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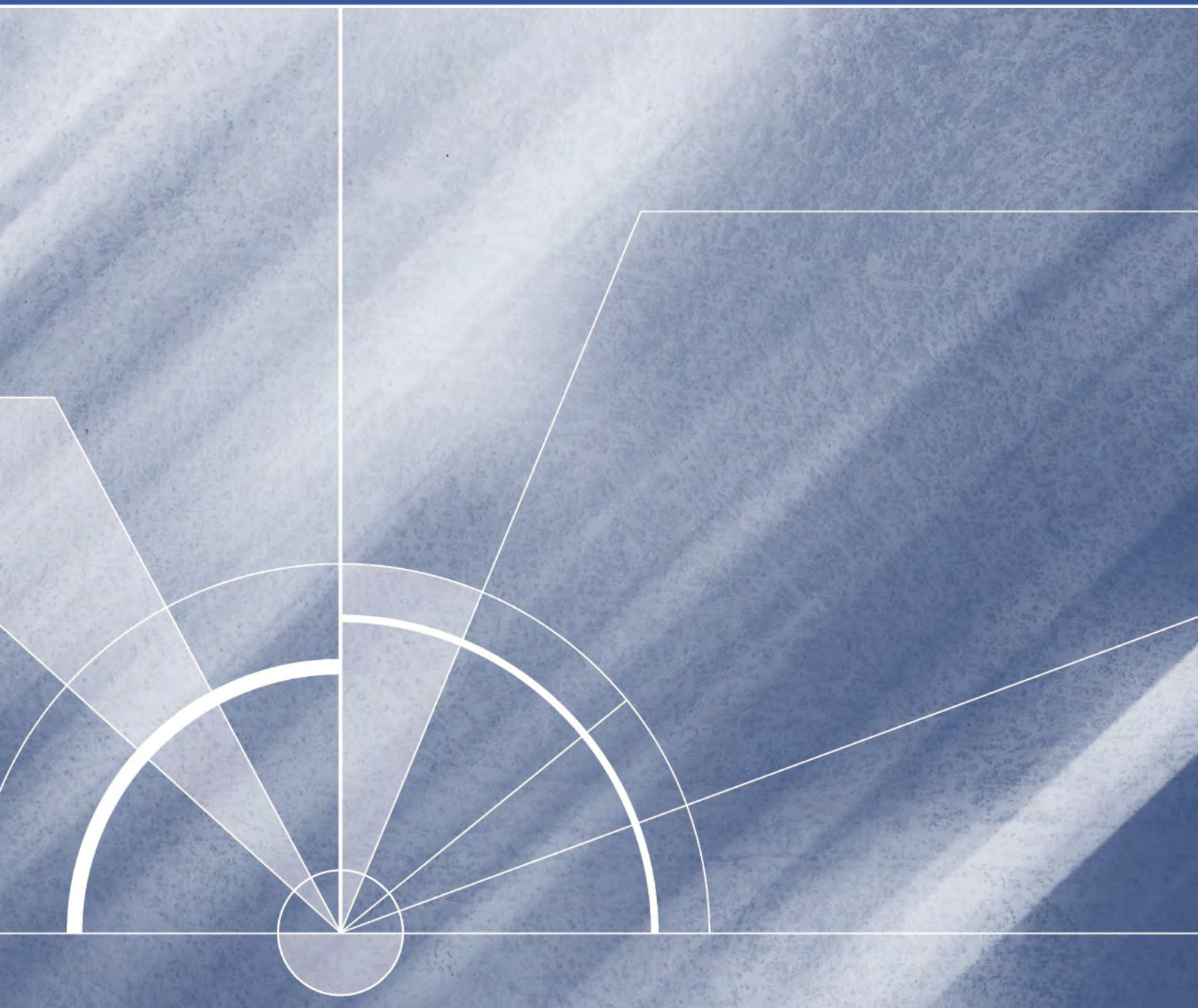
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2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

3rd Level
Subagency
Report

Department of Energy
Los Alamos Field Office (LA)



Department of Energy
Los Alamos Field Office (LA)
3rd Level Subagency Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Department of Energy	8,589	68.3%
Under Secretary For Nuclear Security	1,750	78.3%
NNSA Field Locations	410	84.9%
Los Alamos Field Office (LA)	58	77.3%

Your Data

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.

