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U.S. Access Board

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
2016 U.S. Access Board	12
2015 U.S. Access Board	16
2014 U.S. Access Board	22
2013 U.S. Access Board	20
2012 U.S. Access Board	23
2011 U.S. Access Board	21
2010 U.S. Access Board	22

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 significant increase, decrease, or no change in positive percentages from the previous year. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2016 results, if the arrow was slanting up, there was a significant increase in positive percentages from 2015 to 2016. Please keep in mind that with large sample sizes, even small differences may show statistical significance.

Note: The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '-' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
2016 U.S. Access Board	12	48.9%	26.3%	24.7%	--
2015 U.S. Access Board	16	60.1%	14.1%	25.8%	--
2014 U.S. Access Board	22	53.8%	24.4%	21.8%	--
2013 U.S. Access Board	20	40.3%	30.9%	28.7%	--
2012 U.S. Access Board	23	72.8%	13.9%	13.3%	--
2011 U.S. Access Board	21	54.9%	22.6%	22.5%	--
2010 U.S. Access Board	22	76.3%	10.1%	13.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,152	70.2%	14.7%	15.1%	
2016 U.S. Access Board	12	50.4%	19.4%	30.2%	--
2015 U.S. Access Board	16	80.7%	0.0%	19.3%	--
2014 U.S. Access Board	21	75.8%	15.0%	9.2%	--
2013 U.S. Access Board	20	61.4%	29.1%	9.5%	--
2012 U.S. Access Board	23	56.1%	22.6%	21.3%	--
2011 U.S. Access Board	21	68.1%	13.4%	18.4%	--
2010 U.S. Access Board	22	81.6%	9.5%	8.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,408	57.7%	18.0%	24.3%	
2016 U.S. Access Board	11	27.9%	29.6%	42.6%	--
2015 U.S. Access Board	15	23.9%	41.6%	34.4%	--
2014 U.S. Access Board	21	61.2%	14.2%	24.5%	--
2013 U.S. Access Board	19	43.7%	36.1%	20.2%	--
2012 U.S. Access Board	23	55.7%	26.5%	17.8%	--
2011 U.S. Access Board	21	54.9%	22.6%	22.5%	--
2010 U.S. Access Board	22	76.9%	8.8%	14.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
2016 U.S. Access Board	12	48.9%	17.0%	34.1%	--
2015 U.S. Access Board	16	62.3%	18.4%	19.3%	--
2014 U.S. Access Board	22	76.7%	4.4%	18.8%	--
2013 U.S. Access Board	20	65.1%	30.1%	4.8%	--
2012 U.S. Access Board	23	79.3%	12.4%	8.3%	--
2011 U.S. Access Board	21	81.6%	13.8%	4.6%	--
2010 U.S. Access Board	22	75.7%	14.2%	10.1%	

5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,675	83.2%	10.8%	6.1%	
2016 U.S. Access Board	12	65.8%	27.6%	6.6%	--
2015 U.S. Access Board	16	68.8%	18.2%	13.0%	--
2014 U.S. Access Board	21	75.7%	15.5%	8.8%	--
2013 U.S. Access Board	19	83.4%	11.7%	5.0%	--
2012 U.S. Access Board	23	79.5%	8.1%	12.4%	--
2011 U.S. Access Board	21	76.9%	13.8%	9.3%	--
2010 U.S. Access Board	22	81.1%	8.7%	10.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	402,718	79.4%	11.0%	9.6%	
2016 U.S. Access Board	11	63.9%	28.7%	7.4%	--
2015 U.S. Access Board	16	80.7%	12.8%	6.5%	--
2014 U.S. Access Board	21	80.0%	0.0%	20.0%	--
2013 U.S. Access Board	19	80.0%	9.3%	10.7%	--
2012 U.S. Access Board	23	74.0%	9.1%	16.9%	--
2011 U.S. Access Board	20	71.5%	9.2%	19.3%	--
2010 U.S. Access Board	22	81.8%	14.1%	4.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
2016 U.S. Access Board	12	89.9%	10.1%	0.0%	--
2015 U.S. Access Board	16	87.0%	0.0%	13.0%	--
2014 U.S. Access Board	22	100.0%	0.0%	0.0%	--
2013 U.S. Access Board	20	95.7%	4.3%	0.0%	--
2012 U.S. Access Board	23	100.0%	0.0%	0.0%	--
2011 U.S. Access Board	21	95.4%	4.6%	0.0%	--
2010 U.S. Access Board	22	100.0%	0.0%	0.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	405,416	90.9%	7.2%	1.8%	
2016 U.S. Access Board	12	67.0%	18.3%	14.8%	--
2015 U.S. Access Board	16	66.4%	20.6%	13.0%	--
2014 U.S. Access Board	21	70.9%	24.9%	4.2%	--
2013 U.S. Access Board	20	84.1%	11.2%	4.8%	--
2012 U.S. Access Board	23	86.2%	13.8%	0.0%	--
2011 U.S. Access Board	21	86.1%	13.9%	0.0%	--
2010 U.S. Access Board	22	85.8%	4.6%	9.6%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	405,568	46.6%	16.0%	37.5%	922	
2016 U.S. Access Board	12	50.4%	18.6%	31.0%	0	--
2015 U.S. Access Board	16	37.9%	32.2%	30.0%	0	--
2014 U.S. Access Board	22	35.8%	22.9%	41.3%	0	--
2013 U.S. Access Board	20	66.8%	9.1%	24.1%	0	--
2012 U.S. Access Board	22	45.1%	27.0%	27.9%	0	--
2011 U.S. Access Board	21	50.9%	18.1%	31.0%	0	--
2010 U.S. Access Board	22	44.6%	41.7%	13.7%	0	

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10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
2016 U.S. Access Board	12	55.5%	18.3%	26.2%	0	--
2015 U.S. Access Board	16	75.3%	0.0%	24.7%	0	--
2014 U.S. Access Board	22	45.9%	14.0%	40.1%	0	--
2013 U.S. Access Board	20	66.2%	19.6%	14.3%	0	--
2012 U.S. Access Board	22	53.9%	19.3%	26.9%	0	--
2011 U.S. Access Board	21	51.0%	31.2%	17.9%	0	--
2010 U.S. Access Board	22	53.5%	36.9%	9.6%	0	

