

This report was obtained (via FOIA) and posted by AltGov2

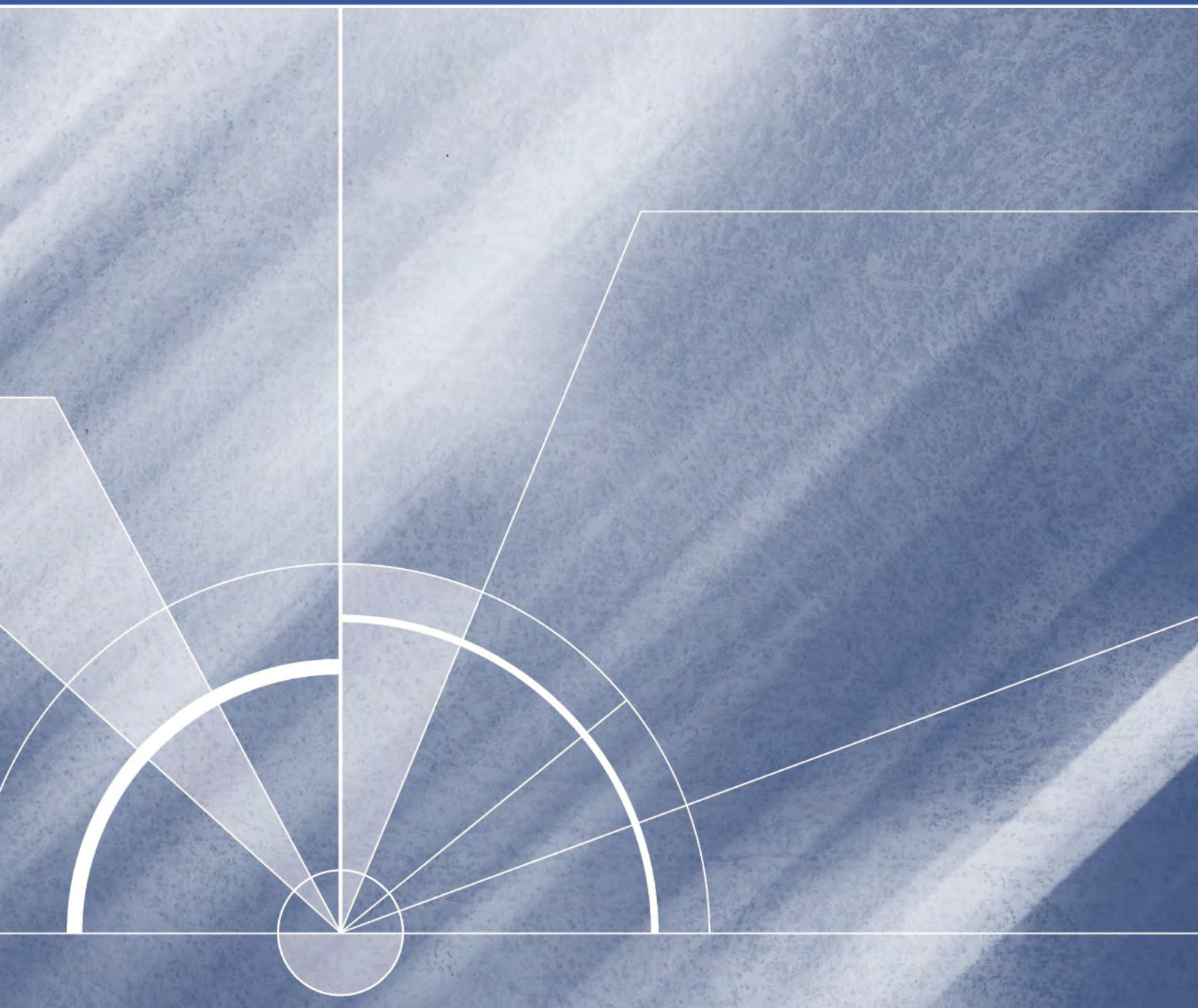
www.altgov2.org/FEVS

2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Department of Energy
Under Secretary For Nuclear Security



Department of Energy
Under Secretary For Nuclear Security
1st 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
Governmentwide	486,105	45.5%
Department of Energy	8,589	68.3%
Under Secretary For Nuclear Security	1,750	78.3%

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.