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

- 94.7% Employees are protected from health and safety hazards on the job. (Q.35)
- 92.9% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 89.0% My organization has prepared employees for potential security threats. (Q.36)
- 88.1% I am constantly looking for ways to do my job better. (Q.8)
- 88.1% In the last six months, my supervisor has talked with me about my performance. (Q.50)
- 88.0% The work I do is important. (Q.13)
- 88.0% Physical conditions allow employees to perform their jobs well. (Q.14)
- 86.4% I like the kind of work I do. (Q.5)
- 84.2% My supervisor supports my need to balance work and other life issues. (Q.42)
- 83.6% I know how my work relates to the agency's goals and priorities. (Q.12)

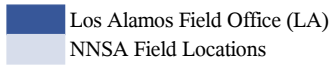
Highest Percent Negative

- 55.3% My workload is reasonable. (Q.10)
- 54.8% I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
- 47.0% Pay raises depend on how well employees perform their jobs. (Q.33)
- 43.7% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 40.2% In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
- 39.9% Promotions in my work unit are based on merit. (Q.22)
- 39.7% How satisfied are you with the policies and practices of your senior leaders? (Q.66)
- 39.4% Awards in my work unit depend on how well employees perform their jobs. (Q.25)
- 38.6% Creativity and innovation are rewarded. (Q.32)
- 38.5% 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). (Q.19)

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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 (NNSA Field Locations) 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.

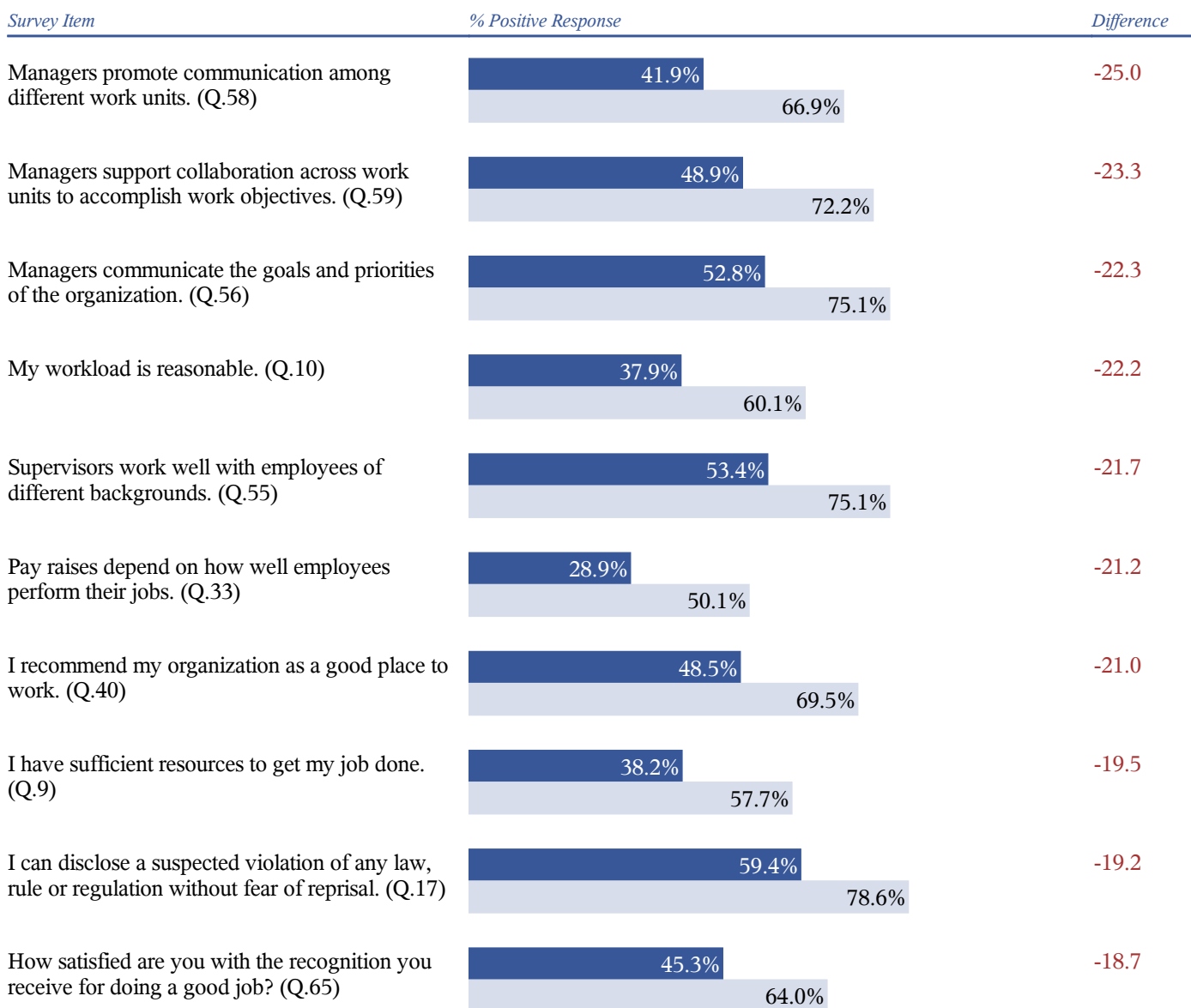
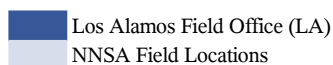


<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
The skill level in my work unit has improved in the past year. (Q.27)	72.4%	62.2%	+10.2
Physical conditions allow employees to perform their jobs well. (Q.14)	88.0%	81.5%	+6.5

Department of Energy Los Alamos Field Office (LA) 3rd Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (NNSA Field Locations) 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.



