aeronautics and Space Administration	8,369	76.2%	13.3%	10.5%	

# National Aeronautics and Space Administration Trend Report

## My Supervisor (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
<b>2016 National Aeronautics and Space Administration</b>	<b>11,054</b>	<b>83.7%</b>	<b>11.0%</b>	<b>5.3%</b>	<b>→</b>
2015 National Aeronautics and Space Administration	9,763	83.2%	11.0%	5.8%	↗
2014 National Aeronautics and Space Administration	9,280	81.9%	12.5%	5.5%	↗
2013 National Aeronautics and Space Administration	9,798	81.1%	12.5%	6.4%	↗
2012 National Aeronautics and Space Administration	9,057	80.1%	13.1%	6.7%	↗
2011 National Aeronautics and Space Administration	8,991	79.0%	14.3%	6.6%	→
2010 National Aeronautics and Space Administration	8,416	78.8%	14.1%	7.1%	

## 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	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,884</b>	<b>61.0%</b>	<b>20.9%</b>	<b>18.2%</b>	<b>136</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,600	58.5%	21.9%	19.6%	122	↗
2014 National Aeronautics and Space Administration	9,113	57.4%	22.8%	19.8%	115	↘
2013 National Aeronautics and Space Administration	9,685	60.6%	22.0%	17.4%	50	↗
2012 National Aeronautics and Space Administration	8,952	59.2%	22.4%	18.5%	48	↗
2011 National Aeronautics and Space Administration	8,866	58.2%	24.1%	17.6%	59	↘
2010 National Aeronautics and Space Administration	8,303	60.0%	22.8%	17.2%	56	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	372,029	51.8%	24.0%	24.3%	23,730	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,532</b>	<b>73.5%</b>	<b>16.2%</b>	<b>10.3%</b>	<b>484</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,288	71.7%	17.3%	11.1%	424	→
2014 National Aeronautics and Space Administration	8,872	71.2%	18.0%	10.8%	360	↘
2013 National Aeronautics and Space Administration	9,545	74.0%	14.9%	11.1%	188	↗
2012 National Aeronautics and Space Administration	8,829	72.4%	15.6%	12.1%	154	→
2011 National Aeronautics and Space Administration	8,732	72.8%	16.4%	10.9%	181	→
2010 National Aeronautics and Space Administration	8,183	72.6%	16.7%	10.8%	179	

# National Aeronautics and Space Administration Trend Report

## Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,367</b>	<b>81.7%</b>	<b>12.4%</b>	<b>5.9%</b>	<b>587</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,144	80.1%	13.5%	6.4%	506	→
2014 National Aeronautics and Space Administration	8,736	80.3%	13.7%	5.9%	435	↗
2013 National Aeronautics and Space Administration	9,372	79.3%	13.7%	7.0%	329	↗
2012 National Aeronautics and Space Administration	8,726	78.6%	14.3%	7.1%	253	→
2011 National Aeronautics and Space Administration	8,647	78.7%	14.3%	7.0%	266	→
2010 National Aeronautics and Space Administration	8,139	78.5%	14.8%	6.7%	224	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,027	60.3%	20.1%	19.6%	5,145	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,895</b>	<b>74.7%</b>	<b>15.0%</b>	<b>10.3%</b>	<b>96</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,596	72.9%	16.2%	10.9%	79	→
2014 National Aeronautics and Space Administration	9,130	72.8%	16.3%	10.9%	70	→
2013 National Aeronautics and Space Administration	9,677	73.5%	15.7%	10.8%	46	↗
2012 National Aeronautics and Space Administration	8,948	71.7%	16.4%	11.9%	36	→
2011 National Aeronautics and Space Administration	8,853	70.9%	17.4%	11.7%	48	↘
2010 National Aeronautics and Space Administration	8,315	72.3%	16.9%	10.8%	39	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	367,493	60.1%	23.5%	16.4%	26,319	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,322</b>	<b>74.6%</b>	<b>16.9%</b>	<b>8.5%</b>	<b>643</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,075	71.9%	18.8%	9.4%	584	→
2014 National Aeronautics and Space Administration	8,641	71.3%	19.2%	9.5%	544	→
2013 National Aeronautics and Space Administration	9,257	71.5%	19.0%	9.5%	426	↗
2012 National Aeronautics and Space Administration	8,565	70.2%	19.1%	10.7%	397	→
2011 National Aeronautics and Space Administration	8,545	69.5%	20.0%	10.5%	362	↘
2010 National Aeronautics and Space Administration	8,000	71.9%	18.6%	9.6%	340	

