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2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

Agency
Trend
Report

U.S. Agency for International Development



U.S. Agency for International Development

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. Agency for International Development	2,285
2015 U.S. Agency for International Development	2,004
2014 U.S. Agency for International Development	2,045
2013 U.S. Agency for International Development	2,266
2012 U.S. Agency for International Development	2,229
2011 U.S. Agency for International Development	1,243
2010 U.S. Agency for International Development	749

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

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

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

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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	Difference from previous year
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
2016 U.S. Agency for International Development	2,282	72.3%	13.4%	14.3%	↗
2015 U.S. Agency for International Development	2,001	69.3%	15.4%	15.2%	↗
2014 U.S. Agency for International Development	2,039	67.4%	13.8%	18.7%	→
2013 U.S. Agency for International Development	2,263	68.6%	14.4%	16.9%	→
2012 U.S. Agency for International Development	2,228	69.7%	14.1%	16.2%	→
2011 U.S. Agency for International Development	1,242	70.5%	12.3%	17.2%	→
2010 U.S. Agency for International Development	748	68.2%	14.8%	17.0%	

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. Agency for International Development	2,263	71.7%	13.7%	14.7%	→
2015 U.S. Agency for International Development	1,992	70.9%	13.3%	15.8%	↗
2014 U.S. Agency for International Development	2,018	68.5%	15.2%	16.3%	→
2013 U.S. Agency for International Development	2,247	67.6%	16.6%	15.8%	→
2012 U.S. Agency for International Development	2,217	68.7%	15.9%	15.3%	→
2011 U.S. Agency for International Development	1,241	67.5%	15.6%	16.8%	→
2010 U.S. Agency for International Development	749	67.9%	15.9%	16.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,408	57.7%	18.0%	24.3%	
2016 U.S. Agency for International Development	2,251	64.6%	17.5%	17.8%	→
2015 U.S. Agency for International Development	1,965	63.3%	15.7%	21.0%	↗
2014 U.S. Agency for International Development	2,015	60.5%	17.3%	22.3%	→
2013 U.S. Agency for International Development	2,230	60.9%	17.7%	21.4%	→
2012 U.S. Agency for International Development	2,214	60.3%	18.2%	21.5%	→
2011 U.S. Agency for International Development	1,240	58.6%	17.9%	23.5%	↘
2010 U.S. Agency for International Development	745	62.5%	15.5%	22.0%	

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
2016 U.S. Agency for International Development	2,252	73.8%	14.2%	12.0%	→
2015 U.S. Agency for International Development	1,987	72.6%	14.4%	13.0%	↗
2014 U.S. Agency for International Development	2,030	69.8%	15.1%	15.1%	↘
2013 U.S. Agency for International Development	2,254	71.7%	15.1%	13.2%	→
2012 U.S. Agency for International Development	2,213	72.0%	14.7%	13.3%	→
2011 U.S. Agency for International Development	1,241	70.3%	15.5%	14.2%	↘
2010 U.S. Agency for International Development	749	75.7%	14.6%	9.7%	

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. Agency for International Development	2,260	80.5%	12.4%	7.1%	→
2015 U.S. Agency for International Development	1,964	80.5%	13.1%	6.5%	→
2014 U.S. Agency for International Development	2,008	79.5%	12.4%	8.1%	→
2013 U.S. Agency for International Development	2,225	79.8%	13.2%	7.0%	→
2012 U.S. Agency for International Development	2,215	80.6%	13.1%	6.3%	→
2011 U.S. Agency for International Development	1,241	81.2%	11.2%	7.7%	→
2010 U.S. Agency for International Development	747	83.5%	10.3%	6.1%	

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. Agency for International Development	2,248	75.4%	13.1%	11.5%	→
2015 U.S. Agency for International Development	1,977	74.9%	12.6%	12.5%	↗
2014 U.S. Agency for International Development	2,008	72.3%	13.4%	14.3%	→
2013 U.S. Agency for International Development	2,232	72.3%	15.1%	12.6%	→
2012 U.S. Agency for International Development	2,205	72.0%	14.4%	13.5%	→
2011 U.S. Agency for International Development	1,235	71.1%	14.9%	14.0%	↘
2010 U.S. Agency for International Development	746	75.1%	14.2%	10.8%	

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
2016 U.S. Agency for International Development	2,259	96.8%	1.9%	1.3%	→
2015 U.S. Agency for International Development	1,984	96.5%	2.4%	1.0%	→
2014 U.S. Agency for International Development	2,017	96.7%	2.1%	1.2%	↘
2013 U.S. Agency for International Development	2,248	97.6%	1.9%	0.5%	→
2012 U.S. Agency for International Development	2,219	98.0%	1.3%	0.7%	→
2011 U.S. Agency for International Development	1,242	97.8%	1.7%	0.5%	→
2010 U.S. Agency for International Development	749	97.7%	1.6%	0.7%	

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. Agency for International Development	2,270	92.2%	6.6%	1.2%	→
2015 U.S. Agency for International Development	1,991	92.2%	6.5%	1.3%	→
2014 U.S. Agency for International Development	2,032	92.1%	6.3%	1.6%	→
2013 U.S. Agency for International Development	2,259	93.1%	6.0%	1.0%	→
2012 U.S. Agency for International Development	2,220	93.2%	5.9%	0.9%	→
2011 U.S. Agency for International Development	1,238	93.5%	5.8%	0.7%	→
2010 U.S. Agency for International Development	749	93.3%	5.5%	1.2%	

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. Agency for International Development	2,271	44.3%	15.5%	40.2%	1	→
2015 U.S. Agency for International Development	1,989	43.0%	14.4%	42.6%	3	→
2014 U.S. Agency for International Development	2,033	42.6%	14.5%	42.8%	5	→
2013 U.S. Agency for International Development	2,248	42.9%	15.2%	41.8%	5	→
2012 U.S. Agency for International Development	2,214	44.3%	16.1%	39.6%	10	↗
2011 U.S. Agency for International Development	1,237	40.3%	16.2%	43.6%	4	→
2010 U.S. Agency for International Development	745	40.8%	15.4%	43.8%	3	

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
2016 U.S. Agency for International Development	2,259	45.6%	16.2%	38.2%	0	→
2015 U.S. Agency for International Development	1,979	46.7%	15.1%	38.2%	3	↗
2014 U.S. Agency for International Development	2,015	44.4%	16.5%	39.2%	5	↘
2013 U.S. Agency for International Development	2,237	48.2%	14.7%	37.1%	2	→
2012 U.S. Agency for International Development	2,213	46.8%	17.7%	35.6%	5	→
2011 U.S. Agency for International Development	1,237	45.4%	17.1%	37.5%	4	→
2010 U.S. Agency for International Development	745	43.1%	16.2%	40.7%	2	

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. Agency for International Development	2,223	56.7%	17.2%	26.1%	2	→
2015 U.S. Agency for International Development	1,927	55.1%	17.5%	27.4%	12	↗
2014 U.S. Agency for International Development	1,970	51.9%	18.2%	30.0%	9	↘
2013 U.S. Agency for International Development	2,196	55.2%	16.3%	28.5%	9	→
2012 U.S. Agency for International Development	2,191	54.3%	17.4%	28.2%	13	→
2011 U.S. Agency for International Development	1,233	53.4%	14.8%	31.7%	7	↘
2010 U.S. Agency for International Development	742	56.7%	17.3%	26.0%	2	