Department of Energy
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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
Department of Energy	8,576	71.1%	13.9%	15.0%
Under Secretary For Nuclear Security	1,747	74.2%	12.5%	13.2%
NNSA Field Locations	409	77.4%	11.5%	11.1%
Los Alamos Field Office (LA)	58	67.0%	18.9%	14.0%

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

	N	Positive	Neutral	Negative
Department of Energy	8,561	72.7%	13.7%	13.6%
Under Secretary For Nuclear Security	1,747	74.9%	13.0%	12.2%
NNSA Field Locations	410	77.5%	11.3%	11.1%
Los Alamos Field Office (LA)	58	70.3%	17.3%	12.4%

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

	N	Positive	Neutral	Negative
Department of Energy	8,518	66.1%	15.4%	18.6%
Under Secretary For Nuclear Security	1,737	66.4%	15.9%	17.8%
NNSA Field Locations	408	68.4%	15.0%	16.6%
Los Alamos Field Office (LA)	57	60.6%	14.0%	25.4%

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

	N	Positive	Neutral	Negative
Department of Energy	8,543	73.7%	13.6%	12.7%
Under Secretary For Nuclear Security	1,738	76.8%	11.4%	11.9%
NNSA Field Locations	408	77.7%	9.5%	12.8%
Los Alamos Field Office (LA)	58	77.5%	10.3%	12.2%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Department of Energy	8,530	84.0%	10.5%	5.5%
Under Secretary For Nuclear Security	1,738	86.7%	9.1%	4.2%
NNSA Field Locations	407	86.8%	8.3%	4.9%
Los Alamos Field Office (LA)	58	86.4%	8.5%	5.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Department of Energy	8,521	79.1%	11.1%	9.7%
Under Secretary For Nuclear Security	1,738	79.8%	11.4%	8.8%
NNSA Field Locations	409	80.7%	9.8%	9.4%
Los Alamos Field Office (LA)	58	75.6%	12.1%	12.3%

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

	N	Positive	Neutral	Negative
Department of Energy	8,547	96.2%	2.3%	1.5%
Under Secretary For Nuclear Security	1,740	96.9%	2.1%	1.0%
NNSA Field Locations	406	95.7%	2.2%	2.1%
Los Alamos Field Office (LA)	58	92.9%	1.8%	5.3%

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

	N	Positive	Neutral	Negative
Department of Energy	8,549	90.9%	7.3%	1.8%
Under Secretary For Nuclear Security	1,745	92.0%	6.5%	1.5%
NNSA Field Locations	409	90.1%	8.2%	1.7%
Los Alamos Field Office (LA)	58	88.1%	10.2%	1.7%

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,554	51.1%	16.6%	32.3%	19
Under Secretary For Nuclear Security	1,744	52.7%	16.5%	30.8%	4
NNSA Field Locations	408	57.7%	11.7%	30.6%	1
Los Alamos Field Office (LA)	57	38.2%	7.0%	54.8%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,530	62.1%	16.0%	21.9%	16
Under Secretary For Nuclear Security	1,740	60.7%	15.9%	23.3%	2
NNSA Field Locations	407	60.1%	13.7%	26.2%	1
Los Alamos Field Office (LA)	57	37.9%	6.9%	55.3%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,428	62.9%	15.8%	21.4%	38
Under Secretary For Nuclear Security	1,706	64.1%	14.8%	21.0%	8
NNSA Field Locations	402	66.5%	12.2%	21.3%	3
Los Alamos Field Office (LA)	56	58.2%	16.3%	25.5%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,511	84.8%	8.8%	6.5%	36
Under Secretary For Nuclear Security	1,733	86.9%	7.9%	5.2%	6
NNSA Field Locations	405	87.4%	8.0%	4.5%	1
Los Alamos Field Office (LA)	57	83.6%	8.8%	7.5%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,489	88.9%	7.6%	3.5%	32
Under Secretary For Nuclear Security	1,731	92.7%	4.8%	2.5%	5
NNSA Field Locations	406	92.4%	4.5%	3.1%	3
Los Alamos Field Office (LA)	57	88.0%	5.0%	6.9%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,527	71.6%	13.1%	15.3%	19
Under Secretary For Nuclear Security	1,734	66.4%	12.8%	20.8%	7
NNSA Field Locations	402	81.5%	9.2%	9.4%	3
Los Alamos Field Office (LA)	57	88.0%	1.8%	10.2%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,457	72.1%	13.8%	14.1%	107
Under Secretary For Nuclear Security	1,712	68.3%	14.5%	17.3%	30
NNSA Field Locations	400	74.9%	9.9%	15.2%	9
Los Alamos Field Office (LA)	57	68.0%	10.8%	21.2%	0