## National Aeronautics and Space Administration Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,723</b>	<b>71.8%</b>	<b>16.0%</b>	<b>12.2%</b>	<b>282</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,468	69.9%	17.3%	12.8%	217	→
2014 National Aeronautics and Space Administration	8,977	69.6%	18.1%	12.3%	223	→
2013 National Aeronautics and Space Administration	9,543	70.4%	16.9%	12.7%	165	↗
2012 National Aeronautics and Space Administration	8,839	69.4%	17.1%	13.5%	146	→
2011 National Aeronautics and Space Administration	8,770	69.0%	18.1%	12.9%	142	→
2010 National Aeronautics and Space Administration	8,216	69.9%	17.7%	12.4%	128	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,902	55.7%	22.4%	21.8%	14,062	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,766</b>	<b>76.3%</b>	<b>14.5%</b>	<b>9.2%</b>	<b>222</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,482	75.0%	15.4%	9.6%	210	→
2014 National Aeronautics and Space Administration	9,034	74.8%	15.3%	9.8%	188	↘
2013 National Aeronautics and Space Administration	9,571	76.1%	14.0%	9.8%	150	↗
2012 National Aeronautics and Space Administration	8,855	75.0%	14.9%	10.1%	120	↗
2011 National Aeronautics and Space Administration	8,721	74.1%	16.0%	9.8%	139	→
2010 National Aeronautics and Space Administration	8,145	74.4%	15.3%	10.3%	115	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	373,425	57.9%	23.3%	18.9%	21,965	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,578</b>	<b>74.4%</b>	<b>16.8%</b>	<b>8.7%</b>	<b>420</b>	<b>→</b>
2015 National Aeronautics and Space Administration	9,262	73.7%	17.3%	9.0%	436	↗
2014 National Aeronautics and Space Administration	8,822	72.8%	18.6%	8.7%	391	→
2013 National Aeronautics and Space Administration	9,409	72.2%	18.3%	9.5%	314	↗
2012 National Aeronautics and Space Administration	8,677	71.0%	18.9%	10.1%	308	↗
2011 National Aeronautics and Space Administration	8,659	69.7%	20.2%	10.1%	219	↘
2010 National Aeronautics and Space Administration	8,118	70.8%	19.3%	9.9%	221	

# National Aeronautics and Space Administration Trend Report

## Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,921</b>	<b>71.0%</b>	<b>17.3%</b>	<b>11.7%</b>	<b>75</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,608	69.0%	18.1%	12.9%	93	↗
2014 National Aeronautics and Space Administration	9,153	68.2%	19.1%	12.7%	70	→
2013 National Aeronautics and Space Administration	9,672	67.7%	18.4%	14.0%	57	↗
2012 National Aeronautics and Space Administration	8,926	65.6%	19.3%	15.2%	61	→
2011 National Aeronautics and Space Administration	8,860	66.4%	19.0%	14.7%	46	→
2010 National Aeronautics and Space Administration	8,228	66.5%	18.9%	14.6%	35	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,124	55.1%	25.8%	19.1%	32,433	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,443</b>	<b>81.2%</b>	<b>13.4%</b>	<b>5.4%</b>	<b>560</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,159	80.4%	14.0%	5.6%	540	↗
2014 National Aeronautics and Space Administration	8,744	78.6%	15.5%	6.0%	473	→
2013 National Aeronautics and Space Administration	9,258	78.2%	15.3%	6.5%	472	↗
2012 National Aeronautics and Space Administration	8,548	76.7%	16.3%	7.0%	435	↗
2011 National Aeronautics and Space Administration	8,379	73.4%	18.8%	7.7%	521	→
2010 National Aeronautics and Space Administration	7,780	72.8%	18.8%	8.4%	537	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	394,068	50.7%	22.7%	26.6%	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,990</b>	<b>71.0%</b>	<b>15.9%</b>	<b>13.1%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,660	68.9%	16.8%	14.3%	↗
2014 National Aeronautics and Space Administration	9,184	67.4%	17.7%	14.8%	→
2013 National Aeronautics and Space Administration	9,697	67.1%	17.6%	15.3%	→
2012 National Aeronautics and Space Administration	8,952	67.0%	17.2%	15.8%	↗
2011 National Aeronautics and Space Administration	8,871	64.7%	19.3%	16.1%	↘
2010 National Aeronautics and Space Administration	8,344	65.9%	18.1%	16.1%	