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. Agency for International Development	2,263	86.1%	8.0%	5.9%	3	→
2015 U.S. Agency for International Development	1,981	85.1%	8.4%	6.4%	9	↗
2014 U.S. Agency for International Development	2,018	82.5%	9.8%	7.7%	7	→
2013 U.S. Agency for International Development	2,232	83.5%	9.4%	7.1%	7	↘
2012 U.S. Agency for International Development	2,211	85.1%	8.6%	6.3%	6	↗
2011 U.S. Agency for International Development	1,236	81.9%	10.5%	7.6%	3	↘
2010 U.S. Agency for International Development	746	84.2%	8.7%	7.1%	1	

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
2016 U.S. Agency for International Development	2,236	87.2%	8.6%	4.2%	4	→
2015 U.S. Agency for International Development	1,960	87.3%	8.6%	4.0%	2	↗
2014 U.S. Agency for International Development	2,004	85.8%	9.2%	5.0%	4	→
2013 U.S. Agency for International Development	2,208	86.7%	9.4%	3.9%	9	→
2012 U.S. Agency for International Development	2,198	87.4%	9.0%	3.6%	8	→
2011 U.S. Agency for International Development	1,236	85.6%	9.3%	5.1%	1	↘
2010 U.S. Agency for International Development	740	89.2%	7.4%	3.4%	1	

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. Agency for International Development	2,258	59.9%	13.5%	26.5%	7	→
2015 U.S. Agency for International Development	1,983	60.5%	12.5%	27.0%	3	↗
2014 U.S. Agency for International Development	2,024	57.4%	12.7%	29.9%	6	↘
2013 U.S. Agency for International Development	2,252	59.4%	13.8%	26.8%	5	→
2012 U.S. Agency for International Development	2,209	59.8%	12.8%	27.3%	11	↘
2011 U.S. Agency for International Development	1,231	63.3%	12.8%	23.8%	6	↗
2010 U.S. Agency for International Development	744	59.3%	14.3%	26.4%	4	

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. Agency for International Development	2,233	65.1%	15.7%	19.2%	35	→
2015 U.S. Agency for International Development	1,957	64.8%	13.5%	21.7%	29	→
2014 U.S. Agency for International Development	1,985	64.0%	16.9%	19.1%	45	↘
2013 U.S. Agency for International Development	2,209	67.9%	14.8%	17.2%	42	↘
2012 U.S. Agency for International Development	2,134	69.6%	16.3%	14.0%	88	→
2011 U.S. Agency for International Development	1,208	69.6%	16.0%	14.4%	32	→
2010 U.S. Agency for International Development	740	70.9%	14.9%	14.2%	7	

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
2016 U.S. Agency for International Development	2,247	74.9%	15.0%	10.0%	11	→
2015 U.S. Agency for International Development	1,978	74.7%	14.7%	10.6%	12	→
2014 U.S. Agency for International Development	2,012	74.0%	15.7%	10.2%	8	↘
2013 U.S. Agency for International Development	2,229	76.1%	14.7%	9.2%	10	→
2012 U.S. Agency for International Development	2,205	77.1%	14.8%	8.1%	15	→
2011 U.S. Agency for International Development	1,229	77.0%	13.8%	9.2%	8	↘
2010 U.S. Agency for International Development	747	80.4%	12.0%	7.6%	1	

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. Agency for International Development	2,156	68.1%	15.5%	16.4%	114	↗
2015 U.S. Agency for International Development	1,867	65.2%	17.6%	17.3%	124	→
2014 U.S. Agency for International Development	1,882	64.2%	17.5%	18.2%	144	→
2013 U.S. Agency for International Development	2,107	63.9%	18.2%	17.9%	145	↘
2012 U.S. Agency for International Development	2,072	68.0%	16.8%	15.2%	143	↗
2011 U.S. Agency for International Development	1,165	61.8%	18.7%	19.6%	73	→
2010 U.S. Agency for International Development	712	62.2%	17.2%	20.5%	36	

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. Agency for International Development	2,254	43.8%	23.8%	32.4%	8	→
2015 U.S. Agency for International Development	1,983	44.9%	21.0%	34.1%	9	↗
2014 U.S. Agency for International Development	2,010	40.4%	23.7%	35.9%	16	→
2013 U.S. Agency for International Development	2,228	39.9%	24.6%	35.5%	25	↘
2012 U.S. Agency for International Development	2,204	45.6%	21.8%	32.6%	15	→
2011 U.S. Agency for International Development	1,214	45.3%	20.9%	33.7%	19	↗
2010 U.S. Agency for International Development	732	38.3%	26.2%	35.4%	11	

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
2016 U.S. Agency for International Development	2,192	58.4%	16.1%	25.5%	90	↗
2015 U.S. Agency for International Development	1,932	56.5%	15.6%	27.9%	71	→
2014 U.S. Agency for International Development	1,950	58.4%	15.5%	26.1%	92	→
2013 U.S. Agency for International Development	2,157	59.1%	16.2%	24.7%	103	↘
2012 U.S. Agency for International Development	2,067	61.4%	17.1%	21.5%	159	→
2011 U.S. Agency for International Development	1,189	61.9%	16.9%	21.3%	51	→
2010 U.S. Agency for International Development	731	63.7%	13.4%	22.8%	18	

My Work Unit

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,886	73.3%	13.5%	13.2%	
2016 U.S. Agency for International Development	2,282	77.1%	12.5%	10.4%	→
2015 U.S. Agency for International Development	1,997	77.3%	10.7%	12.1%	→
2014 U.S. Agency for International Development	2,036	78.1%	11.4%	10.5%	↗
2013 U.S. Agency for International Development	2,263	76.1%	12.6%	11.3%	→
2012 U.S. Agency for International Development	2,222	77.2%	12.2%	10.6%	→
2011 U.S. Agency for International Development	1,227	75.6%	14.3%	10.0%	↘
2010 U.S. Agency for International Development	716	78.9%	12.4%	8.7%	

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. Agency for International Development	2,244	56.7%	18.6%	24.8%	36	→
2015 U.S. Agency for International Development	1,962	54.9%	18.5%	26.6%	34	→
2014 U.S. Agency for International Development	2,001	54.0%	19.3%	26.7%	39	→
2013 U.S. Agency for International Development	2,207	54.5%	19.8%	25.7%	56	→
2012 U.S. Agency for International Development	2,176	55.0%	19.5%	25.5%	47	↗
2011 U.S. Agency for International Development	1,206	52.1%	22.1%	25.8%	34	→
2010 U.S. Agency for International Development	732	50.6%	20.0%	29.4%	15	

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
2016 U.S. Agency for International Development	2,122	33.5%	27.3%	39.2%	144	→
2015 U.S. Agency for International Development	1,871	33.5%	26.4%	40.1%	122	→
2014 U.S. Agency for International Development	1,876	33.4%	29.3%	37.3%	155	↘
2013 U.S. Agency for International Development	2,074	36.4%	28.1%	35.4%	177	↘
2012 U.S. Agency for International Development	2,038	38.2%	30.4%	31.4%	175	↘
2011 U.S. Agency for International Development	1,148	41.2%	27.4%	31.3%	92	→
2010 U.S. Agency for International Development	715	43.4%	24.3%	32.3%	33	