Department of Energy
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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,505	84.0%	11.3%	4.7%	38
Under Secretary For Nuclear Security	1,733	83.4%	11.4%	5.2%	7
NNSA Field Locations	403	84.0%	11.8%	4.2%	2
Los Alamos Field Office (LA)	56	81.9%	11.2%	6.9%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,180	69.0%	15.5%	15.5%	364
Under Secretary For Nuclear Security	1,670	70.4%	13.6%	15.9%	70
NNSA Field Locations	400	78.6%	9.2%	12.2%	7
Los Alamos Field Office (LA)	54	59.4%	16.6%	24.0%	2

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,503	57.4%	21.2%	21.4%	63
Under Secretary For Nuclear Security	1,731	66.2%	17.7%	16.2%	12
NNSA Field Locations	407	76.1%	11.5%	12.4%	1
Los Alamos Field Office (LA)	57	60.8%	21.1%	18.1%	0

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
Department of Energy	8,420	64.8%	14.4%	20.8%	164
Under Secretary For Nuclear Security	1,711	60.7%	14.8%	24.5%	37
NNSA Field Locations	400	62.7%	10.7%	26.7%	9
Los Alamos Field Office (LA)	56	54.6%	6.9%	38.5%	2

My Work Unit

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

	N	Positive	Neutral	Negative
Department of Energy	8,572	82.1%	9.7%	8.2%
Under Secretary For Nuclear Security	1,749	81.1%	9.9%	9.0%
NNSA Field Locations	409	80.1%	8.7%	11.2%
Los Alamos Field Office (LA)	58	74.1%	10.2%	15.7%

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,303	43.6%	23.1%	33.3%	274
Under Secretary For Nuclear Security	1,690	50.7%	21.4%	27.9%	58
NNSA Field Locations	392	56.1%	20.0%	23.9%	18
Los Alamos Field Office (LA)	53	37.9%	24.6%	37.6%	5

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	7,903	42.4%	27.8%	29.8%	658
Under Secretary For Nuclear Security	1,605	45.7%	25.5%	28.8%	139
NNSA Field Locations	363	52.0%	21.5%	26.4%	44
Los Alamos Field Office (LA)	51	40.6%	19.5%	39.9%	6

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
Department of Energy	7,556	36.4%	28.9%	34.8%	997
Under Secretary For Nuclear Security	1,532	36.2%	28.1%	35.7%	211
NNSA Field Locations	349	41.3%	25.1%	33.6%	59
Los Alamos Field Office (LA)	44	31.5%	24.8%	43.7%	13

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	7,960	40.7%	28.4%	30.9%	582
Under Secretary For Nuclear Security	1,619	42.5%	25.6%	31.8%	125
NNSA Field Locations	377	48.4%	23.9%	27.7%	31
Los Alamos Field Office (LA)	53	41.0%	23.2%	35.7%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	7,909	49.9%	25.0%	25.1%	630
Under Secretary For Nuclear Security	1,603	48.5%	24.7%	26.9%	139
NNSA Field Locations	377	50.4%	23.6%	26.0%	31
Los Alamos Field Office (LA)	50	36.2%	24.4%	39.4%	7

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,516	80.2%	10.4%	9.4%	28
Under Secretary For Nuclear Security	1,736	78.2%	10.5%	11.3%	7
NNSA Field Locations	403	79.6%	9.2%	11.2%	4
Los Alamos Field Office (LA)	57	78.8%	10.6%	10.6%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,287	60.7%	25.5%	13.8%	273
Under Secretary For Nuclear Security	1,686	60.8%	26.3%	13.0%	60
NNSA Field Locations	393	62.2%	25.8%	12.0%	14
Los Alamos Field Office (LA)	54	72.4%	14.3%	13.3%	3

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

	N	Positive	Neutral	Negative
Department of Energy	8,565	88.8%	9.0%	2.2%
Under Secretary For Nuclear Security	1,745	88.8%	8.5%	2.7%
NNSA Field Locations	408	84.1%	12.4%	3.5%
Los Alamos Field Office (LA)	57	77.0%	17.8%	5.1%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,371	75.0%	15.0%	10.0%	143
Under Secretary For Nuclear Security	1,722	78.6%	12.1%	9.3%	23
NNSA Field Locations	401	78.9%	11.3%	9.8%	8
Los Alamos Field Office (LA)	56	63.7%	12.1%	24.2%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,310	50.8%	23.4%	25.7%	197
Under Secretary For Nuclear Security	1,716	52.2%	22.0%	25.7%	29
NNSA Field Locations	401	55.3%	21.7%	23.0%	8
Los Alamos Field Office (LA)	55	41.1%	23.2%	35.7%	2

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,314	57.1%	21.7%	21.1%	177
Under Secretary For Nuclear Security	1,711	55.9%	20.4%	23.7%	30
NNSA Field Locations	397	61.4%	17.6%	21.0%	9
Los Alamos Field Office (LA)	55	45.5%	17.7%	36.9%	2