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,751	58.4%	16.5%	25.1%	1,759	
2016 U.S. Access Board	12	33.5%	17.0%	49.5%	0	--
2015 U.S. Access Board	16	61.2%	6.5%	32.3%	0	--
2014 U.S. Access Board	21	41.1%	20.0%	38.8%	0	--
2013 U.S. Access Board	19	37.0%	22.5%	40.6%	0	--
2012 U.S. Access Board	21	41.9%	23.1%	35.1%	0	--
2011 U.S. Access Board	21	41.6%	18.4%	40.0%	0	--
2010 U.S. Access Board	20	38.3%	26.8%	34.9%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,835	83.1%	9.9%	7.0%	1,337	
2016 U.S. Access Board	12	68.2%	18.3%	13.5%	0	--
2015 U.S. Access Board	16	87.2%	0.0%	12.8%	0	--
2014 U.S. Access Board	22	86.6%	13.4%	0.0%	0	--
2013 U.S. Access Board	20	95.7%	4.3%	0.0%	0	--
2012 U.S. Access Board	22	95.3%	4.7%	0.0%	0	--
2011 U.S. Access Board	21	73.0%	22.4%	4.6%	0	--
2010 U.S. Access Board	22	91.1%	8.9%	0.0%	0	

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13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
2016 U.S. Access Board	11	69.4%	20.2%	10.3%	0	--
2015 U.S. Access Board	16	80.7%	12.8%	6.5%	0	--
2014 U.S. Access Board	22	87.1%	4.4%	8.5%	0	--
2013 U.S. Access Board	19	90.5%	9.5%	0.0%	0	--
2012 U.S. Access Board	22	91.3%	0.0%	8.7%	0	--
2011 U.S. Access Board	21	95.3%	4.7%	0.0%	0	--
2010 U.S. Access Board	21	88.8%	11.2%	0.0%	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	Difference from previous year
2016 Governmentwide	403,735	65.7%	14.0%	20.3%	1,775	
2016 U.S. Access Board	12	63.9%	26.3%	9.8%	0	--
2015 U.S. Access Board	16	80.7%	19.3%	0.0%	0	--
2014 U.S. Access Board	22	95.7%	4.3%	0.0%	0	--
2013 U.S. Access Board	20	85.6%	5.4%	9.1%	0	--
2012 U.S. Access Board	21	80.6%	19.4%	0.0%	1	--
2011 U.S. Access Board	21	81.6%	4.7%	13.7%	0	--
2010 U.S. Access Board	22	71.0%	18.9%	10.1%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,544	69.6%	14.3%	16.2%	6,003	
2016 U.S. Access Board	12	55.7%	19.4%	24.9%	0	--
2015 U.S. Access Board	16	62.3%	31.2%	6.5%	0	--
2014 U.S. Access Board	22	68.1%	13.0%	18.8%	0	--
2013 U.S. Access Board	20	76.7%	13.8%	9.5%	0	--
2012 U.S. Access Board	21	67.4%	23.5%	9.1%	1	--
2011 U.S. Access Board	20	66.6%	14.0%	19.4%	1	--
2010 U.S. Access Board	22	81.8%	4.6%	13.6%	0	

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16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
2016 U.S. Access Board	12	68.2%	18.3%	13.5%	0	--
2015 U.S. Access Board	16	87.0%	13.0%	0.0%	0	--
2014 U.S. Access Board	21	80.4%	10.5%	9.1%	0	--
2013 U.S. Access Board	19	95.0%	5.0%	0.0%	0	--
2012 U.S. Access Board	22	81.7%	8.7%	9.6%	0	--
2011 U.S. Access Board	20	71.5%	24.2%	4.3%	0	--
2010 U.S. Access Board	22	85.3%	14.7%	0.0%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	386,924	62.1%	18.1%	19.8%	17,784	
2016 U.S. Access Board	10	38.3%	38.6%	23.0%	2	--
2015 U.S. Access Board	15	50.4%	35.9%	13.7%	1	--
2014 U.S. Access Board	21	45.5%	30.1%	24.4%	1	--
2013 U.S. Access Board	18	62.3%	22.2%	15.6%	2	--
2012 U.S. Access Board	22	61.4%	24.5%	14.1%	0	--
2011 U.S. Access Board	17	66.5%	17.3%	16.3%	4	--
2010 U.S. Access Board	22	58.5%	32.6%	8.9%	0	

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	401,073	52.9%	22.9%	24.2%	4,002	
2016 U.S. Access Board	12	15.5%	26.8%	57.7%	0	--
2015 U.S. Access Board	16	17.1%	38.9%	44.0%	0	--
2014 U.S. Access Board	21	8.6%	25.0%	66.4%	1	--
2013 U.S. Access Board	19	10.7%	37.9%	51.4%	1	--
2012 U.S. Access Board	22	12.8%	45.9%	41.2%	0	--
2011 U.S. Access Board	21	26.9%	20.0%	53.1%	0	--
2010 U.S. Access Board	22	22.8%	45.8%	31.4%	0	