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. Agency for International Development	2,115	30.4%	24.2%	45.4%	162	↗
2015 U.S. Agency for International Development	1,837	28.3%	22.9%	48.8%	148	→
2014 U.S. Agency for International Development	1,880	28.6%	24.0%	47.4%	156	↗
2013 U.S. Agency for International Development	2,078	26.1%	23.9%	50.0%	168	↘
2012 U.S. Agency for International Development	2,022	27.9%	26.2%	46.0%	196	→
2011 U.S. Agency for International Development	1,148	26.1%	28.5%	45.4%	92	↘
2010 U.S. Agency for International Development	704	29.0%	27.4%	43.6%	44	

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. Agency for International Development	2,181	34.1%	27.7%	38.2%	91	→
2015 U.S. Agency for International Development	1,913	33.5%	25.7%	40.7%	75	→
2014 U.S. Agency for International Development	1,934	33.0%	24.7%	42.3%	93	↗
2013 U.S. Agency for International Development	2,146	30.6%	27.3%	42.1%	110	↘
2012 U.S. Agency for International Development	2,098	34.4%	30.1%	35.4%	118	→
2011 U.S. Agency for International Development	1,173	32.9%	29.4%	37.7%	69	↘
2010 U.S. Agency for International Development	728	37.5%	25.9%	36.6%	20	

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
2016 U.S. Agency for International Development	2,080	44.4%	24.3%	31.3%	179	→
2015 U.S. Agency for International Development	1,869	43.6%	23.6%	32.9%	111	→
2014 U.S. Agency for International Development	1,890	43.2%	22.5%	34.4%	130	→
2013 U.S. Agency for International Development	2,071	42.3%	23.8%	33.9%	173	↘
2012 U.S. Agency for International Development	2,059	45.3%	26.1%	28.6%	156	↗
2011 U.S. Agency for International Development	1,147	42.8%	29.5%	27.7%	91	↘
2010 U.S. Agency for International Development	708	49.7%	21.6%	28.8%	38	

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. Agency for International Development	2,256	75.4%	12.4%	12.2%	11	→
2015 U.S. Agency for International Development	1,987	75.8%	12.5%	11.7%	7	→
2014 U.S. Agency for International Development	2,029	75.5%	12.7%	11.8%	8	→
2013 U.S. Agency for International Development	2,243	74.5%	12.4%	13.1%	10	→
2012 U.S. Agency for International Development	2,201	74.5%	12.8%	12.7%	14	→
2011 U.S. Agency for International Development	1,233	72.6%	14.2%	13.2%	5	→
2010 U.S. Agency for International Development	741	72.1%	13.6%	14.3%	5	

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. Agency for International Development	2,157	63.3%	23.6%	13.1%	117	→
2015 U.S. Agency for International Development	1,901	61.9%	24.6%	13.6%	95	↗
2014 U.S. Agency for International Development	1,940	58.5%	26.7%	14.8%	98	↘
2013 U.S. Agency for International Development	2,142	61.1%	25.1%	13.7%	114	→
2012 U.S. Agency for International Development	2,077	61.1%	26.0%	12.9%	141	→
2011 U.S. Agency for International Development	1,158	58.2%	26.7%	15.1%	76	→
2010 U.S. Agency for International Development	733	55.9%	27.0%	17.0%	15	

U.S. Agency for International Development Trend Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
2016 U.S. Agency for International Development	2,279	85.1%	12.1%	2.8%	↗
2015 U.S. Agency for International Development	2,001	83.5%	13.6%	2.9%	→
2014 U.S. Agency for International Development	2,042	83.2%	14.0%	2.8%	→
2013 U.S. Agency for International Development	2,263	82.4%	14.7%	2.8%	↘
2012 U.S. Agency for International Development	2,214	84.5%	13.4%	2.1%	↗
2011 U.S. Agency for International Development	1,238	79.2%	18.0%	2.8%	↘
2010 U.S. Agency for International Development	746	82.9%	14.1%	3.1%	

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. Agency for International Development	2,227	68.1%	16.6%	15.3%	22	→
2015 U.S. Agency for International Development	1,951	67.6%	17.3%	15.1%	14	→
2014 U.S. Agency for International Development	1,968	66.0%	17.7%	16.2%	24	→
2013 U.S. Agency for International Development	2,185	65.5%	19.3%	15.1%	33	↘
2012 U.S. Agency for International Development	2,133	68.7%	18.2%	13.2%	28	↗
2011 U.S. Agency for International Development	1,186	63.8%	19.7%	16.5%	15	→
2010 U.S. Agency for International Development	725	60.2%	20.7%	19.1%	6	

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. Agency for International Development	2,212	46.5%	24.1%	29.4%	34	↗
2015 U.S. Agency for International Development	1,940	44.3%	22.6%	33.1%	25	↗
2014 U.S. Agency for International Development	1,968	40.3%	23.7%	36.0%	31	→
2013 U.S. Agency for International Development	2,196	41.8%	24.9%	33.3%	26	↘
2012 U.S. Agency for International Development	2,124	45.0%	23.5%	31.4%	34	→
2011 U.S. Agency for International Development	1,177	44.0%	24.9%	31.1%	23	→
2010 U.S. Agency for International Development	719	45.2%	23.4%	31.4%	13	

U.S. Agency for International Development

Trend Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
2016 U.S. Agency for International Development	2,200	54.2%	21.6%	24.2%	32	→
2015 U.S. Agency for International Development	1,942	54.4%	22.1%	23.6%	16	↗
2014 U.S. Agency for International Development	1,964	49.6%	23.7%	26.7%	24	↘
2013 U.S. Agency for International Development	2,181	52.6%	21.7%	25.7%	35	↘
2012 U.S. Agency for International Development	2,129	56.3%	21.7%	22.0%	27	↗
2011 U.S. Agency for International Development	1,175	52.4%	24.3%	23.3%	24	→
2010 U.S. Agency for International Development	724	54.6%	23.6%	21.8%	7	

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. Agency for International Development	2,182	45.5%	27.6%	26.9%	46	→
2015 U.S. Agency for International Development	1,923	46.2%	26.6%	27.2%	33	↗
2014 U.S. Agency for International Development	1,953	41.8%	26.8%	31.4%	35	→
2013 U.S. Agency for International Development	2,169	42.7%	26.9%	30.4%	51	↘
2012 U.S. Agency for International Development	2,116	44.8%	27.9%	27.2%	38	→
2011 U.S. Agency for International Development	1,159	42.4%	27.8%	29.8%	37	↘
2010 U.S. Agency for International Development	720	46.8%	25.5%	27.7%	8	

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. Agency for International Development	2,081	17.3%	24.2%	58.6%	155	→
2015 U.S. Agency for International Development	1,813	17.0%	23.4%	59.7%	131	↗
2014 U.S. Agency for International Development	1,849	14.5%	23.6%	61.9%	134	→
2013 U.S. Agency for International Development	2,055	15.1%	26.0%	58.8%	162	↘
2012 U.S. Agency for International Development	1,990	19.6%	29.3%	51.2%	168	→
2011 U.S. Agency for International Development	1,103	19.4%	27.8%	52.8%	98	→
2010 U.S. Agency for International Development	699	21.9%	30.8%	47.3%	31	