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,222	46.4%	27.5%	26.0%	261
Under Secretary For Nuclear Security	1,686	43.7%	29.6%	26.7%	50
NNSA Field Locations	391	49.7%	25.9%	24.4%	13
Los Alamos Field Office (LA)	50	36.7%	24.7%	38.6%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	7,779	28.2%	29.7%	42.1%	693
Under Secretary For Nuclear Security	1,612	43.4%	24.0%	32.5%	126
NNSA Field Locations	370	50.1%	20.0%	29.9%	37
Los Alamos Field Office (LA)	51	28.9%	24.0%	47.0%	6

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
Department of Energy	7,875	61.4%	25.2%	13.4%	605
Under Secretary For Nuclear Security	1,592	57.2%	28.9%	13.9%	145
NNSA Field Locations	380	66.1%	23.9%	10.1%	25
Los Alamos Field Office (LA)	52	59.1%	23.6%	17.3%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,400	85.8%	8.6%	5.6%	98
Under Secretary For Nuclear Security	1,722	80.8%	11.0%	8.3%	19
NNSA Field Locations	403	94.4%	3.6%	2.0%	3
Los Alamos Field Office (LA)	55	94.7%	3.5%	1.8%	1

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,385	82.9%	10.7%	6.4%	70
Under Secretary For Nuclear Security	1,720	79.8%	11.2%	9.0%	14
NNSA Field Locations	399	88.6%	6.9%	4.5%	3
Los Alamos Field Office (LA)	56	89.0%	3.5%	7.5%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	7,986	61.0%	19.5%	19.4%	499
Under Secretary For Nuclear Security	1,651	59.9%	18.4%	21.7%	89
NNSA Field Locations	394	64.1%	16.7%	19.2%	14
Los Alamos Field Office (LA)	55	48.4%	13.1%	38.5%	2

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
Department of Energy	7,732	72.3%	16.4%	11.3%	726
Under Secretary For Nuclear Security	1,583	72.1%	16.9%	11.1%	152
NNSA Field Locations	374	71.3%	18.8%	9.8%	32
Los Alamos Field Office (LA)	53	56.1%	19.2%	24.6%	4

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,353	80.6%	14.1%	5.3%	145
Under Secretary For Nuclear Security	1,729	87.8%	9.0%	3.2%	15
NNSA Field Locations	402	83.4%	11.6%	5.0%	5
Los Alamos Field Office (LA)	56	68.1%	21.3%	10.6%	1

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

	N	Positive	Neutral	Negative
Department of Energy	8,509	68.6%	17.5%	13.9%
Under Secretary For Nuclear Security	1,745	65.9%	17.5%	16.6%
NNSA Field Locations	408	69.5%	15.4%	15.1%
Los Alamos Field Office (LA)	57	48.5%	21.1%	30.4%

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,039	44.9%	25.3%	29.8%	474
Under Secretary For Nuclear Security	1,675	50.1%	21.9%	28.0%	68
NNSA Field Locations	392	57.3%	17.8%	25.0%	14
Los Alamos Field Office (LA)	53	46.3%	17.2%	36.5%	3

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,478	88.1%	6.4%	5.6%	33
Under Secretary For Nuclear Security	1,739	86.5%	7.4%	6.1%	6
NNSA Field Locations	407	89.5%	6.2%	4.2%	1
Los Alamos Field Office (LA)	57	84.2%	10.5%	5.3%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,456	74.4%	13.6%	12.0%	33
Under Secretary For Nuclear Security	1,734	77.3%	11.3%	11.4%	7
NNSA Field Locations	404	75.1%	12.0%	12.9%	3
Los Alamos Field Office (LA)	56	68.9%	15.7%	15.3%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,413	70.7%	14.8%	14.5%	60
Under Secretary For Nuclear Security	1,725	70.6%	14.6%	14.8%	11
NNSA Field Locations	405	72.4%	12.1%	15.5%	3
Los Alamos Field Office (LA)	56	62.6%	16.2%	21.3%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	7,706	73.7%	19.2%	7.0%	766
Under Secretary For Nuclear Security	1,588	74.9%	18.0%	7.0%	151
NNSA Field Locations	370	76.7%	14.7%	8.6%	35
Los Alamos Field Office (LA)	48	68.4%	14.6%	17.0%	9

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,439	68.8%	16.9%	14.4%	35
Under Secretary For Nuclear Security	1,729	70.6%	16.0%	13.4%	5
NNSA Field Locations	398	70.0%	14.6%	15.4%	2
Los Alamos Field Office (LA)	56	63.8%	14.4%	21.7%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,393	76.0%	13.1%	10.9%	97
Under Secretary For Nuclear Security	1,729	78.7%	11.0%	10.2%	12
NNSA Field Locations	405	80.9%	8.2%	10.9%	2
Los Alamos Field Office (LA)	57	75.4%	8.5%	16.1%	0