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
2016 U.S. Access Board	12	40.7%	17.9%	41.5%	0	--
2015 U.S. Access Board	15	61.0%	6.9%	32.1%	0	--
2014 U.S. Access Board	20	51.7%	15.5%	32.9%	1	--
2013 U.S. Access Board	20	53.1%	18.8%	28.1%	0	--
2012 U.S. Access Board	21	40.0%	27.4%	32.7%	2	--
2011 U.S. Access Board	20	37.5%	34.4%	28.0%	0	--
2010 U.S. Access Board	22	50.0%	28.7%	21.3%	0	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,886	73.3%	13.5%	13.2%	
2016 U.S. Access Board	12	39.1%	10.1%	50.8%	--
2015 U.S. Access Board	16	80.7%	12.8%	6.5%	--
2014 U.S. Access Board	22	69.7%	17.8%	12.5%	--
2013 U.S. Access Board	20	76.1%	5.4%	18.6%	--
2012 U.S. Access Board	23	61.3%	34.5%	4.2%	--
2011 U.S. Access Board	18	68.7%	20.8%	10.5%	--
2010 U.S. Access Board	22	67.4%	23.7%	8.9%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,412	42.6%	25.2%	32.2%	14,370	
2016 U.S. Access Board	11	20.4%	37.5%	42.1%	1	--
2015 U.S. Access Board	15	32.0%	35.9%	32.0%	1	--
2014 U.S. Access Board	21	22.2%	33.9%	43.9%	1	--
2013 U.S. Access Board	19	25.6%	37.7%	36.8%	1	--
2012 U.S. Access Board	20	38.7%	22.3%	39.0%	3	--
2011 U.S. Access Board	21	21.6%	33.9%	44.5%	0	--
2010 U.S. Access Board	18	36.4%	52.9%	10.8%	4	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
2016 U.S. Access Board	12	30.2%	51.6%	18.2%	0	--
2015 U.S. Access Board	13	21.0%	56.6%	22.4%	2	--
2014 U.S. Access Board	21	18.2%	47.0%	34.9%	1	--
2013 U.S. Access Board	17	24.1%	58.8%	17.1%	3	--
2012 U.S. Access Board	18	31.6%	46.3%	22.1%	5	--
2011 U.S. Access Board	20	26.9%	39.8%	33.3%	1	--
2010 U.S. Access Board	20	41.7%	37.6%	20.8%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,758	29.3%	27.1%	43.6%	41,216	
2016 U.S. Access Board	11	19.0%	18.9%	62.1%	1	--
2015 U.S. Access Board	14	24.5%	8.8%	66.7%	2	--
2014 U.S. Access Board	20	19.1%	23.5%	57.4%	2	--
2013 U.S. Access Board	17	5.7%	30.4%	63.9%	3	--
2012 U.S. Access Board	20	18.3%	30.3%	51.4%	3	--
2011 U.S. Access Board	19	28.3%	21.8%	49.9%	2	--
2010 U.S. Access Board	21	17.5%	45.1%	37.4%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,352	34.0%	27.9%	38.1%	25,041	
2016 U.S. Access Board	11	7.4%	38.0%	54.6%	1	--
2015 U.S. Access Board	14	33.2%	22.4%	44.3%	2	--
2014 U.S. Access Board	20	14.2%	43.4%	42.4%	2	--
2013 U.S. Access Board	17	13.3%	40.6%	46.1%	3	--
2012 U.S. Access Board	20	33.6%	26.1%	40.3%	3	--
2011 U.S. Access Board	18	29.7%	28.2%	42.1%	3	--
2010 U.S. Access Board	20	41.3%	27.8%	30.9%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
2016 U.S. Access Board	12	15.5%	36.1%	48.4%	0	--
2015 U.S. Access Board	13	35.9%	17.3%	46.8%	3	--
2014 U.S. Access Board	19	15.1%	57.0%	28.0%	3	--
2013 U.S. Access Board	16	23.9%	44.4%	31.6%	4	--
2012 U.S. Access Board	19	45.2%	27.3%	27.5%	4	--
2011 U.S. Access Board	19	38.4%	37.0%	24.6%	2	--
2010 U.S. Access Board	20	47.2%	27.8%	25.0%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,664	73.3%	13.8%	12.9%	1,739	
2016 U.S. Access Board	12	47.3%	10.1%	42.6%	0	--
2015 U.S. Access Board	15	79.4%	6.9%	13.7%	1	--
2014 U.S. Access Board	20	64.1%	22.0%	13.9%	2	--
2013 U.S. Access Board	20	74.7%	15.6%	9.7%	0	--
2012 U.S. Access Board	23	65.0%	17.5%	17.4%	0	--
2011 U.S. Access Board	20	66.1%	9.7%	24.2%	1	--
2010 U.S. Access Board	22	63.3%	23.1%	13.5%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,303	54.2%	28.2%	17.6%	16,713	
2016 U.S. Access Board	12	24.0%	43.2%	32.8%	0	--
2015 U.S. Access Board	15	57.3%	22.0%	20.6%	1	--
2014 U.S. Access Board	20	39.5%	30.4%	30.1%	1	--
2013 U.S. Access Board	19	36.0%	43.8%	20.2%	1	--
2012 U.S. Access Board	20	47.5%	27.7%	24.8%	3	--
2011 U.S. Access Board	21	40.6%	46.0%	13.4%	0	--
2010 U.S. Access Board	22	38.4%	43.8%	17.8%	0	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
2016 U.S. Access Board	12	67.4%	26.0%	6.6%	--
2015 U.S. Access Board	16	100.0%	0.0%	0.0%	--
2014 U.S. Access Board	22	63.7%	36.3%	0.0%	--
2013 U.S. Access Board	20	86.2%	9.5%	4.3%	--
2012 U.S. Access Board	23	73.7%	22.1%	4.2%	--
2011 U.S. Access Board	20	66.6%	23.9%	9.5%	--
2010 U.S. Access Board	22	76.4%	14.7%	8.9%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,750	69.4%	17.3%	13.3%	6,753	
2016 U.S. Access Board	11	70.8%	10.3%	18.9%	0	--
2015 U.S. Access Board	15	65.5%	34.5%	0.0%	1	--
2014 U.S. Access Board	22	50.7%	44.9%	4.4%	0	--
2013 U.S. Access Board	20	66.8%	14.9%	18.3%	0	--
2012 U.S. Access Board	21	65.8%	15.1%	19.1%	1	--
2011 U.S. Access Board	20	72.2%	13.4%	14.4%	0	--
2010 U.S. Access Board	22	82.2%	4.8%	13.0%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,805	44.8%	24.6%	30.6%	9,449	
2016 U.S. Access Board	10	30.0%	12.6%	57.5%	1	--
2015 U.S. Access Board	16	22.6%	33.6%	43.8%	0	--
2014 U.S. Access Board	20	39.7%	15.6%	44.7%	2	--
2013 U.S. Access Board	20	43.5%	16.3%	40.2%	0	--
2012 U.S. Access Board	19	52.3%	27.0%	20.6%	3	--
2011 U.S. Access Board	19	51.4%	23.4%	25.2%	1	--
2010 U.S. Access Board	21	55.5%	31.0%	13.5%	1	

U.S. Access Board Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
2016 U.S. Access Board	11	24.9%	29.8%	45.3%	0	--
2015 U.S. Access Board	15	40.2%	39.2%	20.6%	1	--
2014 U.S. Access Board	20	34.8%	44.1%	21.1%	1	--
2013 U.S. Access Board	18	33.2%	50.7%	16.1%	2	--
2012 U.S. Access Board	21	55.4%	40.0%	4.7%	1	--
2011 U.S. Access Board	19	43.6%	41.3%	15.1%	1	--
2010 U.S. Access Board	22	66.4%	29.5%	4.1%	0	