U.S. Agency for International Development Trend Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
2016 U.S. Agency for International Development	2,099	60.5%	22.9%	16.6%	143	→
2015 U.S. Agency for International Development	1,819	62.3%	22.6%	15.2%	139	↗
2014 U.S. Agency for International Development	1,879	56.9%	25.9%	17.2%	114	↘
2013 U.S. Agency for International Development	2,086	60.3%	24.6%	15.1%	136	↘
2012 U.S. Agency for International Development	2,043	64.3%	21.9%	13.9%	111	→
2011 U.S. Agency for International Development	1,146	62.6%	23.2%	14.1%	52	→
2010 U.S. Agency for International Development	711	65.7%	21.5%	12.8%	20	

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. Agency for International Development	2,207	74.6%	14.3%	11.1%	37	→
2015 U.S. Agency for International Development	1,919	74.6%	13.7%	11.6%	41	→
2014 U.S. Agency for International Development	1,946	75.4%	14.8%	9.9%	46	↘
2013 U.S. Agency for International Development	2,144	77.6%	13.8%	8.5%	70	→
2012 U.S. Agency for International Development	2,107	77.2%	14.5%	8.3%	53	→
2011 U.S. Agency for International Development	1,184	76.1%	15.9%	8.0%	14	→
2010 U.S. Agency for International Development	717	76.2%	16.3%	7.5%	11	

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. Agency for International Development	2,213	76.7%	13.6%	9.7%	20	↗
2015 U.S. Agency for International Development	1,933	74.6%	14.0%	11.4%	27	→
2014 U.S. Agency for International Development	1,955	75.0%	14.7%	10.3%	32	→
2013 U.S. Agency for International Development	2,178	73.8%	14.9%	11.3%	36	→
2012 U.S. Agency for International Development	2,119	74.5%	15.9%	9.6%	34	↘
2011 U.S. Agency for International Development	1,195	76.5%	14.2%	9.3%	7	↗
2010 U.S. Agency for International Development	725	73.2%	15.6%	11.1%	6	

U.S. Agency for International Development Trend Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
2016 U.S. Agency for International Development	2,105	57.3%	19.7%	23.0%	138	→
2015 U.S. Agency for International Development	1,829	56.6%	19.3%	24.1%	125	↗
2014 U.S. Agency for International Development	1,876	50.3%	21.1%	28.7%	108	→
2013 U.S. Agency for International Development	2,074	52.2%	21.8%	26.0%	139	↘
2012 U.S. Agency for International Development	2,027	54.0%	22.9%	23.1%	121	→
2011 U.S. Agency for International Development	1,127	52.7%	23.3%	24.0%	69	→
2010 U.S. Agency for International Development	702	51.7%	24.8%	23.6%	29	

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. Agency for International Development	2,045	75.0%	13.8%	11.2%	186	→
2015 U.S. Agency for International Development	1,779	75.4%	14.0%	10.6%	179	↗
2014 U.S. Agency for International Development	1,818	69.6%	17.6%	12.8%	159	↘
2013 U.S. Agency for International Development	2,016	72.8%	15.8%	11.4%	201	→
2012 U.S. Agency for International Development	1,983	73.2%	16.4%	10.4%	167	→
2011 U.S. Agency for International Development	1,111	71.6%	17.4%	11.0%	89	→
2010 U.S. Agency for International Development	681	68.5%	17.8%	13.7%	48	

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. Agency for International Development	2,219	73.4%	18.3%	8.3%	28	→
2015 U.S. Agency for International Development	1,941	72.3%	18.7%	9.0%	24	↗
2014 U.S. Agency for International Development	1,951	67.4%	21.5%	11.1%	40	↘
2013 U.S. Agency for International Development	2,195	70.0%	21.5%	8.5%	33	→
2012 U.S. Agency for International Development	2,131	71.5%	20.0%	8.6%	27	→
2011 U.S. Agency for International Development	1,181	69.9%	20.2%	9.9%	18	→
2010 U.S. Agency for International Development	716	68.3%	20.5%	11.2%	5	

U.S. Agency for International Development Trend Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
2016 U.S. Agency for International Development	2,245	67.6%	19.4%	13.0%	↗
2015 U.S. Agency for International Development	1,965	64.0%	21.4%	14.6%	→
2014 U.S. Agency for International Development	1,993	62.6%	21.2%	16.2%	→
2013 U.S. Agency for International Development	2,220	64.0%	22.3%	13.7%	→
2012 U.S. Agency for International Development	2,159	65.0%	21.4%	13.5%	→
2011 U.S. Agency for International Development	1,199	62.8%	21.8%	15.3%	↘
2010 U.S. Agency for International Development	730	66.2%	20.8%	13.1%	

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. Agency for International Development	2,099	43.5%	23.6%	32.9%	148	↗
2015 U.S. Agency for International Development	1,823	40.8%	24.2%	35.0%	146	→
2014 U.S. Agency for International Development	1,857	39.5%	25.6%	34.9%	141	↘
2013 U.S. Agency for International Development	1,993	42.6%	27.4%	30.0%	230	→
2012 U.S. Agency for International Development	1,942	42.9%	29.3%	27.8%	217	→
2011 U.S. Agency for International Development	1,061	44.7%	30.0%	25.4%	136	→
2010 U.S. Agency for International Development	666	42.4%	33.5%	24.1%	66	

My Supervisor

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	397,533	78.3%	10.8%	10.9%	2,147	
2016 U.S. Agency for International Development	2,234	79.7%	9.5%	10.7%	8	→
2015 U.S. Agency for International Development	1,953	80.4%	7.8%	11.8%	6	↗
2014 U.S. Agency for International Development	1,979	76.2%	11.6%	12.2%	12	→
2013 U.S. Agency for International Development	2,200	75.5%	13.0%	11.5%	9	→
2012 U.S. Agency for International Development	2,135	76.9%	11.9%	11.3%	14	↗
2011 U.S. Agency for International Development	1,171	73.7%	12.1%	14.1%	6	→
2010 U.S. Agency for International Development	726	75.9%	12.5%	11.6%	4	

U.S. Agency for International Development Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
2016 U.S. Agency for International Development	2,227	73.9%	11.9%	14.2%	7	→
2015 U.S. Agency for International Development	1,950	74.3%	11.3%	14.4%	3	↗
2014 U.S. Agency for International Development	1,978	72.3%	11.8%	15.9%	6	→
2013 U.S. Agency for International Development	2,203	72.1%	11.6%	16.3%	5	→
2012 U.S. Agency for International Development	2,138	71.3%	12.7%	16.0%	8	→
2011 U.S. Agency for International Development	1,171	69.9%	13.2%	16.8%	5	→
2010 U.S. Agency for International Development	724	72.0%	13.3%	14.6%	4	

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. Agency for International Development	2,187	63.7%	18.0%	18.3%	31	→
2015 U.S. Agency for International Development	1,908	63.6%	16.8%	19.6%	29	↗
2014 U.S. Agency for International Development	1,942	61.1%	18.6%	20.4%	34	→
2013 U.S. Agency for International Development	2,176	62.5%	19.1%	18.4%	31	↘
2012 U.S. Agency for International Development	2,089	64.5%	17.0%	18.5%	48	→
2011 U.S. Agency for International Development	1,158	63.2%	17.9%	18.9%	18	→
2010 U.S. Agency for International Development	716	61.0%	19.8%	19.2%	12	