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

	N	Positive	Neutral	Negative
Department of Energy	8,493	82.8%	8.6%	8.6%
Under Secretary For Nuclear Security	1,744	82.4%	9.5%	8.0%
NNSA Field Locations	409	82.5%	8.6%	8.9%
Los Alamos Field Office (LA)	57	73.6%	10.3%	16.1%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Department of Energy	8,465	86.2%	7.4%	6.4%
Under Secretary For Nuclear Security	1,739	86.0%	8.2%	5.9%
NNSA Field Locations	407	85.7%	8.0%	6.3%
Los Alamos Field Office (LA)	57	78.8%	10.9%	10.2%

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

	N	Positive	Neutral	Negative
Department of Energy	8,479	89.8%	4.9%	5.3%
Under Secretary For Nuclear Security	1,739	90.7%	4.8%	4.5%
NNSA Field Locations	408	92.1%	3.9%	3.9%
Los Alamos Field Office (LA)	57	88.1%	3.3%	8.6%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Department of Energy	8,489	75.1%	12.7%	12.2%
Under Secretary For Nuclear Security	1,742	76.7%	11.3%	12.0%
NNSA Field Locations	408	76.1%	11.2%	12.7%
Los Alamos Field Office (LA)	57	68.0%	8.7%	23.3%

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

	N	Positive	Neutral	Negative
Department of Energy	8,492	77.4%	13.8%	8.8%
Under Secretary For Nuclear Security	1,745	78.7%	12.9%	8.4%
NNSA Field Locations	409	77.6%	12.7%	9.7%
Los Alamos Field Office (LA)	57	68.2%	13.8%	17.9%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,291	44.9%	24.1%	31.0%	172
Under Secretary For Nuclear Security	1,710	48.7%	20.3%	31.0%	29
NNSA Field Locations	397	56.1%	16.5%	27.4%	9
Los Alamos Field Office (LA)	56	38.0%	21.8%	40.2%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	7,934	57.2%	23.3%	19.5%	516
Under Secretary For Nuclear Security	1,657	60.2%	19.1%	20.7%	79
NNSA Field Locations	388	64.9%	16.0%	19.0%	17
Los Alamos Field Office (LA)	54	52.8%	11.0%	36.2%	3

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,005	71.6%	17.9%	10.5%	414
Under Secretary For Nuclear Security	1,652	71.9%	16.2%	12.0%	79
NNSA Field Locations	390	75.1%	14.6%	10.3%	13
Los Alamos Field Office (LA)	54	53.4%	23.8%	22.8%	2

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,359	66.0%	17.0%	17.0%	77
Under Secretary For Nuclear Security	1,720	65.5%	16.7%	17.8%	15
NNSA Field Locations	403	75.1%	11.7%	13.2%	4
Los Alamos Field Office (LA)	56	52.8%	23.4%	23.8%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	7,926	66.1%	20.3%	13.6%	497
Under Secretary For Nuclear Security	1,645	65.3%	19.7%	15.0%	92
NNSA Field Locations	388	73.4%	15.4%	11.3%	19
Los Alamos Field Office (LA)	52	55.5%	24.7%	19.9%	5

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,244	60.0%	19.0%	21.0%	203
Under Secretary For Nuclear Security	1,700	58.5%	19.3%	22.2%	37
NNSA Field Locations	400	66.9%	17.4%	15.7%	8
Los Alamos Field Office (LA)	56	41.9%	30.1%	28.0%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	8,244	64.1%	18.2%	17.7%	202
Under Secretary For Nuclear Security	1,706	63.7%	16.8%	19.5%	32
NNSA Field Locations	399	72.2%	14.8%	13.0%	8
Los Alamos Field Office (LA)	54	48.9%	27.4%	23.7%	3

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
Department of Energy	8,105	64.4%	21.2%	14.4%	355
Under Secretary For Nuclear Security	1,694	64.4%	19.2%	16.4%	47
NNSA Field Locations	397	68.8%	15.6%	15.6%	9
Los Alamos Field Office (LA)	53	51.9%	13.2%	34.9%	3

Department of Energy
Los Alamos Field Office (LA)
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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
Department of Energy	8,337	55.3%	23.8%	20.9%	120
Under Secretary For Nuclear Security	1,728	58.5%	19.5%	21.9%	14
NNSA Field Locations	405	64.1%	18.2%	17.7%	3
Los Alamos Field Office (LA)	56	54.8%	16.0%	29.3%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Energy	7,736	66.9%	21.1%	12.0%	722
Under Secretary For Nuclear Security	1,630	65.4%	19.7%	14.9%	111
NNSA Field Locations	387	79.1%	11.7%	9.2%	21
Los Alamos Field Office (LA)	52	63.1%	23.0%	13.9%	5

My Satisfaction

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

	N	Positive	Neutral	Negative
Department of Energy	8,445	59.0%	20.3%	20.7%
Under Secretary For Nuclear Security	1,741	60.3%	20.4%	19.3%
NNSA Field Locations	406	66.6%	17.4%	16.0%
Los Alamos Field Office (LA)	57	54.6%	25.7%	19.7%