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

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

- 96.9% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 92.7% The work I do is important. (Q.13)
- 92.0% I am constantly looking for ways to do my job better. (Q.8)
- 90.7% In the last six months, my supervisor has talked with me about my performance. (Q.50)
- 88.8% How would you rate the overall quality of work done by your work unit? (Q.28)
- 87.8% My agency is successful at accomplishing its mission. (Q.39)
- 86.9% I know how my work relates to the agency's goals and priorities. (Q.12)
- 86.7% I like the kind of work I do. (Q.5)
- 86.5% My supervisor supports my need to balance work and other life issues. (Q.42)
- 86.0% My supervisor treats me with respect. (Q.49)

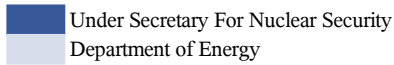
Highest Percent Negative

- 35.7% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 32.5% Pay raises depend on how well employees perform their jobs. (Q.33)
- 31.8% In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
- 31.5% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 31.0% In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
- 30.8% I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
- 28.8% Promotions in my work unit are based on merit. (Q.22)
- 28.0% I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
- 27.9% My work unit is able to recruit people with the right skills. (Q.21)
- 26.9% Awards in my work unit depend on how well employees perform their jobs. (Q.25)

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Department of Energy) 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. An '*' in % Positive Response represents a percentage less than 10.

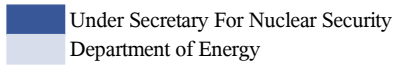


Survey Item	% Positive Response		Difference
Pay raises depend on how well employees perform their jobs. (Q.33)	43.4%	28.2%	+15.2
My training needs are assessed. (Q.18)	66.2%	57.4%	+8.8
My agency is successful at accomplishing its mission. (Q.39)	87.8%	80.6%	+7.2
My work unit is able to recruit people with the right skills. (Q.21)	50.7%	43.6%	+7.1
I believe the results of this survey will be used to make my agency a better place to work. (Q.41)	50.1%	44.9%	+5.2
How satisfied are you with the training you receive for your present job? (Q.68)	63.9%	59.6%	+4.3
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)	48.7%	44.9%	+3.8
The work I do is important. (Q.13)	92.7%	88.9%	+3.8
The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)	78.6%	75.0%	+3.6
Promotions in my work unit are based on merit. (Q.22)	45.7%	42.4%	+3.3

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Department of Energy) 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. An '*' in % Positive Response represents a percentage less than 10.



<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
Physical conditions allow employees to perform their jobs well. (Q.14)	66.4%	71.6%	-5.2
Employees are protected from health and safety hazards on the job. (Q.35)	80.8%	85.8%	-5.0
Policies and programs promote diversity in the workplace. (Q.34)	57.2%	61.4%	-4.2
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels. (Q.19)	60.7%	64.8%	-4.1
My performance appraisal is a fair reflection of my performance. (Q.15)	68.3%	72.1%	-3.8
My organization has prepared employees for potential security threats. (Q.36)	79.8%	82.9%	-3.1

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Department of Energy	8,576	71.1%	13.9%	15.0%
Under Secretary For Nuclear Security	1,747	74.2%	12.5%	13.2%

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Department of Energy	8,561	72.7%	13.7%	13.6%
Under Secretary For Nuclear Security	1,747	74.9%	13.0%	12.2%

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

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Department of Energy	8,518	66.1%	15.4%	18.6%
Under Secretary For Nuclear Security	1,737	66.4%	15.9%	17.8%

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Department of Energy	8,543	73.7%	13.6%	12.7%
Under Secretary For Nuclear Security	1,738	76.8%	11.4%	11.9%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of Energy	8,530	84.0%	10.5%	5.5%
Under Secretary For Nuclear Security	1,738	86.7%	9.1%	4.2%