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	385,387	38.4%	28.3%	33.3%	13,365	
2016 U.S. Access Board	11	17.2%	48.4%	34.4%	0	--
2015 U.S. Access Board	14	40.5%	23.7%	35.9%	2	--
2014 U.S. Access Board	20	34.9%	44.9%	20.3%	2	--
2013 U.S. Access Board	18	27.9%	45.5%	26.7%	2	--
2012 U.S. Access Board	19	30.3%	54.2%	15.5%	3	--
2011 U.S. Access Board	19	34.1%	36.7%	29.2%	1	--
2010 U.S. Access Board	21	65.4%	25.3%	9.3%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,966	22.3%	26.9%	50.7%	29,028	
2016 U.S. Access Board	11	7.7%	25.9%	66.4%	0	--
2015 U.S. Access Board	13	13.2%	41.5%	45.3%	3	--
2014 U.S. Access Board	18	16.1%	50.4%	33.5%	4	--
2013 U.S. Access Board	17	11.2%	42.6%	46.2%	3	--
2012 U.S. Access Board	17	16.6%	65.7%	17.7%	5	--
2011 U.S. Access Board	16	29.4%	35.7%	34.9%	4	--
2010 U.S. Access Board	19	40.5%	38.6%	20.9%	2	

U.S. Access Board Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
2016 U.S. Access Board	11	60.3%	20.3%	19.4%	0	--
2015 U.S. Access Board	14	50.2%	35.3%	14.5%	1	--
2014 U.S. Access Board	19	49.8%	26.8%	23.5%	3	--
2013 U.S. Access Board	17	56.3%	37.4%	6.3%	2	--
2012 U.S. Access Board	21	64.6%	30.7%	4.7%	1	--
2011 U.S. Access Board	19	52.8%	16.9%	30.3%	1	--
2010 U.S. Access Board	20	54.3%	45.7%	0.0%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,340	76.0%	13.3%	10.7%	6,278	
2016 U.S. Access Board	10	87.9%	12.1%	0.0%	1	--
2015 U.S. Access Board	16	86.1%	13.9%	0.0%	0	--
2014 U.S. Access Board	22	81.7%	13.9%	4.4%	0	--
2013 U.S. Access Board	18	77.1%	17.7%	5.3%	1	--
2012 U.S. Access Board	21	80.1%	15.2%	4.7%	1	--
2011 U.S. Access Board	19	63.6%	21.4%	15.0%	1	--
2010 U.S. Access Board	22	76.3%	19.6%	4.2%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,948	77.2%	13.3%	9.5%	4,677	
2016 U.S. Access Board	10	59.8%	32.3%	7.9%	1	--
2015 U.S. Access Board	16	67.8%	13.9%	18.2%	0	--
2014 U.S. Access Board	21	66.5%	18.5%	14.9%	1	--
2013 U.S. Access Board	20	71.2%	28.8%	0.0%	0	--
2012 U.S. Access Board	21	71.3%	28.7%	0.0%	1	--
2011 U.S. Access Board	19	54.8%	16.3%	28.9%	1	--
2010 U.S. Access Board	22	59.1%	23.1%	17.7%	0	

U.S. Access Board Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
2016 U.S. Access Board	9	34.5%	43.8%	21.7%	2	--
2015 U.S. Access Board	15	58.7%	27.5%	13.9%	1	--
2014 U.S. Access Board	20	43.6%	31.2%	25.2%	2	--
2013 U.S. Access Board	18	61.6%	22.5%	15.9%	2	--
2012 U.S. Access Board	20	53.4%	32.0%	14.6%	2	--
2011 U.S. Access Board	18	41.0%	32.8%	26.1%	2	--
2010 U.S. Access Board	22	58.5%	18.4%	23.1%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	361,746	66.7%	18.9%	14.4%	35,073	
2016 U.S. Access Board	10	61.8%	38.2%	0.0%	1	--
2015 U.S. Access Board	13	74.6%	25.4%	0.0%	3	--
2014 U.S. Access Board	18	79.9%	20.1%	0.0%	4	--
2013 U.S. Access Board	14	78.9%	14.8%	6.3%	5	--
2012 U.S. Access Board	20	63.4%	31.8%	4.9%	2	--
2011 U.S. Access Board	16	69.5%	12.3%	18.1%	4	--
2010 U.S. Access Board	21	69.7%	26.0%	4.3%	1	

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,488	74.0%	17.2%	8.8%	7,188	
2016 U.S. Access Board	11	64.7%	11.2%	24.1%	0	--
2015 U.S. Access Board	15	93.3%	6.7%	0.0%	1	--
2014 U.S. Access Board	22	87.2%	4.4%	8.3%	0	--
2013 U.S. Access Board	19	90.5%	9.5%	0.0%	1	--
2012 U.S. Access Board	22	86.0%	14.0%	0.0%	0	--
2011 U.S. Access Board	20	90.5%	9.5%	0.0%	0	--
2010 U.S. Access Board	22	95.9%	0.0%	4.1%	0	

U.S. Access Board Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
2016 U.S. Access Board	11	54.4%	0.0%	45.6%	--
2015 U.S. Access Board	16	53.6%	33.6%	12.8%	--
2014 U.S. Access Board	22	36.4%	36.0%	27.7%	--
2013 U.S. Access Board	20	58.8%	31.7%	9.5%	--
2012 U.S. Access Board	22	72.7%	8.7%	18.6%	--
2011 U.S. Access Board	20	58.1%	32.1%	9.8%	--
2010 U.S. Access Board	22	69.8%	25.5%	4.8%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,195	40.9%	26.8%	32.3%	30,395	
2016 U.S. Access Board	11	9.5%	18.6%	71.9%	0	--
2015 U.S. Access Board	15	25.1%	33.4%	41.5%	1	--
2014 U.S. Access Board	20	34.5%	30.4%	35.1%	2	--
2013 U.S. Access Board	16	30.6%	39.3%	30.1%	4	--
2012 U.S. Access Board	20	32.9%	42.1%	25.0%	2	--
2011 U.S. Access Board	18	31.6%	26.8%	41.6%	2	--
2010 U.S. Access Board	20	69.8%	20.3%	9.9%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	397,533	78.3%	10.8%	10.9%	2,147	
2016 U.S. Access Board	11	79.7%	11.2%	9.1%	0	--
2015 U.S. Access Board	16	87.2%	6.5%	6.3%	0	--
2014 U.S. Access Board	22	100.0%	0.0%	0.0%	0	--
2013 U.S. Access Board	20	80.8%	9.7%	9.5%	0	--
2012 U.S. Access Board	22	90.2%	5.1%	4.7%	0	--
2011 U.S. Access Board	20	95.1%	4.9%	0.0%	0	--
2010 U.S. Access Board	22	100.0%	0.0%	0.0%	0	