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

	N	Positive	Neutral	Negative
Department of Energy	8,435	56.7%	21.1%	22.2%
Under Secretary For Nuclear Security	1,736	57.0%	20.3%	22.8%
NNSA Field Locations	407	66.3%	15.3%	18.4%
Los Alamos Field Office (LA)	57	47.9%	16.0%	36.1%

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

	N	Positive	Neutral	Negative
Department of Energy	8,420	57.6%	22.6%	19.8%
Under Secretary For Nuclear Security	1,729	58.7%	21.4%	19.9%
NNSA Field Locations	403	64.0%	18.4%	17.6%
Los Alamos Field Office (LA)	57	45.3%	30.9%	23.9%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Energy	8,415	47.3%	29.3%	23.4%
Under Secretary For Nuclear Security	1,734	49.8%	25.3%	24.8%
NNSA Field Locations	405	56.7%	21.5%	21.8%
Los Alamos Field Office (LA)	57	41.6%	18.7%	39.7%

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

	N	Positive	Neutral	Negative
Department of Energy	8,422	38.1%	29.7%	32.2%
Under Secretary For Nuclear Security	1,737	39.7%	28.7%	31.5%
NNSA Field Locations	407	47.0%	27.7%	25.3%
Los Alamos Field Office (LA)	57	37.8%	31.4%	30.8%

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

	N	Positive	Neutral	Negative
Department of Energy	8,415	59.6%	22.0%	18.4%
Under Secretary For Nuclear Security	1,733	63.9%	20.7%	15.4%
NNSA Field Locations	405	70.8%	17.6%	11.6%
Los Alamos Field Office (LA)	57	59.9%	19.0%	21.1%

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

	N	Positive	Neutral	Negative
Department of Energy	8,430	71.5%	15.1%	13.3%
Under Secretary For Nuclear Security	1,734	72.7%	14.4%	12.9%
NNSA Field Locations	403	76.9%	11.0%	12.0%
Los Alamos Field Office (LA)	57	64.5%	12.6%	22.9%

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

	N	Positive	Neutral	Negative
Department of Energy	8,445	68.1%	14.7%	17.2%
Under Secretary For Nuclear Security	1,739	69.6%	13.3%	17.1%
NNSA Field Locations	407	74.6%	13.1%	12.3%
Los Alamos Field Office (LA)	57	73.4%	14.4%	12.2%

Department of Energy
Los Alamos Field Office (LA)
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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Energy	8,439	63.8%	18.9%	17.3%
Under Secretary For Nuclear Security	1,737	64.0%	18.1%	17.9%
NNSA Field Locations	406	66.0%	17.8%	16.3%
Los Alamos Field Office (LA)	57	48.4%	24.6%	27.0%

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
Department of Energy	8,408	72.1%	12.1%	10.1%	5.6%
Under Secretary For Nuclear Security	1,729	65.8%	13.1%	15.4%	5.7%
NNSA Field Locations	403	83.0%	5.6%	5.6%	5.8%
Los Alamos Field Office (LA)	56	46.4%	17.7%	16.2%	19.7%

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Department of Energy	8,423	2.3%	18.1%	10.9%	28.7%
Under Secretary For Nuclear Security	1,730	0.6%	10.3%	9.7%	26.3%
NNSA Field Locations	403	0.2%	7.7%	15.0%	33.9%
Los Alamos Field Office (LA)	55	1.7%	0.0%	1.7%	19.6%

(continued)

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Work/Life (continued)

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

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
Department of Energy	8,423	12.8%	2.8%	7.6%	16.8%
Under Secretary For Nuclear Security	1,730	15.9%	3.1%	12.1%	22.0%
NNSA Field Locations	403	9.7%	1.8%	3.9%	27.7%
Los Alamos Field Office (LA)	55	25.1%	1.7%	9.2%	40.9%

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

	N	Yes	No	Not Available To Me
Department of Energy	8,406	51.3%	41.4%	7.3%
Under Secretary For Nuclear Security	1,735	64.7%	28.2%	7.2%
NNSA Field Locations	406	84.8%	15.0%	0.3%
Los Alamos Field Office (LA)	56	91.3%	8.7%	0.0%

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
Department of Energy	8,402	31.9%	61.7%	6.5%
Under Secretary For Nuclear Security	1,730	24.9%	59.2%	15.9%
NNSA Field Locations	406	28.2%	59.3%	12.5%
Los Alamos Field Office (LA)	56	26.6%	49.6%	23.7%

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

	N	Yes	No	Not Available To Me
Department of Energy	8,366	13.1%	84.9%	2.0%
Under Secretary For Nuclear Security	1,726	11.0%	86.7%	2.3%
NNSA Field Locations	402	11.0%	87.4%	1.5%
Los Alamos Field Office (LA)	56	9.4%	88.9%	1.7%

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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
Department of Energy	8,383	2.4%	83.6%	14.0%
Under Secretary For Nuclear Security	1,724	1.6%	77.7%	20.7%
NNSA Field Locations	402	0.7%	71.7%	27.6%
Los Alamos Field Office (LA)	55	0.0%	74.0%	26.0%