# National Aeronautics and Space Administration Trend Report

## My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,975</b>	<b>70.6%</b>	<b>16.6%</b>	<b>12.7%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,643	68.6%	17.2%	14.2%	↗
2014 National Aeronautics and Space Administration	9,176	66.8%	18.8%	14.4%	→
2013 National Aeronautics and Space Administration	9,683	67.6%	17.9%	14.5%	↗
2012 National Aeronautics and Space Administration	8,953	65.9%	18.1%	15.9%	↗
2011 National Aeronautics and Space Administration	8,870	63.8%	20.0%	16.2%	→
2010 National Aeronautics and Space Administration	8,329	63.6%	19.6%	16.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,389	47.5%	23.8%	28.7%	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,944</b>	<b>66.6%</b>	<b>18.2%</b>	<b>15.2%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,625	65.4%	18.5%	16.2%	↗
2014 National Aeronautics and Space Administration	9,137	61.2%	20.7%	18.1%	→
2013 National Aeronautics and Space Administration	9,643	60.7%	20.5%	18.8%	↘
2012 National Aeronautics and Space Administration	8,922	63.2%	19.8%	17.0%	→
2011 National Aeronautics and Space Administration	8,874	63.6%	20.2%	16.2%	→
2010 National Aeronautics and Space Administration	8,337	64.0%	19.0%	16.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,440	42.5%	29.3%	28.3%	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,935</b>	<b>62.4%</b>	<b>23.3%</b>	<b>14.3%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,626	60.3%	24.5%	15.2%	↗
2014 National Aeronautics and Space Administration	9,159	58.4%	25.9%	15.7%	→
2013 National Aeronautics and Space Administration	9,658	58.0%	24.9%	17.1%	↗
2012 National Aeronautics and Space Administration	8,923	56.2%	25.0%	18.9%	→
2011 National Aeronautics and Space Administration	8,855	55.9%	25.7%	18.4%	→
2010 National Aeronautics and Space Administration	8,327	55.6%	26.4%	17.9%	

## National Aeronautics and Space Administration Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,939</b>	<b>53.7%</b>	<b>25.3%</b>	<b>21.0%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,620	50.2%	26.3%	23.5%	↗
2014 National Aeronautics and Space Administration	9,154	48.3%	27.5%	24.2%	→
2013 National Aeronautics and Space Administration	9,662	48.1%	27.5%	24.3%	→
2012 National Aeronautics and Space Administration	8,932	48.1%	27.7%	24.2%	→
2011 National Aeronautics and Space Administration	8,862	48.2%	27.8%	24.0%	↘
2010 National Aeronautics and Space Administration	8,323	49.7%	26.9%	23.3%	

#### 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%	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,940</b>	<b>71.9%</b>	<b>18.0%</b>	<b>10.0%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,623	69.7%	19.2%	11.1%	↗
2014 National Aeronautics and Space Administration	9,149	67.3%	20.4%	12.3%	↗
2013 National Aeronautics and Space Administration	9,675	65.1%	21.2%	13.7%	↘
2012 National Aeronautics and Space Administration	8,923	66.7%	20.4%	12.9%	→
2011 National Aeronautics and Space Administration	8,865	67.4%	21.1%	11.5%	↘
2010 National Aeronautics and Space Administration	8,329	68.9%	21.0%	10.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,826	66.2%	17.4%	16.4%	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,963</b>	<b>80.1%</b>	<b>11.7%</b>	<b>8.2%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,625	78.5%	12.0%	9.5%	↗
2014 National Aeronautics and Space Administration	9,150	76.9%	13.5%	9.6%	→
2013 National Aeronautics and Space Administration	9,673	76.4%	13.6%	10.0%	→
2012 National Aeronautics and Space Administration	8,926	76.6%	13.3%	10.1%	→
2011 National Aeronautics and Space Administration	8,867	76.6%	14.0%	9.4%	→
2010 National Aeronautics and Space Administration	8,334	77.0%	13.8%	9.2%	