U.S. Access Board Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
2016 U.S. Access Board	11	57.0%	18.9%	24.1%	0	--
2015 U.S. Access Board	16	67.7%	25.8%	6.5%	0	--
2014 U.S. Access Board	22	72.2%	4.7%	23.1%	0	--
2013 U.S. Access Board	20	72.2%	9.3%	18.6%	0	--
2012 U.S. Access Board	22	82.1%	8.7%	9.2%	0	--
2011 U.S. Access Board	20	76.4%	4.3%	19.3%	0	--
2010 U.S. Access Board	22	71.0%	9.4%	19.5%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	391,835	63.4%	18.2%	18.4%	4,496	
2016 U.S. Access Board	10	61.0%	20.4%	18.5%	1	--
2015 U.S. Access Board	13	61.1%	23.2%	15.6%	2	--
2014 U.S. Access Board	21	57.7%	22.8%	19.5%	1	--
2013 U.S. Access Board	20	66.5%	19.7%	13.8%	0	--
2012 U.S. Access Board	22	69.0%	22.3%	8.7%	0	--
2011 U.S. Access Board	20	62.5%	13.9%	23.5%	0	--
2010 U.S. Access Board	21	66.0%	24.8%	9.2%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	365,376	67.8%	21.7%	10.5%	32,531	
2016 U.S. Access Board	10	67.7%	22.4%	9.8%	1	--
2015 U.S. Access Board	13	84.1%	15.9%	0.0%	3	--
2014 U.S. Access Board	20	64.2%	35.8%	0.0%	2	--
2013 U.S. Access Board	16	56.7%	38.0%	5.4%	4	--
2012 U.S. Access Board	22	71.8%	23.8%	4.5%	0	--
2011 U.S. Access Board	17	54.3%	28.8%	16.9%	3	--
2010 U.S. Access Board	21	59.9%	29.0%	11.1%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
2016 U.S. Access Board	11	47.5%	18.9%	33.6%	0	--
2015 U.S. Access Board	16	55.8%	24.7%	19.5%	0	--
2014 U.S. Access Board	21	62.4%	13.4%	24.2%	1	--
2013 U.S. Access Board	20	46.3%	24.9%	28.8%	0	--
2012 U.S. Access Board	22	69.2%	22.0%	8.7%	0	--
2011 U.S. Access Board	19	60.6%	9.5%	29.9%	1	--
2010 U.S. Access Board	22	58.7%	23.2%	18.1%	0	

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,465	65.6%	17.8%	16.6%	6,120	
2016 U.S. Access Board	10	61.8%	12.1%	26.1%	1	--
2015 U.S. Access Board	16	67.5%	19.5%	13.0%	0	--
2014 U.S. Access Board	21	57.8%	28.7%	13.5%	1	--
2013 U.S. Access Board	19	37.1%	26.4%	36.5%	1	--
2012 U.S. Access Board	22	77.0%	4.7%	18.3%	0	--
2011 U.S. Access Board	18	69.2%	15.6%	15.3%	2	--
2010 U.S. Access Board	22	71.7%	14.0%	14.2%	0	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,731	76.1%	12.1%	11.8%	
2016 U.S. Access Board	11	46.7%	29.2%	24.1%	--
2015 U.S. Access Board	16	74.2%	6.5%	19.3%	--
2014 U.S. Access Board	22	72.4%	0.0%	27.6%	--
2013 U.S. Access Board	20	76.0%	5.5%	18.6%	--
2012 U.S. Access Board	22	86.5%	9.0%	4.5%	--
2011 U.S. Access Board	20	71.6%	9.8%	18.6%	--
2010 U.S. Access Board	22	71.0%	29.0%	0.0%	

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49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
2016 U.S. Access Board	11	57.0%	11.2%	31.8%	--
2015 U.S. Access Board	16	67.5%	19.5%	13.0%	--
2014 U.S. Access Board	21	71.1%	15.5%	13.4%	--
2013 U.S. Access Board	20	76.0%	14.5%	9.5%	--
2012 U.S. Access Board	22	73.9%	17.4%	8.7%	--
2011 U.S. Access Board	20	72.3%	22.8%	4.9%	--
2010 U.S. Access Board	22	85.8%	14.2%	0.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,581	77.6%	10.0%	12.4%	
2016 U.S. Access Board	11	24.9%	30.6%	44.5%	--
2015 U.S. Access Board	16	45.1%	36.6%	18.2%	--
2014 U.S. Access Board	22	58.9%	13.1%	28.0%	--
2013 U.S. Access Board	20	41.0%	28.8%	30.2%	--
2012 U.S. Access Board	22	56.3%	13.3%	30.5%	--
2011 U.S. Access Board	20	51.4%	20.8%	27.8%	--
2010 U.S. Access Board	22	30.3%	27.7%	42.0%	

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,003	67.4%	16.0%	16.6%	
2016 U.S. Access Board	11	64.7%	18.9%	16.4%	--
2015 U.S. Access Board	16	68.6%	18.4%	13.0%	--
2014 U.S. Access Board	22	68.2%	13.0%	18.8%	--
2013 U.S. Access Board	20	66.5%	19.2%	14.3%	--
2012 U.S. Access Board	22	73.9%	8.2%	17.9%	--
2011 U.S. Access Board	19	70.8%	9.7%	19.6%	--
2010 U.S. Access Board	22	71.0%	15.4%	13.5%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
2016 U.S. Access Board	11	57.0%	18.9%	24.1%	--
2015 U.S. Access Board	16	67.7%	25.8%	6.5%	--
2014 U.S. Access Board	22	67.8%	9.1%	23.1%	--
2013 U.S. Access Board	20	66.4%	19.7%	13.8%	--
2012 U.S. Access Board	22	82.1%	4.3%	13.7%	--
2011 U.S. Access Board	19	65.7%	14.7%	19.6%	--
2010 U.S. Access Board	22	66.9%	14.3%	18.9%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	388,819	40.9%	24.1%	35.0%	7,594	
2016 U.S. Access Board	11	9.5%	28.4%	62.1%	0	--
2015 U.S. Access Board	15	32.0%	41.7%	26.2%	1	--
2014 U.S. Access Board	22	22.2%	36.1%	41.7%	0	--
2013 U.S. Access Board	20	35.0%	25.6%	39.4%	0	--
2012 U.S. Access Board	22	44.5%	28.1%	27.5%	0	--
2011 U.S. Access Board	20	27.5%	39.1%	33.4%	0	--
2010 U.S. Access Board	21	48.7%	26.5%	24.8%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	372,029	51.8%	24.0%	24.3%	23,730	
2016 U.S. Access Board	11	41.7%	41.9%	16.4%	0	--
2015 U.S. Access Board	16	55.9%	37.8%	6.3%	0	--
2014 U.S. Access Board	22	34.5%	41.0%	24.5%	0	--
2013 U.S. Access Board	19	46.0%	38.4%	15.7%	1	--
2012 U.S. Access Board	22	53.6%	32.1%	14.3%	0	--
2011 U.S. Access Board	20	46.4%	34.9%	18.7%	0	--
2010 U.S. Access Board	21	68.5%	21.7%	9.8%	1	