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Department of Energy	8,521	79.1%	11.1%	9.7%
Under Secretary For Nuclear Security	1,738	79.8%	11.4%	8.8%

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency 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
Governmentwide	483,257	95.8%	2.7%	1.5%
Department of Energy	8,547	96.2%	2.3%	1.5%
Under Secretary For Nuclear Security	1,740	96.9%	2.1%	1.0%

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

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Department of Energy	8,549	90.9%	7.3%	1.8%
Under Secretary For Nuclear Security	1,745	92.0%	6.5%	1.5%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
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

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
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

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
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

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
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

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
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

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
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

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency 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
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
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

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Department of Energy	8,572	82.1%	9.7%	8.2%
Under Secretary For Nuclear Security	1,749	81.1%	9.9%	9.0%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
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

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
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

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

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Department of Energy	8,565	88.8%	9.0%	2.2%
Under Secretary For Nuclear Security	1,745	88.8%	8.5%	2.7%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
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

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
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

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
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

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
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

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
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

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Department of Energy	8,509	68.6%	17.5%	13.9%
Under Secretary For Nuclear Security	1,745	65.9%	17.5%	16.6%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
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

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
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

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
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

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
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

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Department of Energy	8,493	82.8%	8.6%	8.6%
Under Secretary For Nuclear Security	1,744	82.4%	9.5%	8.0%

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Department of Energy	8,465	86.2%	7.4%	6.4%
Under Secretary For Nuclear Security	1,739	86.0%	8.2%	5.9%

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

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Department of Energy	8,479	89.8%	4.9%	5.3%
Under Secretary For Nuclear Security	1,739	90.7%	4.8%	4.5%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of Energy	8,489	75.1%	12.7%	12.2%
Under Secretary For Nuclear Security	1,742	76.7%	11.3%	12.0%

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

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Department of Energy	8,492	77.4%	13.8%	8.8%
Under Secretary For Nuclear Security	1,745	78.7%	12.9%	8.4%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
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

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
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

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
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

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
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

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Department of Energy	8,445	59.0%	20.3%	20.7%
Under Secretary For Nuclear Security	1,741	60.3%	20.4%	19.3%

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

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Department of Energy	8,435	56.7%	21.1%	22.2%
Under Secretary For Nuclear Security	1,736	57.0%	20.3%	22.8%

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

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Department of Energy	8,420	57.6%	22.6%	19.8%
Under Secretary For Nuclear Security	1,729	58.7%	21.4%	19.9%

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

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Department of Energy	8,415	47.3%	29.3%	23.4%
Under Secretary For Nuclear Security	1,734	49.8%	25.3%	24.8%

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Department of Energy	8,422	38.1%	29.7%	32.2%
Under Secretary For Nuclear Security	1,737	39.7%	28.7%	31.5%

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

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Department of Energy	8,415	59.6%	22.0%	18.4%
Under Secretary For Nuclear Security	1,733	63.9%	20.7%	15.4%

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Department of Energy	8,430	71.5%	15.1%	13.3%
Under Secretary For Nuclear Security	1,734	72.7%	14.4%	12.9%

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Department of Energy	8,445	68.1%	14.7%	17.2%
Under Secretary For Nuclear Security	1,739	69.6%	13.3%	17.1%

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Department of Energy	8,439	63.8%	18.9%	17.3%
Under Secretary For Nuclear Security	1,737	64.0%	18.1%	17.9%

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
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%

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
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%

(continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
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%

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

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Department of Energy	8,406	51.3%	41.4%	7.3%
Under Secretary For Nuclear Security	1,735	64.7%	28.2%	7.2%

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Department of Energy	8,402	31.9%	61.7%	6.5%
Under Secretary For Nuclear Security	1,730	24.9%	59.2%	15.9%

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

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Department of Energy	8,366	13.1%	84.9%	2.0%
Under Secretary For Nuclear Security	1,726	11.0%	86.7%	2.3%