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. Agency for International Development	2,052	74.3%	17.3%	8.4%	182	→
2015 U.S. Agency for International Development	1,793	73.8%	17.5%	8.7%	158	↗
2014 U.S. Agency for International Development	1,820	71.9%	19.4%	8.7%	151	→
2013 U.S. Agency for International Development	2,023	71.8%	19.1%	9.0%	178	→
2012 U.S. Agency for International Development	1,959	73.3%	17.8%	8.9%	183	↗
2011 U.S. Agency for International Development	1,091	68.8%	22.4%	8.7%	81	→
2010 U.S. Agency for International Development	687	71.3%	18.9%	9.7%	40	

U.S. Agency for International Development Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
2016 U.S. Agency for International Development	2,212	61.3%	18.1%	20.7%	15	→
2015 U.S. Agency for International Development	1,934	60.4%	17.6%	22.0%	11	→
2014 U.S. Agency for International Development	1,963	58.9%	18.1%	22.9%	13	→
2013 U.S. Agency for International Development	2,187	58.2%	19.0%	22.8%	15	→
2012 U.S. Agency for International Development	2,120	59.2%	19.4%	21.4%	22	↗
2011 U.S. Agency for International Development	1,170	56.0%	21.7%	22.3%	7	→
2010 U.S. Agency for International Development	721	57.6%	20.1%	22.3%	7	

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. Agency for International Development	2,206	72.2%	14.7%	13.1%	27	→
2015 U.S. Agency for International Development	1,931	73.3%	14.9%	11.8%	17	↗
2014 U.S. Agency for International Development	1,961	69.6%	16.6%	13.8%	22	→
2013 U.S. Agency for International Development	2,185	70.2%	15.3%	14.5%	19	→
2012 U.S. Agency for International Development	2,130	71.2%	14.9%	13.9%	15	→
2011 U.S. Agency for International Development	1,164	69.9%	15.6%	14.5%	12	→
2010 U.S. Agency for International Development	721	69.0%	17.9%	13.2%	5	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	398,731	76.1%	12.1%	11.8%		
2016 U.S. Agency for International Development	2,239	79.9%	9.5%	10.5%		→
2015 U.S. Agency for International Development	1,950	80.9%	8.7%	10.3%		↗
2014 U.S. Agency for International Development	1,984	78.7%	9.5%	11.8%		→
2013 U.S. Agency for International Development	2,200	79.5%	9.2%	11.3%		→
2012 U.S. Agency for International Development	2,140	79.5%	9.1%	11.4%		↗
2011 U.S. Agency for International Development	1,175	76.0%	12.2%	11.8%		→
2010 U.S. Agency for International Development	730	78.3%	10.8%	10.9%		

U.S. Agency for International Development

Trend Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
2016 U.S. Agency for International Development	2,233	82.4%	8.3%	9.4%	→
2015 U.S. Agency for International Development	1,949	83.0%	8.7%	8.3%	→
2014 U.S. Agency for International Development	1,979	81.5%	9.8%	8.8%	→
2013 U.S. Agency for International Development	2,189	82.5%	8.1%	9.4%	→
2012 U.S. Agency for International Development	2,135	82.4%	8.5%	9.1%	↗
2011 U.S. Agency for International Development	1,174	78.2%	11.7%	10.1%	→
2010 U.S. Agency for International Development	729	79.8%	10.7%	9.5%	

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. Agency for International Development	2,232	75.4%	10.0%	14.6%	→
2015 U.S. Agency for International Development	1,944	75.4%	9.7%	14.9%	↗
2014 U.S. Agency for International Development	1,978	71.8%	11.6%	16.6%	→
2013 U.S. Agency for International Development	2,193	71.9%	11.0%	17.1%	→
2012 U.S. Agency for International Development	2,133	70.7%	11.5%	17.8%	→
2011 U.S. Agency for International Development	1,176	69.7%	12.0%	18.2%	→
2010 U.S. Agency for International Development	726	70.8%	12.1%	17.1%	

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. Agency for International Development	2,238	70.2%	14.7%	15.1%	→
2015 U.S. Agency for International Development	1,949	70.2%	13.5%	16.3%	↗
2014 U.S. Agency for International Development	1,984	66.0%	16.2%	17.8%	↘
2013 U.S. Agency for International Development	2,191	68.4%	15.4%	16.2%	→
2012 U.S. Agency for International Development	2,135	68.5%	16.1%	15.4%	→
2011 U.S. Agency for International Development	1,172	66.7%	16.4%	16.9%	→
2010 U.S. Agency for International Development	728	65.5%	15.6%	18.9%	

U.S. Agency for International Development Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
2016 U.S. Agency for International Development	2,240	71.9%	17.0%	11.1%	→
2015 U.S. Agency for International Development	1,947	71.2%	16.9%	11.8%	↗
2014 U.S. Agency for International Development	1,979	69.2%	18.4%	12.4%	→
2013 U.S. Agency for International Development	2,197	68.7%	19.0%	12.3%	↘
2012 U.S. Agency for International Development	2,135	70.6%	17.7%	11.6%	↗
2011 U.S. Agency for International Development	1,174	67.2%	17.7%	15.1%	→
2010 U.S. Agency for International Development	730	66.6%	21.4%	12.0%	

Leadership

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	388,819	40.9%	24.1%	35.0%	7,594	
2016 U.S. Agency for International Development	2,202	46.4%	24.2%	29.5%	21	↗
2015 U.S. Agency for International Development	1,918	39.6%	25.1%	35.3%	22	↗
2014 U.S. Agency for International Development	1,952	36.1%	24.0%	39.9%	23	↘
2013 U.S. Agency for International Development	2,165	40.3%	27.2%	32.5%	21	↘
2012 U.S. Agency for International Development	2,103	45.3%	24.6%	30.1%	10	→
2011 U.S. Agency for International Development	1,144	43.6%	25.5%	30.9%	12	→
2010 U.S. Agency for International Development	716	39.8%	26.5%	33.8%	3	

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. Agency for International Development	2,084	61.1%	22.9%	16.0%	139	↗
2015 U.S. Agency for International Development	1,836	55.8%	24.4%	19.8%	98	↗
2014 U.S. Agency for International Development	1,862	50.8%	25.2%	24.0%	108	↘
2013 U.S. Agency for International Development	2,109	56.6%	24.1%	19.2%	83	↘
2012 U.S. Agency for International Development	2,042	63.7%	22.7%	13.6%	68	→
2011 U.S. Agency for International Development	1,113	63.0%	21.0%	16.0%	43	↗
2010 U.S. Agency for International Development	702	57.8%	23.9%	18.3%	19	

U.S. Agency for International Development Trend Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
2016 U.S. Agency for International Development	2,114	68.7%	19.6%	11.7%	87	→
2015 U.S. Agency for International Development	1,820	67.1%	20.2%	12.7%	93	→
2014 U.S. Agency for International Development	1,872	65.9%	19.8%	14.3%	82	↘
2013 U.S. Agency for International Development	2,112	69.8%	18.1%	12.1%	56	↘
2012 U.S. Agency for International Development	2,067	72.6%	16.3%	11.1%	40	→
2011 U.S. Agency for International Development	1,136	71.1%	16.8%	12.1%	18	→
2010 U.S. Agency for International Development	711	68.7%	18.2%	13.1%	9	

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. Agency for International Development	2,196	65.3%	18.8%	15.9%	13	→
2015 U.S. Agency for International Development	1,906	64.7%	18.4%	16.9%	17	↗
2014 U.S. Agency for International Development	1,947	62.7%	18.5%	18.8%	17	→
2013 U.S. Agency for International Development	2,164	64.2%	18.5%	17.3%	11	↘
2012 U.S. Agency for International Development	2,095	67.3%	18.1%	14.6%	13	↗
2011 U.S. Agency for International Development	1,145	62.9%	18.2%	18.9%	3	↗
2010 U.S. Agency for International Development	718	58.4%	20.8%	20.8%	2	