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55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
2016 U.S. Access Board	10	36.8%	34.2%	29.0%	1	--
2015 U.S. Access Board	16	69.0%	13.0%	18.0%	0	--
2014 U.S. Access Board	21	36.8%	37.9%	25.4%	1	--
2013 U.S. Access Board	17	63.5%	30.2%	6.3%	3	--
2012 U.S. Access Board	22	71.9%	23.6%	4.5%	0	--
2011 U.S. Access Board	20	71.5%	14.1%	14.4%	0	--
2010 U.S. Access Board	22	71.5%	14.9%	13.6%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,027	60.3%	20.1%	19.6%	5,145	
2016 U.S. Access Board	11	37.0%	29.8%	33.2%	0	--
2015 U.S. Access Board	16	40.6%	33.6%	25.8%	0	--
2014 U.S. Access Board	22	73.0%	8.8%	18.2%	0	--
2013 U.S. Access Board	19	62.4%	31.8%	5.7%	0	--
2012 U.S. Access Board	22	54.5%	32.3%	13.2%	0	--
2011 U.S. Access Board	19	70.3%	10.1%	19.6%	1	--
2010 U.S. Access Board	22	91.3%	4.6%	4.1%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	367,493	60.1%	23.5%	16.4%	26,319	
2016 U.S. Access Board	11	40.2%	35.7%	24.1%	0	--
2015 U.S. Access Board	11	81.1%	18.9%	0.0%	3	--
2014 U.S. Access Board	19	78.1%	16.7%	5.2%	3	--
2013 U.S. Access Board	18	77.8%	10.1%	12.1%	2	--
2012 U.S. Access Board	19	51.1%	37.9%	11.0%	3	--
2011 U.S. Access Board	19	65.0%	14.8%	20.2%	1	--
2010 U.S. Access Board	22	73.5%	22.4%	4.1%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
2016 U.S. Access Board	11	9.5%	28.4%	62.1%	0	--
2015 U.S. Access Board	15	38.7%	20.6%	40.7%	0	--
2014 U.S. Access Board	21	28.3%	18.4%	53.3%	1	--
2013 U.S. Access Board	19	27.2%	35.6%	37.2%	1	--
2012 U.S. Access Board	20	38.6%	35.8%	25.6%	2	--
2011 U.S. Access Board	19	45.2%	5.1%	49.7%	1	--
2010 U.S. Access Board	22	55.0%	18.3%	26.6%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,902	55.7%	22.4%	21.8%	14,062	
2016 U.S. Access Board	11	19.0%	28.0%	53.0%	0	--
2015 U.S. Access Board	15	51.6%	34.7%	13.7%	1	--
2014 U.S. Access Board	21	32.8%	24.8%	42.4%	0	--
2013 U.S. Access Board	20	40.2%	35.8%	24.0%	0	--
2012 U.S. Access Board	22	48.0%	33.5%	18.5%	0	--
2011 U.S. Access Board	18	48.4%	20.8%	30.8%	1	--
2010 U.S. Access Board	21	52.9%	37.2%	9.9%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	373,425	57.9%	23.3%	18.9%	21,965	
2016 U.S. Access Board	11	26.7%	49.2%	24.1%	0	--
2015 U.S. Access Board	15	66.4%	33.6%	0.0%	1	--
2014 U.S. Access Board	21	46.4%	28.9%	24.6%	1	--
2013 U.S. Access Board	20	59.4%	21.4%	19.2%	0	--
2012 U.S. Access Board	21	60.0%	30.0%	10.0%	1	--
2011 U.S. Access Board	19	55.6%	30.0%	14.4%	1	--
2010 U.S. Access Board	21	60.4%	29.0%	10.5%	1	

U.S. Access Board

Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
2016 U.S. Access Board	11	34.0%	41.9%	24.1%	0	--
2015 U.S. Access Board	16	42.9%	50.6%	6.5%	0	--
2014 U.S. Access Board	22	39.5%	23.5%	37.0%	0	--
2013 U.S. Access Board	19	51.7%	38.3%	10.0%	1	--
2012 U.S. Access Board	22	53.0%	27.6%	19.4%	0	--
2011 U.S. Access Board	20	57.5%	33.3%	9.2%	0	--
2010 U.S. Access Board	21	69.7%	24.7%	5.6%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,124	55.1%	25.8%	19.1%	32,433	
2016 U.S. Access Board	11	78.5%	10.3%	11.2%	0	--
2015 U.S. Access Board	15	93.1%	6.9%	0.0%	1	--
2014 U.S. Access Board	21	90.3%	4.9%	4.7%	1	--
2013 U.S. Access Board	18	86.9%	7.1%	6.0%	2	--
2012 U.S. Access Board	20	95.2%	4.8%	0.0%	2	--
2011 U.S. Access Board	20	79.1%	15.9%	4.9%	0	--
2010 U.S. Access Board	20	84.4%	15.6%	0.0%	2	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	394,068	50.7%	22.7%	26.6%	
2016 U.S. Access Board	11	46.7%	21.5%	31.8%	--
2015 U.S. Access Board	15	50.4%	22.0%	27.6%	--
2014 U.S. Access Board	21	37.0%	29.5%	33.5%	--
2013 U.S. Access Board	20	54.1%	31.7%	14.3%	--
2012 U.S. Access Board	22	53.4%	19.1%	27.5%	--
2011 U.S. Access Board	20	56.9%	9.9%	33.2%	--
2010 U.S. Access Board	22	56.2%	25.4%	18.4%	