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

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Department of Energy	8,383	2.4%	83.6%	14.0%
Under Secretary For Nuclear Security	1,724	1.6%	77.7%	20.7%

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

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Department of Energy	8,391	2.3%	84.7%	13.1%
Under Secretary For Nuclear Security	1,730	1.9%	79.2%	18.8%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
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

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

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency 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
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
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

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
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

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
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

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Department of Energy	189	80.3%	18.1%	1.6%	81
Under Secretary For Nuclear Security	26	59.3%	37.2%	3.5%	16

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Department of Energy	169	67.2%	30.4%	2.4%	80
Under Secretary For Nuclear Security	30	59.9%	37.0%	3.1%	12

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

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

Demographic Questions

Where do you work?

	N	%
Headquarters	645	37.3%
Field	1,082	62.7%

What is your supervisory status?

	N	%
Non-Supervisor	1,096	63.5%
Team Leader	259	15.0%
Supervisor	210	12.2%
Manager	85	4.9%
Senior Leader	75	4.3%

Are you:

	N	%
Male	1,111	65.1%
Female	596	34.9%

Are you Hispanic or Latino?

	N	%
Yes	282	16.9%
No	1,391	83.1%

Race

	N	%
American Indian or Alaska Native	30	1.9%
Asian	45	2.8%
Black or African American	117	7.3%
Native Hawaiian or Other Pacific Islander	8	0.5%
White	1,331	83.2%
Two or more races	68	4.3%

Note: Percentages for demographic questions are unweighted.

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

Demographic Questions (continued)

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

	N	%
Less than High School	1	0.1%
High School Diploma/GED or equivalent	58	3.4%
Trade or Technical Certificate	17	1.0%
Some College (no degree)	209	12.3%
Associate's Degree (e.g., AA, AS)	73	4.3%
Bachelor's Degree (e.g., BA, BS)	538	31.6%
Master's Degree (e.g., MA, MS, MBA)	700	41.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	109	6.4%

What is your pay category/grade?

	N	%
Federal Wage System	17	1.0%
GS 1-6	2	0.1%
GS 7-12	207	12.1%
GS 13-15	864	50.6%
Senior Executive Service	76	4.4%
Senior Level (SL) or Scientific or Professional (ST)	20	1.2%
Other	523	30.6%

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

	N	%
Less than 1 year	37	2.2%
1 to 3 years	135	7.9%
4 to 5 years	58	3.4%
6 to 10 years	418	24.3%
11 to 14 years	257	15.0%
15 to 20 years	235	13.7%
More than 20 years	577	33.6%

Note: Percentages for demographic questions are unweighted.

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency 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	78	4.5%
1 to 3 years	220	12.8%
4 to 5 years	89	5.2%
6 to 10 years	464	27.1%
11 to 20 years	455	26.5%
More than 20 years	409	23.8%

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

	N	%
No	1,129	66.0%
Yes, to retire	122	7.1%
Yes, to take another job within the Federal Government	309	18.1%
Yes, to take another job outside the Federal Government	67	3.9%
Yes, other	84	4.9%

I am planning to retire:

	N	%
Within one year	73	4.3%
Between one and three years	212	12.4%
Between three and five years	217	12.7%
Five or more years	1,201	70.5%

Self-Identify as:

	N	%
Heterosexual or Straight	1,356	84.1%
Gay, Lesbian, Bisexual, or Transgender	32	2.0%
I prefer not to say	225	13.9%

What is your US military service status?

	N	%
No Prior Military Service	974	57.7%
Currently in National Guard or Reserves	30	1.8%
Retired	248	14.7%
Separated or Discharged	436	25.8%

Note: Percentages for demographic questions are unweighted.

Department of Energy
Under Secretary For Nuclear Security
1st Level Subagency Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	220	13.0%
No	1,478	87.0%

What is your age group?

	N	%
25 and under	6	0.3%
26-29	44	2.5%
30-39	370	21.1%
40-49	447	25.5%
50-59	658	37.6%
60 or older	225	12.9%

Note: Percentages for demographic questions are unweighted.