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. Agency for International Development	2,132	62.5%	21.4%	16.0%	83	→
2015 U.S. Agency for International Development	1,857	61.0%	22.4%	16.5%	68	→
2014 U.S. Agency for International Development	1,883	59.9%	22.1%	18.0%	70	→
2013 U.S. Agency for International Development	2,104	61.0%	23.4%	15.7%	66	↘
2012 U.S. Agency for International Development	2,056	63.5%	21.1%	15.4%	47	↗
2011 U.S. Agency for International Development	1,119	59.2%	22.7%	18.1%	34	→
2010 U.S. Agency for International Development	689	56.7%	24.2%	19.1%	26	

U.S. Agency for International Development Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
2016 U.S. Agency for International Development	2,171	57.2%	21.7%	21.1%	44	→
2015 U.S. Agency for International Development	1,902	56.0%	21.3%	22.7%	35	↗
2014 U.S. Agency for International Development	1,933	52.4%	21.2%	26.4%	29	↘
2013 U.S. Agency for International Development	2,147	54.6%	22.7%	22.7%	26	↘
2012 U.S. Agency for International Development	2,073	58.0%	20.4%	21.6%	24	↗
2011 U.S. Agency for International Development	1,135	53.9%	21.8%	24.3%	16	→
2010 U.S. Agency for International Development	708	51.8%	25.8%	22.4%	11	

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. Agency for International Development	2,184	61.7%	19.5%	18.8%	35	↗
2015 U.S. Agency for International Development	1,901	59.5%	21.1%	19.4%	36	→
2014 U.S. Agency for International Development	1,931	57.7%	20.5%	21.9%	32	→
2013 U.S. Agency for International Development	2,151	59.6%	21.2%	19.2%	25	↘
2012 U.S. Agency for International Development	2,081	61.5%	18.8%	19.7%	23	↗
2011 U.S. Agency for International Development	1,134	57.3%	19.9%	22.8%	15	→
2010 U.S. Agency for International Development	706	57.5%	22.1%	20.4%	6	

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. Agency for International Development	2,129	64.0%	20.9%	15.1%	90	↗
2015 U.S. Agency for International Development	1,869	60.5%	23.4%	16.1%	66	→
2014 U.S. Agency for International Development	1,871	58.7%	24.9%	16.3%	88	→
2013 U.S. Agency for International Development	2,090	58.9%	25.2%	16.0%	92	↘
2012 U.S. Agency for International Development	2,025	62.3%	23.8%	13.9%	81	↗
2011 U.S. Agency for International Development	1,116	57.1%	25.3%	17.6%	32	→
2010 U.S. Agency for International Development	693	54.0%	27.4%	18.6%	22	

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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	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
2016 U.S. Agency for International Development	2,204	58.4%	23.3%	18.3%	18	↗
2015 U.S. Agency for International Development	1,925	49.4%	25.7%	24.9%	13	↗
2014 U.S. Agency for International Development	1,947	45.3%	26.2%	28.5%	19	↘
2013 U.S. Agency for International Development	2,160	49.7%	25.7%	24.5%	23	↘
2012 U.S. Agency for International Development	2,098	57.0%	21.8%	21.2%	13	↗
2011 U.S. Agency for International Development	1,146	52.6%	25.0%	22.4%	7	→
2010 U.S. Agency for International Development	699	50.8%	25.5%	23.6%	11	

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. Agency for International Development	2,102	58.9%	22.2%	19.0%	121	↗
2015 U.S. Agency for International Development	1,826	54.6%	24.2%	21.2%	110	↗
2014 U.S. Agency for International Development	1,843	51.4%	25.2%	23.4%	126	→
2013 U.S. Agency for International Development	2,060	53.2%	25.1%	21.7%	125	→
2012 U.S. Agency for International Development	1,966	54.6%	25.6%	19.8%	146	↗
2011 U.S. Agency for International Development	1,070	50.8%	25.4%	23.8%	78	↗
2010 U.S. Agency for International Development	655	45.4%	30.5%	24.1%	64	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,068	50.7%	22.7%	26.6%		
2016 U.S. Agency for International Development	2,216	56.7%	20.3%	23.0%		↗
2015 U.S. Agency for International Development	1,933	54.1%	21.3%	24.6%		↗
2014 U.S. Agency for International Development	1,955	50.4%	20.6%	29.0%		↘
2013 U.S. Agency for International Development	2,171	53.6%	21.0%	25.5%		→
2012 U.S. Agency for International Development	2,090	53.5%	22.4%	24.1%		→
2011 U.S. Agency for International Development	1,143	52.0%	22.0%	26.0%		→
2010 U.S. Agency for International Development	714	54.4%	22.7%	22.9%		

U.S. Agency for International Development Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
2016 U.S. Agency for International Development	2,208	55.5%	22.6%	21.8%	→
2015 U.S. Agency for International Development	1,924	54.4%	22.0%	23.7%	↗
2014 U.S. Agency for International Development	1,951	49.6%	24.7%	25.7%	↘
2013 U.S. Agency for International Development	2,169	52.4%	23.0%	24.5%	↘
2012 U.S. Agency for International Development	2,092	56.9%	21.7%	21.4%	↗
2011 U.S. Agency for International Development	1,142	51.9%	21.4%	26.6%	↗
2010 U.S. Agency for International Development	715	47.3%	23.3%	29.4%	

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. Agency for International Development	2,207	50.2%	23.3%	26.5%	↗
2015 U.S. Agency for International Development	1,922	47.4%	24.7%	27.9%	→
2014 U.S. Agency for International Development	1,943	45.6%	25.1%	29.3%	↘
2013 U.S. Agency for International Development	2,159	48.0%	25.4%	26.7%	↘
2012 U.S. Agency for International Development	2,088	51.1%	24.4%	24.5%	→
2011 U.S. Agency for International Development	1,143	52.4%	23.9%	23.7%	→
2010 U.S. Agency for International Development	713	49.4%	23.2%	27.5%	

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. Agency for International Development	2,206	46.7%	30.2%	23.1%	↗
2015 U.S. Agency for International Development	1,915	42.8%	29.9%	27.3%	↗
2014 U.S. Agency for International Development	1,951	36.2%	30.9%	32.9%	↘
2013 U.S. Agency for International Development	2,159	40.3%	31.3%	28.4%	↘
2012 U.S. Agency for International Development	2,085	45.7%	28.5%	25.8%	↗
2011 U.S. Agency for International Development	1,142	42.9%	29.2%	27.9%	↗
2010 U.S. Agency for International Development	712	39.0%	32.3%	28.7%	

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Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
2016 U.S. Agency for International Development	2,210	40.5%	27.9%	31.6%	→
2015 U.S. Agency for International Development	1,918	41.0%	27.9%	31.1%	↗
2014 U.S. Agency for International Development	1,943	37.6%	30.3%	32.1%	↘
2013 U.S. Agency for International Development	2,160	40.6%	29.1%	30.3%	↘
2012 U.S. Agency for International Development	2,082	42.5%	28.6%	29.0%	→
2011 U.S. Agency for International Development	1,140	43.4%	29.0%	27.7%	→
2010 U.S. Agency for International Development	713	44.2%	28.3%	27.5%	