U.S. Access Board

Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
2016 U.S. Access Board	11	20.4%	31.0%	48.6%	--
2015 U.S. Access Board	15	46.0%	19.5%	34.5%	--
2014 U.S. Access Board	21	27.9%	25.0%	47.1%	--
2013 U.S. Access Board	20	55.7%	14.9%	29.4%	--
2012 U.S. Access Board	22	44.5%	27.4%	28.1%	--
2011 U.S. Access Board	20	57.5%	18.9%	23.6%	--
2010 U.S. Access Board	22	43.1%	28.4%	28.5%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,389	47.5%	23.8%	28.7%	
2016 U.S. Access Board	11	34.0%	47.4%	18.6%	--
2015 U.S. Access Board	15	47.1%	39.2%	13.7%	--
2014 U.S. Access Board	21	49.2%	36.2%	14.5%	--
2013 U.S. Access Board	20	57.0%	24.4%	18.6%	--
2012 U.S. Access Board	22	63.4%	9.3%	27.3%	--
2011 U.S. Access Board	20	57.5%	19.0%	23.6%	--
2010 U.S. Access Board	22	55.6%	35.6%	8.9%	

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%	
2016 U.S. Access Board	11	17.2%	40.7%	42.1%	--
2015 U.S. Access Board	15	52.9%	33.4%	13.7%	--
2014 U.S. Access Board	21	27.9%	28.3%	43.8%	--
2013 U.S. Access Board	19	51.7%	27.5%	20.8%	--
2012 U.S. Access Board	22	48.7%	27.1%	24.2%	--
2011 U.S. Access Board	20	53.2%	28.1%	18.7%	--
2010 U.S. Access Board	22	58.0%	23.7%	18.4%	

U.S. Access Board Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
2016 U.S. Access Board	11	10.9%	46.6%	42.5%	--
2015 U.S. Access Board	15	11.6%	60.6%	27.8%	--
2014 U.S. Access Board	21	18.8%	37.9%	43.3%	--
2013 U.S. Access Board	20	9.5%	40.7%	49.7%	--
2012 U.S. Access Board	21	18.0%	57.9%	24.1%	--
2011 U.S. Access Board	20	33.0%	25.3%	41.7%	--
2010 U.S. Access Board	22	30.0%	35.5%	34.5%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,659	52.5%	23.5%	23.9%	
2016 U.S. Access Board	11	29.9%	46.0%	24.1%	--
2015 U.S. Access Board	14	40.3%	37.9%	21.9%	--
2014 U.S. Access Board	21	28.4%	45.0%	26.6%	--
2013 U.S. Access Board	20	10.2%	40.1%	49.7%	--
2012 U.S. Access Board	22	22.7%	55.4%	22.0%	--
2011 U.S. Access Board	20	35.2%	27.2%	37.6%	--
2010 U.S. Access Board	22	40.2%	31.3%	28.5%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,826	66.2%	17.4%	16.4%	
2016 U.S. Access Board	10	58.7%	12.1%	29.3%	--
2015 U.S. Access Board	15	65.5%	20.8%	13.7%	--
2014 U.S. Access Board	21	62.1%	10.3%	27.6%	--
2013 U.S. Access Board	20	65.2%	20.6%	14.3%	--
2012 U.S. Access Board	22	68.5%	27.2%	4.3%	--
2011 U.S. Access Board	20	71.5%	14.1%	14.4%	--
2010 U.S. Access Board	22	71.0%	18.9%	10.1%	

U.S. Access Board

Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
2016 U.S. Access Board	11	72.0%	20.3%	7.7%	--
2015 U.S. Access Board	15	86.1%	6.9%	6.9%	--
2014 U.S. Access Board	21	61.6%	23.6%	14.8%	--
2013 U.S. Access Board	20	60.8%	5.4%	33.8%	--
2012 U.S. Access Board	22	64.3%	13.8%	21.8%	--
2011 U.S. Access Board	18	68.0%	16.2%	15.8%	--
2010 U.S. Access Board	22	85.8%	5.3%	8.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,451	56.9%	21.4%	21.7%	
2016 U.S. Access Board	11	34.0%	31.6%	34.4%	--
2015 U.S. Access Board	15	59.9%	26.5%	13.7%	--
2014 U.S. Access Board	21	38.0%	33.0%	28.9%	--
2013 U.S. Access Board	20	55.7%	25.1%	19.2%	--
2012 U.S. Access Board	22	68.0%	13.4%	18.6%	--
2011 U.S. Access Board	20	62.3%	23.3%	14.4%	--
2010 U.S. Access Board	22	66.9%	18.9%	14.3%	

U.S. Access Board

Trend Report

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2016 Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
2016 U.S. Access Board	11	100.0%	0.0%	0.0%	0.0%
2015 U.S. Access Board	15	100.0%	0.0%	0.0%	0.0%
2014 U.S. Access Board	21	85.0%	0.0%	4.4%	10.6%
2013 U.S. Access Board	--	--	--	--	--
2012 U.S. Access Board	--	--	--	--	--
2011 U.S. Access Board	--	--	--	--	--
2010 U.S. Access Board	--	--	--	--	--

*This item is on a different response scale and is not included in the significance testing.

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
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
2016 U.S. Access Board	11	18.6%	45.7%	18.9%	16.8%
2015 U.S. Access Board	15	13.7%	31.1%	12.4%	35.9%
2014 U.S. Access Board	21	9.3%	41.9%	29.0%	19.8%
2013 U.S. Access Board	20	9.5%	40.1%	9.5%	31.1%
2012 U.S. Access Board	22	4.5%	31.2%	18.0%	37.6%
2011 U.S. Access Board	20	0.0%	42.4%	18.8%	15.6%
2010 U.S. Access Board	--	--	--	--	--

*This item is on a different response scale and is not included in the significance testing.