# National Aeronautics and Space Administration Trend Report

## My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,968</b>	<b>71.9%</b>	<b>14.0%</b>	<b>14.1%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,642	69.6%	14.7%	15.7%	↗
2014 National Aeronautics and Space Administration	9,168	68.0%	15.5%	16.5%	↗
2013 National Aeronautics and Space Administration	9,690	65.6%	15.7%	18.7%	↘
2012 National Aeronautics and Space Administration	8,941	69.7%	15.4%	14.9%	↘
2011 National Aeronautics and Space Administration	8,866	73.8%	14.0%	12.2%	↘
2010 National Aeronautics and Space Administration	8,333	77.0%	12.8%	10.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,451	56.9%	21.4%	21.7%	
<b>2016 National Aeronautics and Space Administration</b>	<b>10,969</b>	<b>75.5%</b>	<b>14.2%</b>	<b>10.3%</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	9,640	73.0%	15.5%	11.5%	↗
2014 National Aeronautics and Space Administration	9,168	71.3%	16.6%	12.1%	→
2013 National Aeronautics and Space Administration	9,683	70.9%	16.8%	12.4%	↗
2012 National Aeronautics and Space Administration	8,932	69.8%	16.7%	13.5%	→
2011 National Aeronautics and Space Administration	8,864	69.9%	18.0%	12.1%	↘
2010 National Aeronautics and Space Administration	8,310	71.3%	16.9%	11.9%	

## 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%
<b>2016 National Aeronautics and Space Administration</b>	<b>10,951</b>	<b>86.7%</b>	<b>4.4%</b>	<b>3.6%</b>	<b>5.3%</b>
2015 National Aeronautics and Space Administration	9,637	84.7%	5.2%	4.3%	5.8%
2014 National Aeronautics and Space Administration	9,159	85.0%	4.4%	4.8%	5.9%
2013 National Aeronautics and Space Administration	--	--	--	--	--
2012 National Aeronautics and Space Administration	--	--	--	--	--
2011 National Aeronautics and Space Administration	--	--	--	--	--
2010 National Aeronautics and Space Administration	--	--	--	--	--

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

# National Aeronautics and Space Administration Trend Report

## Work/Life (continued)

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
<b>2016 National Aeronautics and Space Administration</b>	<b>10,967</b>	<b>2.4%</b>	<b>15.7%</b>	<b>19.8%</b>	<b>40.3%</b>
2015 National Aeronautics and Space Administration	9,635	2.0%	15.1%	19.2%	39.0%
2014 National Aeronautics and Space Administration	9,159	1.9%	14.2%	18.9%	39.2%
2013 National Aeronautics and Space Administration	9,665	1.5%	13.2%	17.1%	38.0%
2012 National Aeronautics and Space Administration	8,902	1.4%	11.3%	13.4%	36.2%
2011 National Aeronautics and Space Administration	8,810	1.2%	8.7%	11.3%	35.6%
2010 National Aeronautics and Space Administration	--	--	--	--	--

*\*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%
<b>2016 National Aeronautics and Space Administration</b>	<b>10,967</b>	<b>4.0%</b>	<b>1.6%</b>	<b>3.6%</b>	<b>12.7%</b>
2015 National Aeronautics and Space Administration	9,635	4.7%	2.2%	4.5%	13.3%
2014 National Aeronautics and Space Administration	9,159	4.8%	2.2%	4.2%	14.6%
2013 National Aeronautics and Space Administration	9,665	5.9%	2.4%	5.2%	16.7%
2012 National Aeronautics and Space Administration	8,902	6.9%	3.2%	8.6%	18.9%
2011 National Aeronautics and Space Administration	8,810	8.0%	3.3%	12.7%	19.3%
2010 National Aeronautics and Space Administration	--	--	--	--	--