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. Agency for International Development	2,204	53.6%	25.5%	20.9%	→
2015 U.S. Agency for International Development	1,915	53.7%	24.8%	21.5%	↗
2014 U.S. Agency for International Development	1,937	51.5%	25.7%	22.8%	→
2013 U.S. Agency for International Development	2,163	50.1%	25.6%	24.2%	↘
2012 U.S. Agency for International Development	2,074	53.8%	23.2%	23.0%	→
2011 U.S. Agency for International Development	1,137	52.9%	22.7%	24.4%	↗
2010 U.S. Agency for International Development	711	47.9%	25.6%	26.5%	

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. Agency for International Development	2,209	65.3%	18.5%	16.2%	→
2015 U.S. Agency for International Development	1,921	65.2%	18.1%	16.8%	↗
2014 U.S. Agency for International Development	1,942	61.2%	20.0%	18.8%	↘
2013 U.S. Agency for International Development	2,162	64.2%	19.2%	16.7%	→
2012 U.S. Agency for International Development	2,073	65.4%	18.8%	15.8%	→
2011 U.S. Agency for International Development	1,141	66.0%	16.5%	17.5%	→
2010 U.S. Agency for International Development	711	65.2%	17.8%	17.0%	

U.S. Agency for International Development Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
2016 U.S. Agency for International Development	2,205	61.7%	16.4%	21.8%	→
2015 U.S. Agency for International Development	1,924	60.0%	17.8%	22.2%	→
2014 U.S. Agency for International Development	1,954	58.4%	17.5%	24.1%	→
2013 U.S. Agency for International Development	2,166	56.5%	17.4%	26.1%	↘
2012 U.S. Agency for International Development	2,084	59.2%	18.4%	22.5%	↘
2011 U.S. Agency for International Development	1,139	63.4%	17.3%	19.3%	↘
2010 U.S. Agency for International Development	712	70.2%	17.2%	12.5%	

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. Agency for International Development	2,208	61.2%	21.6%	17.2%	→
2015 U.S. Agency for International Development	1,928	59.4%	20.6%	20.1%	↗
2014 U.S. Agency for International Development	1,953	53.2%	23.7%	23.0%	↘
2013 U.S. Agency for International Development	2,171	56.0%	23.5%	20.5%	→
2012 U.S. Agency for International Development	2,086	57.5%	23.0%	19.5%	→
2011 U.S. Agency for International Development	1,140	58.1%	20.4%	21.5%	→
2010 U.S. Agency for International Development	713	56.9%	20.6%	22.5%	

Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2016 Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
2016 U.S. Agency for International Development	2,205	64.1%	11.8%	16.5%	7.6%
2015 U.S. Agency for International Development	1,923	62.0%	12.0%	17.8%	8.2%
2014 U.S. Agency for International Development	1,944	62.0%	11.3%	19.2%	7.5%
2013 U.S. Agency for International Development	--	--	--	--	--
2012 U.S. Agency for International Development	--	--	--	--	--
2011 U.S. Agency for International Development	--	--	--	--	--
2010 U.S. Agency for International Development	--	--	--	--	--

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

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Work/Life (continued)

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
2016 U.S. Agency for International Development	2,199	2.3%	16.8%	11.8%	30.9%
2015 U.S. Agency for International Development	1,913	2.1%	15.2%	12.8%	28.6%
2014 U.S. Agency for International Development	1,934	1.5%	15.5%	10.4%	29.2%
2013 U.S. Agency for International Development	2,137	1.0%	12.7%	10.3%	28.1%
2012 U.S. Agency for International Development	2,058	0.7%	10.0%	11.0%	28.2%
2011 U.S. Agency for International Development	1,110	0.7%	5.3%	6.3%	30.4%
2010 U.S. Agency for International Development	--	--	--	--	--

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

(continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2016 Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
2016 U.S. Agency for International Development	2,199	7.8%	2.2%	14.9%	13.3%
2015 U.S. Agency for International Development	1,913	9.3%	2.2%	16.3%	13.5%
2014 U.S. Agency for International Development	1,934	10.0%	3.3%	16.8%	13.2%
2013 U.S. Agency for International Development	2,137	9.2%	3.6%	19.1%	16.0%
2012 U.S. Agency for International Development	2,058	10.4%	5.2%	18.2%	16.4%
2011 U.S. Agency for International Development	1,110	14.5%	6.2%	21.3%	15.4%
2010 U.S. Agency for International Development	--	--	--	--	--

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

U.S. Agency for International Development Trend Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
2016 U.S. Agency for International Development	2,202	21.8%	56.0%	22.2%
2015 U.S. Agency for International Development	1,921	24.9%	51.8%	23.3%
2014 U.S. Agency for International Development	1,928	24.4%	50.4%	25.2%
2013 U.S. Agency for International Development	2,150	24.4%	49.3%	26.3%
2012 U.S. Agency for International Development	2,079	25.2%	51.0%	23.9%
2011 U.S. Agency for International Development	1,140	28.6%	48.7%	22.7%
2010 U.S. Agency for International Development	--	--	--	--

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

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,233	26.8%	61.0%	12.1%
2016 U.S. Agency for International Development	2,200	27.2%	63.9%	8.9%
2015 U.S. Agency for International Development	1,913	27.1%	62.7%	10.2%
2014 U.S. Agency for International Development	1,928	25.7%	62.1%	12.2%
2013 U.S. Agency for International Development	2,146	26.2%	58.9%	14.9%
2012 U.S. Agency for International Development	2,078	18.0%	67.0%	15.0%
2011 U.S. Agency for International Development	1,137	15.9%	65.2%	19.0%
2010 U.S. Agency for International Development	--	--	--	--

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

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	387,376	13.6%	81.0%	5.3%
2016 U.S. Agency for International Development	2,183	9.1%	80.7%	10.2%
2015 U.S. Agency for International Development	1,886	8.2%	79.9%	11.9%
2014 U.S. Agency for International Development	1,896	8.3%	78.9%	12.8%
2013 U.S. Agency for International Development	2,110	7.3%	78.2%	14.5%
2012 U.S. Agency for International Development	2,065	6.1%	80.9%	13.0%
2011 U.S. Agency for International Development	1,131	4.3%	80.0%	15.7%
2010 U.S. Agency for International Development	--	--	--	--

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

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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
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
2016 U.S. Agency for International Development	2,199	6.2%	77.9%	15.8%
2015 U.S. Agency for International Development	1,919	4.3%	76.1%	19.6%
2014 U.S. Agency for International Development	1,937	3.4%	75.8%	20.9%
2013 U.S. Agency for International Development	2,140	3.1%	74.5%	22.3%
2012 U.S. Agency for International Development	2,075	2.4%	76.4%	21.2%
2011 U.S. Agency for International Development	1,135	1.6%	74.9%	23.5%
2010 U.S. Agency for International Development	--	--	--	--

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

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,248	2.3%	80.4%	17.2%
2016 U.S. Agency for International Development	2,201	2.1%	83.1%	14.8%
2015 U.S. Agency for International Development	1,919	2.6%	79.4%	18.1%
2014 U.S. Agency for International Development	1,934	2.6%	78.9%	18.5%
2013 U.S. Agency for International Development	2,149	2.5%	76.4%	21.1%
2012 U.S. Agency for International Development	2,070	1.9%	78.0%	20.1%
2011 U.S. Agency for International Development	1,130	0.9%	75.6%	23.5%
2010 U.S. Agency for International Development	--	--	--	--