(continued)

U.S. Access Board

Trend Report

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2016 Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
2016 U.S. Access Board	11	0.0%	0.0%	0.0%	0.0%
2015 U.S. Access Board	15	0.0%	6.9%	0.0%	0.0%
2014 U.S. Access Board	21	0.0%	0.0%	0.0%	0.0%
2013 U.S. Access Board	20	4.3%	5.5%	0.0%	0.0%
2012 U.S. Access Board	22	4.5%	0.0%	0.0%	4.3%
2011 U.S. Access Board	20	9.5%	4.8%	0.0%	9.0%
2010 U.S. Access Board	--	--	--	--	--

**This item is on a different response scale and is not included in the significance testing.*

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

	N	Alternative Work Schedules (AWS)		
		Yes	No	Not Available To Me
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
2016 U.S. Access Board	11	64.6%	35.4%	0.0%
2015 U.S. Access Board	15	47.1%	52.9%	0.0%
2014 U.S. Access Board	21	58.4%	41.6%	0.0%
2013 U.S. Access Board	20	46.4%	53.6%	0.0%
2012 U.S. Access Board	22	54.8%	45.2%	0.0%
2011 U.S. Access Board	20	43.9%	56.1%	0.0%
2010 U.S. Access Board	--	--	--	--

**This item is on a different response scale and is not included in the significance testing.*

U.S. Access Board Trend Report

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,233	26.8%	61.0%	12.1%
2016 U.S. Access Board	10	24.2%	67.2%	8.6%
2015 U.S. Access Board	15	5.8%	52.7%	41.5%
2014 U.S. Access Board	21	13.4%	56.8%	29.8%
2013 U.S. Access Board	20	4.8%	58.3%	36.9%
2012 U.S. Access Board	22	3.9%	71.9%	24.2%
2011 U.S. Access Board	20	9.2%	46.3%	44.6%
2010 U.S. Access Board	--	--	--	--

**This item 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%
2016 U.S. Access Board	11	22.1%	77.9%	0.0%
2015 U.S. Access Board	15	37.8%	62.2%	0.0%
2014 U.S. Access Board	21	27.2%	68.2%	4.6%
2013 U.S. Access Board	20	19.3%	80.7%	0.0%
2012 U.S. Access Board	22	17.5%	82.5%	0.0%
2011 U.S. Access Board	20	16.1%	79.2%	4.8%
2010 U.S. Access Board	--	--	--	--

**This item is on a different response scale and is not included in the significance testing.*

U.S. Access Board Trend Report

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
2016 U.S. Access Board	11	0.0%	72.9%	27.1%
2015 U.S. Access Board	15	0.0%	79.4%	20.6%
2014 U.S. Access Board	21	0.0%	53.1%	46.9%
2013 U.S. Access Board	20	0.0%	58.8%	41.2%
2012 U.S. Access Board	22	0.0%	77.2%	22.8%
2011 U.S. Access Board	20	0.0%	48.0%	52.0%
2010 U.S. Access Board	--	--	--	--

**This item 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%
2016 U.S. Access Board	11	11.2%	61.7%	27.1%
2015 U.S. Access Board	15	0.0%	86.3%	13.7%
2014 U.S. Access Board	21	0.0%	62.4%	37.6%
2013 U.S. Access Board	20	0.0%	64.2%	35.8%
2012 U.S. Access Board	22	0.0%	77.2%	22.8%
2011 U.S. Access Board	20	0.0%	48.0%	52.0%
2010 U.S. Access Board	--	--	--	--

**This item is on a different response scale and is not included in the significance testing.*

U.S. Access Board Trend Report

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	204,775	78.9%	12.0%	9.1%	6,007	
2016 U.S. Access Board	11	62.1%	21.5%	16.4%	0	--
2015 U.S. Access Board	14	85.3%	7.2%	7.5%	0	--
2014 U.S. Access Board	21	72.0%	19.1%	8.8%	0	--
2013 U.S. Access Board	18	78.2%	0.0%	21.8%	0	--
2012 U.S. Access Board	19	84.3%	9.7%	5.9%	0	--
2011 U.S. Access Board	16	70.8%	22.9%	6.3%	0	--
2010 U.S. Access Board	--	--	--	--	--	

*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	Difference from previous year
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
2016 U.S. Access Board	7	82.7%	17.3%	0.0%	0	--
2015 U.S. Access Board	7	71.0%	29.0%	0.0%	0	--
2014 U.S. Access Board	12	100.0%	0.0%	0.0%	0	--
2013 U.S. Access Board	9	79.5%	10.2%	10.3%	0	--
2012 U.S. Access Board	12	91.9%	8.1%	0.0%	0	--
2011 U.S. Access Board	8	100.0%	0.0%	0.0%	0	--
2010 U.S. Access Board	--	--	--	--	--	

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

U.S. Access Board Trend Report

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	102,282	80.5%	15.7%	3.8%	7,335	
2016 U.S. Access Board	3	33.6%	66.4%	0.0%	0	--
2015 U.S. Access Board	1	100.0%	0.0%	0.0%	0	--
2014 U.S. Access Board	3	32.6%	67.4%	0.0%	0	--
2013 U.S. Access Board	1	100.0%	0.0%	0.0%	0	--
2012 U.S. Access Board	1	100.0%	0.0%	0.0%	0	--
2011 U.S. Access Board	2	100.0%	0.0%	0.0%	0	--
2010 U.S. Access Board	--	--	--	--	--	--

**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	
2016 U.S. Access Board	2	49.3%	50.7%	0.0%	0	--
2015 U.S. Access Board	3	64.0%	0.0%	36.0%	2	--
2014 U.S. Access Board	6	52.0%	32.6%	15.5%	0	--
2013 U.S. Access Board	3	100.0%	0.0%	0.0%	1	--
2012 U.S. Access Board	4	51.0%	24.5%	24.5%	0	--
2011 U.S. Access Board	3	29.8%	39.9%	30.3%	0	--
2010 U.S. Access Board	--	--	--	--	--	--

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

U.S. Access Board Trend Report

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
2016 U.S. Access Board	0	--	--	--	0	--
2015 U.S. Access Board	0	--	--	--	0	--
2014 U.S. Access Board	0	--	--	--	0	--
2013 U.S. Access Board	0	--	--	--	0	--
2012 U.S. Access Board	0	--	--	--	0	--
2011 U.S. Access Board	0	--	--	--	0	--
2010 U.S. Access Board	--	--	--	--	--	

**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	
2016 U.S. Access Board	1	0.0%	100.0%	0.0%	0	--
2015 U.S. Access Board	0	--	--	--	0	--
2014 U.S. Access Board	0	--	--	--	0	--
2013 U.S. Access Board	0	--	--	--	0	--
2012 U.S. Access Board	0	--	--	--	0	--
2011 U.S. Access Board	0	--	--	--	0	--
2010 U.S. Access Board	--	--	--	--	--	

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