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

# National Aeronautics and Space Administration Trend Report

## Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
<b>2016 National Aeronautics and Space Administration</b>	<b>10,890</b>	<b>32.0%</b>	<b>63.7%</b>	<b>4.4%</b>
2015 National Aeronautics and Space Administration	9,595	31.9%	63.3%	4.8%
2014 National Aeronautics and Space Administration	9,107	32.3%	62.8%	4.8%
2013 National Aeronautics and Space Administration	9,605	33.2%	62.0%	4.8%
2012 National Aeronautics and Space Administration	8,902	31.3%	63.2%	5.5%
2011 National Aeronautics and Space Administration	8,848	32.0%	62.5%	5.5%
2010 National Aeronautics and Space Administration	--	--	--	--

\*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%
<b>2016 National Aeronautics and Space Administration</b>	<b>10,918</b>	<b>49.3%</b>	<b>49.6%</b>	<b>1.1%</b>
2015 National Aeronautics and Space Administration	9,591	49.8%	49.1%	1.0%
2014 National Aeronautics and Space Administration	9,127	49.4%	49.6%	1.0%
2013 National Aeronautics and Space Administration	9,626	49.9%	48.8%	1.3%
2012 National Aeronautics and Space Administration	8,905	50.9%	48.0%	1.1%
2011 National Aeronautics and Space Administration	8,837	49.5%	49.4%	1.1%
2010 National Aeronautics and Space Administration	--	--	--	--

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

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	387,376	13.6%	81.0%	5.3%
<b>2016 National Aeronautics and Space Administration</b>	<b>10,831</b>	<b>14.7%</b>	<b>84.7%</b>	<b>0.6%</b>
2015 National Aeronautics and Space Administration	9,499	15.7%	83.5%	0.8%
2014 National Aeronautics and Space Administration	9,045	14.9%	84.4%	0.7%
2013 National Aeronautics and Space Administration	9,557	15.9%	83.3%	0.9%
2012 National Aeronautics and Space Administration	8,870	15.9%	83.3%	0.7%
2011 National Aeronautics and Space Administration	8,818	15.3%	83.9%	0.8%
2010 National Aeronautics and Space Administration	--	--	--	--

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

# National Aeronautics and Space Administration Trend Report

## Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
<b>2016 National Aeronautics and Space Administration</b>	<b>10,922</b>	<b>5.8%</b>	<b>89.8%</b>	<b>4.4%</b>
2015 National Aeronautics and Space Administration	9,596	5.4%	90.6%	4.1%
2014 National Aeronautics and Space Administration	9,121	5.6%	90.8%	3.6%
2013 National Aeronautics and Space Administration	9,645	5.7%	90.4%	3.9%
2012 National Aeronautics and Space Administration	8,903	5.9%	90.0%	4.1%
2011 National Aeronautics and Space Administration	8,811	5.7%	90.9%	3.4%
2010 National Aeronautics and Space Administration	--	--	--	--

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

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,248	2.3%	80.4%	17.2%
<b>2016 National Aeronautics and Space Administration</b>	<b>10,921</b>	<b>3.5%</b>	<b>91.2%</b>	<b>5.3%</b>
2015 National Aeronautics and Space Administration	9,610	3.2%	91.6%	5.2%
2014 National Aeronautics and Space Administration	9,140	2.9%	92.2%	5.0%
2013 National Aeronautics and Space Administration	9,648	3.0%	91.3%	5.7%
2012 National Aeronautics and Space Administration	8,895	3.0%	91.1%	5.9%
2011 National Aeronautics and Space Administration	8,802	2.6%	92.5%	4.8%
2010 National Aeronautics and Space Administration	--	--	--	--

\*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	
<b>2016 National Aeronautics and Space Administration</b>	<b>8,435</b>	<b>87.9%</b>	<b>8.0%</b>	<b>4.2%</b>	<b>140</b>	<b>→</b>
2015 National Aeronautics and Space Administration	7,177	87.9%	8.1%	3.9%	121	↗
2014 National Aeronautics and Space Administration	6,694	86.6%	9.3%	4.1%	129	↗
2013 National Aeronautics and Space Administration	6,625	85.1%	10.5%	4.4%	122	↗
2012 National Aeronautics and Space Administration	5,381	83.2%	12.1%	4.7%	190	↗
2011 National Aeronautics and Space Administration	4,939	79.4%	13.8%	6.8%	188	--
2010 National Aeronautics and Space Administration	--	--	--	--	--	--

\*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.