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
Department of Energy	8,391	2.3%	84.7%	13.1%
Under Secretary For Nuclear Security	1,730	1.9%	79.2%	18.8%
NNSA Field Locations	405	1.4%	73.7%	24.9%
Los Alamos Field Office (LA)	56	1.8%	74.9%	23.3%

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

	N	Positive	Neutral	Negative	NBJ
Department of Energy	5,019	82.8%	10.0%	7.2%	82
Under Secretary For Nuclear Security	818	83.3%	10.3%	6.4%	18
NNSA Field Locations	231	86.6%	9.2%	4.2%	3
Los Alamos Field Office (LA)	15	86.2%	13.8%	0.0%	0

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

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

	N	Positive	Neutral	Negative	NBJ
Department of Energy	4,331	94.6%	3.7%	1.7%	50
Under Secretary For Nuclear Security	1,113	94.7%	3.7%	1.5%	11
NNSA Field Locations	338	96.7%	2.1%	1.1%	2
Los Alamos Field Office (LA)	49	98.1%	1.9%	0.0%	1

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

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Work/Life (continued)

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
Department of Energy	2,548	85.4%	11.1%	3.5%	125
Under Secretary For Nuclear Security	394	82.2%	11.9%	5.9%	36
NNSA Field Locations	108	88.1%	8.8%	3.1%	6
Los Alamos Field Office (LA)	15	93.1%	6.9%	0.0%	1

**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
Department of Energy	1,039	84.1%	12.5%	3.4%	120
Under Secretary For Nuclear Security	162	79.2%	18.4%	2.4%	40
NNSA Field Locations	39	75.7%	21.6%	2.6%	9
Los Alamos Field Office (LA)	5	77.4%	22.6%	0.0%	1

**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
Department of Energy	189	80.3%	18.1%	1.6%	81
Under Secretary For Nuclear Security	26	59.3%	37.2%	3.5%	16
NNSA Field Locations	6	48.6%	51.4%	0.0%	2
Los Alamos Field Office (LA)	0	--	--	--	2

**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
Department of Energy	169	67.2%	30.4%	2.4%	80
Under Secretary For Nuclear Security	30	59.9%	37.0%	3.1%	12
NNSA Field Locations	6	66.1%	33.9%	0.0%	1
Los Alamos Field Office (LA)	1	100.0%	0.0%	0.0%	1

**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	1	1.8%
Field	56	98.2%

What is your supervisory status?

	N	%
Non-Supervisor	42	73.7%
Team Leader	3	5.3%
Supervisor	4	7.0%
Manager	4	7.0%
Senior Leader	4	7.0%

Are you:

	N	%
Male	38	66.7%
Female	19	33.3%

Are you Hispanic or Latino?

	N	%
Yes	15	27.8%
No	39	72.2%

Race

	N	%
American Indian or Alaska Native	3	5.6%
Asian	0	0.0%
Black or African American	1	1.9%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	46	85.2%
Two or more races	4	7.4%

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	0	0.0%
High School Diploma/GED or equivalent	0	0.0%
Trade or Technical Certificate	1	1.8%
Some College (no degree)	8	14.3%
Associate's Degree (e.g., AA, AS)	1	1.8%
Bachelor's Degree (e.g., BA, BS)	20	35.7%
Master's Degree (e.g., MA, MS, MBA)	22	39.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	4	7.1%

What is your pay category/grade?

	N	%
Federal Wage System	1	1.8%
GS 1-6	0	0.0%
GS 7-12	3	5.3%
GS 13-15	24	42.1%
Senior Executive Service	2	3.5%
Senior Level (SL) or Scientific or Professional (ST)	1	1.8%
Other	26	45.6%

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

	N	%
Less than 1 year	1	1.8%
1 to 3 years	7	12.5%
4 to 5 years	1	1.8%
6 to 10 years	13	23.2%
11 to 14 years	6	10.7%
15 to 20 years	8	14.3%
More than 20 years	20	35.7%

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	2	3.6%
1 to 3 years	9	16.1%
4 to 5 years	0	0.0%
6 to 10 years	15	26.8%
11 to 20 years	18	32.1%
More than 20 years	12	21.4%

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

	N	%
No	29	50.9%
Yes, to retire	9	15.8%
Yes, to take another job within the Federal Government	14	24.6%
Yes, to take another job outside the Federal Government	1	1.8%
Yes, other	4	7.0%

I am planning to retire:

	N	%
Within one year	7	12.5%
Between one and three years	10	17.9%
Between three and five years	7	12.5%
Five or more years	32	57.1%

What is your US military service status?

	N	%
No Prior Military Service	33	62.3%
Currently in National Guard or Reserves	0	0.0%
Retired	8	15.1%
Separated or Discharged	12	22.6%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	11	20.0%
No	44	80.0%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	1	1.7%
30-39	6	10.3%
40-49	12	20.7%
50-59	24	41.4%
60 or older	15	25.9%

Note: Percentages for demographic questions are unweighted.