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	204,775	78.9%	12.0%	9.1%	6,007	
2016 U.S. Agency for International Development	1,310	77.4%	12.6%	10.0%	71	→
2015 U.S. Agency for International Development	1,156	76.3%	12.7%	11.0%	51	→
2014 U.S. Agency for International Development	1,139	74.7%	15.0%	10.3%	52	→
2013 U.S. Agency for International Development	1,135	72.7%	16.2%	11.1%	82	→
2012 U.S. Agency for International Development	1,012	72.1%	16.5%	11.4%	91	↗
2011 U.S. Agency for International Development	456	64.2%	24.0%	11.8%	66	--
2010 U.S. Agency for International Development	--	--	--	--	--	--

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

U.S. Agency for International Development Trend Report

Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
2016 U.S. Agency for International Development	456	90.3%	6.1%	3.5%	17	→
2015 U.S. Agency for International Development	485	91.3%	5.4%	3.3%	11	→
2014 U.S. Agency for International Development	484	90.1%	7.9%	2.0%	16	→
2013 U.S. Agency for International Development	547	91.9%	5.8%	2.3%	14	→
2012 U.S. Agency for International Development	526	91.9%	4.7%	3.5%	14	→
2011 U.S. Agency for International Development	330	92.2%	5.3%	2.4%	4	--
2010 U.S. Agency for International Development	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	102,282	80.5%	15.7%	3.8%	7,335	
2016 U.S. Agency for International Development	553	83.5%	14.9%	1.6%	49	→
2015 U.S. Agency for International Development	491	84.5%	14.0%	1.5%	41	→
2014 U.S. Agency for International Development	481	85.5%	12.4%	2.1%	39	→
2013 U.S. Agency for International Development	520	84.2%	14.4%	1.4%	67	→
2012 U.S. Agency for International Development	338	81.0%	16.8%	2.2%	38	→
2011 U.S. Agency for International Development	166	79.5%	14.7%	5.8%	16	--
2010 U.S. Agency for International Development	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	51,991	75.5%	20.1%	4.4%	8,067	
2016 U.S. Agency for International Development	189	78.8%	17.3%	3.9%	33	→
2015 U.S. Agency for International Development	152	74.8%	21.0%	4.2%	46	→
2014 U.S. Agency for International Development	147	78.4%	18.2%	3.4%	56	↗
2013 U.S. Agency for International Development	149	71.9%	26.6%	1.6%	57	→
2012 U.S. Agency for International Development	109	76.9%	19.2%	3.9%	42	→
2011 U.S. Agency for International Development	42	71.5%	23.6%	4.8%	12	--
2010 U.S. Agency for International Development	--	--	--	--	--	

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

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
2016 U.S. Agency for International Development	131	89.2%	8.6%	2.3%	18	↗
2015 U.S. Agency for International Development	81	79.5%	16.7%	3.8%	15	→
2014 U.S. Agency for International Development	61	79.8%	13.8%	6.4%	23	↗
2013 U.S. Agency for International Development	57	68.6%	26.6%	4.8%	40	→
2012 U.S. Agency for International Development	45	72.6%	27.4%	0.0%	21	--
2011 U.S. Agency for International Development	18	42.8%	46.1%	11.0%	5	--
2010 U.S. Agency for International Development	--	--	--	--	--	--

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	7,399	67.6%	30.2%	2.2%	3,730	
2016 U.S. Agency for International Development	43	82.4%	9.7%	7.9%	14	→
2015 U.S. Agency for International Development	45	72.7%	24.7%	2.7%	16	→
2014 U.S. Agency for International Development	41	70.7%	29.3%	0.0%	25	→
2013 U.S. Agency for International Development	45	64.8%	31.0%	4.3%	29	→
2012 U.S. Agency for International Development	37	70.1%	29.9%	0.0%	22	--
2011 U.S. Agency for International Development	12	59.6%	34.8%	5.6%	8	--
2010 U.S. Agency for International Development	--	--	--	--	--	--

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

U.S. Agency for International Development

Trend Report

Demographic Questions

Where do you work?

	N	%
Headquarters	1,314	59.9%
Field	878	40.1%

What is your supervisory status?

	N	%
Non-Supervisor	853	38.9%
Team Leader	303	13.8%
Supervisor	527	24.0%
Manager	369	16.8%
Senior Leader	142	6.5%

Are you:

	N	%
Male	1,034	47.4%
Female	1,146	52.6%

Are you Hispanic or Latino?

	N	%
Yes	140	6.5%
No	2,022	93.5%

Race

	N	%
American Indian or Alaska Native	5	0.2%
Asian	149	7.1%
Black or African American	366	17.4%
Native Hawaiian or Other Pacific Islander	6	0.3%
White	1,494	71.2%
Two or more races	79	3.8%

U.S. Agency for International Development

Trend Report

Demographic Questions (continued)

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

	N	%
Less than High School	3	0.1%
High School Diploma/GED or equivalent	23	1.1%
Trade or Technical Certificate	4	0.2%
Some College (no degree)	70	3.2%
Associate's Degree (e.g., AA, AS)	31	1.4%
Bachelor's Degree (e.g., BA, BS)	292	13.4%
Master's Degree (e.g., MA, MS, MBA)	1,379	63.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	377	17.3%

What is your pay category/grade?

	N	%
Federal Wage System	20	0.9%
GS 1-6	9	0.4%
GS 7-12	237	10.9%
GS 13-15	1,161	53.6%
Senior Executive Service	111	5.1%
Senior Level (SL) or Scientific or Professional (ST)	20	0.9%
Other	610	28.1%

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

	N	%
Less than 1 year	22	1.0%
1 to 3 years	166	7.6%
4 to 5 years	259	11.9%
6 to 10 years	647	29.6%
11 to 14 years	387	17.7%
15 to 20 years	292	13.4%
More than 20 years	412	18.9%

U.S. Agency for International Development *Trend Report*

Demographic Questions (continued)

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

	N	%
Less than 1 year	58	2.7%
1 to 3 years	301	13.8%
4 to 5 years	385	17.7%
6 to 10 years	663	30.5%
11 to 20 years	521	23.9%
More than 20 years	249	11.4%

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

	N	%
No	1,457	67.0%
Yes, to retire	94	4.3%
Yes, to take another job within the Federal Government	292	13.4%
Yes, to take another job outside the Federal Government	170	7.8%
Yes, other	161	7.4%

I am planning to retire:

	N	%
Within one year	65	3.0%
Between one and three years	150	7.0%
Between three and five years	208	9.6%
Five or more years	1,734	80.4%

Self-Identify as:

	N	%
Heterosexual or Straight	1,744	83.3%
Gay, Lesbian, Bisexual, or Transgender	123	5.9%
I prefer not to say	226	10.8%

What is your US military service status?

	N	%
No Prior Military Service	1,915	88.7%
Currently in National Guard or Reserves	12	0.6%
Retired	65	3.0%
Separated or Discharged	168	7.8%

U.S. Agency for International Development

Trend Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	137	6.3%
No	2,025	93.7%

What is your age group?

	N	%
25 and under	5	0.2%
26-29	50	2.2%
30-39	672	29.4%
40-49	687	30.1%
50-59	609	26.7%
60 or older	262	11.5%