# National Aeronautics and Space Administration Trend Report

## Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
<b>2016 National Aeronautics and Space Administration</b>	<b>3,458</b>	<b>94.3%</b>	<b>4.7%</b>	<b>1.0%</b>	<b>100</b>	<b>→</b>
2015 National Aeronautics and Space Administration	3,007	94.4%	4.8%	0.8%	63	→
2014 National Aeronautics and Space Administration	2,965	94.7%	4.5%	0.8%	60	↗
2013 National Aeronautics and Space Administration	3,173	93.5%	5.6%	1.0%	98	→
2012 National Aeronautics and Space Administration	2,790	93.9%	4.9%	1.1%	49	→
2011 National Aeronautics and Space Administration	2,856	94.3%	4.6%	1.1%	41	--
2010 National Aeronautics and Space Administration	--	--	--	--	--	

\*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	
<b>2016 National Aeronautics and Space Administration</b>	<b>5,291</b>	<b>92.4%</b>	<b>6.4%</b>	<b>1.2%</b>	<b>163</b>	<b>↗</b>
2015 National Aeronautics and Space Administration	4,748	91.4%	7.3%	1.3%	110	↗
2014 National Aeronautics and Space Administration	4,399	90.3%	7.9%	1.8%	118	→
2013 National Aeronautics and Space Administration	4,725	90.4%	7.7%	1.9%	139	→
2012 National Aeronautics and Space Administration	4,453	90.3%	7.9%	1.7%	112	↘
2011 National Aeronautics and Space Administration	4,290	91.8%	6.6%	1.6%	67	--
2010 National Aeronautics and Space Administration	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	51,991	75.5%	20.1%	4.4%	8,067	
<b>2016 National Aeronautics and Space Administration</b>	<b>1,583</b>	<b>89.6%</b>	<b>8.8%</b>	<b>1.6%</b>	<b>161</b>	<b>→</b>
2015 National Aeronautics and Space Administration	1,467	89.0%	9.2%	1.8%	147	↗
2014 National Aeronautics and Space Administration	1,380	87.0%	10.8%	2.2%	115	→
2013 National Aeronautics and Space Administration	1,501	88.5%	9.4%	2.0%	161	→
2012 National Aeronautics and Space Administration	1,411	88.0%	10.5%	1.5%	89	→
2011 National Aeronautics and Space Administration	1,351	88.8%	9.1%	2.1%	67	--
2010 National Aeronautics and Space Administration	--	--	--	--	--	

\*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.

## National Aeronautics and Space Administration Trend Report

### Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
<b>2016 National Aeronautics and Space Administration</b>	<b>565</b>	<b>87.8%</b>	<b>11.1%</b>	<b>1.1%</b>	<b>125</b>	<b>→</b>
2015 National Aeronautics and Space Administration	464	85.5%	13.5%	1.0%	100	→
2014 National Aeronautics and Space Administration	464	83.0%	16.1%	1.0%	93	↘
2013 National Aeronautics and Space Administration	468	88.5%	10.2%	1.2%	130	↗
2012 National Aeronautics and Space Administration	469	84.7%	13.1%	2.1%	97	→
2011 National Aeronautics and Space Administration	463	84.8%	12.9%	2.4%	92	--
2010 National Aeronautics and Space Administration	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	7,399	67.6%	30.2%	2.2%	3,730	
<b>2016 National Aeronautics and Space Administration</b>	<b>341</b>	<b>78.5%</b>	<b>20.2%</b>	<b>1.3%</b>	<b>95</b>	<b>→</b>
2015 National Aeronautics and Space Administration	262	78.2%	20.5%	1.3%	93	→
2014 National Aeronautics and Space Administration	229	75.4%	22.3%	2.4%	79	→
2013 National Aeronautics and Space Administration	244	74.6%	24.2%	1.2%	99	→
2012 National Aeronautics and Space Administration	246	74.1%	24.7%	1.2%	76	→
2011 National Aeronautics and Space Administration	235	77.3%	20.5%	2.2%	78	--
2010 National Aeronautics and Space Administration	--	--	--	--	--	

*\*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.*



# National Aeronautics and Space Administration *Trend Report*

## Demographic Questions

### *Where do you work?*

	N	%
Headquarters	975	8.9%
Field	9,943	91.1%

### *What is your supervisory status?*

	N	%
Non-Supervisor	6,051	55.4%
Team Leader	3,006	27.5%
Supervisor	1,098	10.1%
Manager	426	3.9%
Senior Leader	336	3.1%

### *Are you:*

	N	%
Male	6,891	64.1%
Female	3,867	35.9%

### *Are you Hispanic or Latino?*

	N	%
Yes	760	7.2%
No	9,869	92.8%

### *Race*

	N	%
American Indian or Alaska Native	89	0.9%
Asian	584	5.6%
Black or African American	1,130	10.9%
Native Hawaiian or Other Pacific Islander	40	0.4%
White	8,166	78.9%
Two or more races	343	3.3%

# National Aeronautics and Space Administration *Trend Report*

## Demographic Questions (continued)

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

	N	%
Less than High School	6	0.1%
High School Diploma/GED or equivalent	129	1.2%
Trade or Technical Certificate	62	0.6%
Some College (no degree)	461	4.3%
Associate's Degree (e.g., AA, AS)	456	4.2%
Bachelor's Degree (e.g., BA, BS)	4,006	37.0%
Master's Degree (e.g., MA, MS, MBA)	4,249	39.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,458	13.5%

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

	N	%
Federal Wage System	2	0.0%
GS 1-6	65	0.6%
GS 7-12	1,561	14.4%
GS 13-15	8,772	81.1%
Senior Executive Service	309	2.9%
Senior Level (SL) or Scientific or Professional (ST)	81	0.7%
Other	23	0.2%

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

	N	%
Less than 1 year	121	1.1%
1 to 3 years	541	5.0%
4 to 5 years	549	5.1%
6 to 10 years	1,825	16.8%
11 to 14 years	1,267	11.7%
15 to 20 years	1,274	11.8%
More than 20 years	5,264	48.6%

# National Aeronautics and Space Administration *Trend Report*

## Demographic Questions (continued)

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

	N	%
Less than 1 year	164	1.5%
1 to 3 years	755	7.0%
4 to 5 years	612	5.7%
6 to 10 years	1,934	17.9%
11 to 20 years	2,585	23.9%
More than 20 years	4,765	44.1%

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

	N	%
No	8,609	79.5%
Yes, to retire	609	5.6%
Yes, to take another job within the Federal Government	870	8.0%
Yes, to take another job outside the Federal Government	336	3.1%
Yes, other	411	3.8%

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

	N	%
Within one year	366	3.4%
Between one and three years	1,061	9.8%
Between three and five years	1,338	12.4%
Five or more years	8,028	74.4%

***Self-Identify as:***

	N	%
Heterosexual or Straight	8,908	86.5%
Gay, Lesbian, Bisexual, or Transgender	213	2.1%
I prefer not to say	1,175	11.4%

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

	N	%
No Prior Military Service	9,236	86.1%
Currently in National Guard or Reserves	79	0.7%
Retired	462	4.3%
Separated or Discharged	946	8.8%

# National Aeronautics and Space Administration *Trend Report*

## Demographic Questions (continued)

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

	N	%
Yes	731	6.8%
No	10,008	93.2%

### *What is your age group?*

	N	%
25 and under	130	1.2%
26-29	407	3.6%
30-39	1,793	16.0%
40-49	2,443	21.8%
50-59	4,855	43.3%
60 or older	1,574	14.1%