

**Pension Benefit Guaranty Corporation
Federal Employee Viewpoint Survey 2018¹**

We Seek Employees' Perspectives

To find out how PBGC employees feel about their work environment, leadership, work/life balance and other aspects of the agency, we ask them to take the Federal Employee Viewpoint Survey (FEVS). The survey was administered May 2, 2018 through June 13, 2018, and 60% of our employees completed the survey.

An Engaged Workforce

Our Employee Engagement Index (EEI) score is 79%, our highest score ever for this index. PBGC ranked 4th among small agencies and 4th among large agencies in employee engagement. The EEI is comprised of three sub-factors: Leaders Lead, Supervisors, and Intrinsic Work Experience. The index provides a guide to the areas that agencies can focus on to foster an engaged workforce. PBGC employees responded positively to questions in this index. Those questions in this index receiving the highest scores included:

- *I know how my work relates to the agency's goals and priorities. (92%)*
- *My supervisor treats me with respect. (89%)*
- *I know what is expected of me on the job. (88%)*
- *My supervisor listens to what I have to say. (87%)*

An Inclusive Workforce

Our New Inclusion Quotient (New IQ) score is 72%. PBGC ranked 5th among both small and large agencies in inclusiveness. The New IQ is grouped into five Habits of Inclusion: Fair, Open, Cooperative, Supportive, and Empowering. It is based on the concept that individual behaviors repeated over time will create habits necessary for inclusiveness. The Supportive Habit of Inclusion received the highest scores in this index. Those questions included:

- *My supervisor supports my need to balance work and other life issues. (90%)*
- *In the last six months, my supervisor has talked with me about my performance. (90%)*
- *My supervisor treats me with respect. (89%)*
- *My supervisor listens to what I have to say. (87%)*

Highest % Positive Items:

The top five ranking questions have scores ranging from 92% to 97%. The questions and responses are:

- *When needed, employees are willing to put in the extra effort to get a job done. (97%)*
- *The work I do is important. (92%)*
- *I am constantly looking for ways to do my job better. (92%)*
- *I know how my work relates to the agency's goals and priorities. (92%)*
- *Employees are protected from health and safety hazards on the job. (92%)*

PBGC employees are very satisfied with our Work/Life Programs, giving high scores for Alternate Work Schedules, Telework, and Health and Wellness.

A Commitment to Improve

At PBGC, we value employees and recognize the importance of providing a work environment that is safe, conducive to professional growth and an overall good place to work. While some scores have improved over the last year, others have declined. However, there are 51 items identified as strengths (65% positive or higher) and no item identified as a challenge (35% negative or higher). The 2018 FEVS results will help us strive toward a model work environment that supports effective human capital practices.

PBGC's Results

OPM provided results are included. The attached document includes the core survey trend responses, work/life programs results and demographics.² The scores have been rounded.

¹ The Office of Personnel Management (OPM) requires agencies to conduct an annual survey of their employees.

² Below is a compilation of the 2018 Federal Employee Viewpoint Survey (FedView) questions and responses. We include the 2018, 2017, 2016, 2015, 2014, and 2013 results for comparison. This summary displays responses by *Positive*, *Neutral*, *Negative*, and where applicable, *Do Not Know* or *No Basis to Judge*. For example, **Positive** represents responses of Strongly Agree and Agree and Very Satisfied and Satisfied. **Neutral** represents responses of Neither Agree nor Disagree and Neither Satisfied nor Dissatisfied. **Negative** represents responses of Disagree and Strongly Disagree and Dissatisfied and Very Dissatisfied.

My Work Experiences

<i>01. I am given a real opportunity to improve my skills in my organization.</i>	Positive	Neutral	Negative
2018 FedView Results	79%	9%	11%
2017 FedView Results	76%	14%	10%
2016 FedView Results	70%	16%	14%
2015 FedView Results	72%	12%	16%
2014 FedView Results	71%	14%	15%
2013 FedView Results	70%	13%	17%
<i>02. I have enough information to do my job well.</i>	Positive	Neutral	Negative
2018 FedView Results	82%	10%	8%
2017 FedView Results	82%	11%	7%
2016 FedView Results	77%	13%	10%
2015 FedView Results	74%	14%	12%
2014 FedView Results	73%	13%	14%
2013 FedView Results	72%	14%	13%
<i>03. I feel encouraged to come up with new and better ways of doing things.</i>	Positive	Neutral	Negative
2018 FedView Results	77%	12%	11%
2017 FedView Results	73%	14%	14%
2016 FedView Results	66%	17%	17%
2015 FedView Results	67%	14%	20%
2014 FedView Results	67%	12%	21%
2013 FedView Results	61%	19%	20%
<i>04. My work gives me a feeling of personal accomplishment.</i>	Positive	Neutral	Negative
2018 FedView Results	80%	12%	8%
2017 FedView Results	81%	11%	8%
2016 FedView Results	79%	11%	10%
2015 FedView Results	77%	10%	13%

2014 FedView Result	74%	12%	14%
2013 FedView Results	75%	13%	13%

05. I like the kind of work I do.

	Positive	Neutral	Negative
2018 FedView Results	84%	12%	4%
2017 FedView Results	82%	11%	7%
2016 FedView Results	86%	9%	5%
2015 FedView Results	82%	12%	6%
2014 FedView Results	81%	12%	7%
2013 FedView Results	79%	14%	8%

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

	Positive	Neutral	Negative
2018 FedView Results	88%	8%	5%
2017 FedView Results	86%	9%	5%
2016 FedView Results	82%	10%	8%
2015 FedView Results	81%	11%	8%
2014 FedView Results	78%	11%	11%
2013 FedView Results	75%	12%	13%

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

	Positive	Neutral	Negative
2018 FedView Results	97%	2%	1%
2017 FedView Results	96%	3%	1%
2016 FedView Results	97%	2%	1%
2015 FedView Results	96%	3%	2%
2014 FedView Results	95%	3%	2%
2013 FedView Results	94%	3%	2%

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

	Positive	Neutral	Negative
2018 FedView Results	92%	7%	1%
2017 FedView Results	90%	8%	1%

2016 FedView Results	89%	10%	1%
2015 FedView Results	90%	8%	3%
2014 FedView Results	90%	8%	2%
2013 FedView Results	90%	8%	1%

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

Positive Neutral Negative

2018 FedView Results	70%	12%	18%
2017 FedView Results	64%	14%	22%
2016 FedView Results	64%	14%	22%
2015 FedView Results	60%	14%	27%
2014 FedView Results	57%	14%	29%
2013 FedView Results	53%	16%	31%

10. My workload is reasonable.

Positive Neutral Negative

2018 FedView Results	77%	11%	12%
2017 FedView Results	69%	14%	17%
2016 FedView Results	67%	14%	20%
2015 FedView Results	60%	15%	25%
2014 FedView Results	56%	17%	27%
2013 FedView Results	55%	17%	28%

11. My talents are used well in the workplace.

Positive Neutral Negative

2018 FedView Results	67%	16%	17%
2017 FedView Results	65%	16%	19%
2016 FedView Results	64%	15%	21%
2015 FedView Results	61%	16%	24%
2014 FedView Results	58%	18%	24%
2013 FedView Results	55%	18%	27%

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

Positive Neutral Negative

2018 FedView Results	92%	4%	3%
2017 FedView Results	90%	7%	3%
2016 FedView Results	90%	5%	5%
2015 FedView Results	89%	7%	4%
2014 FedView Results	90%	6%	4%
2013 FedView Results	89%	7%	4%

13. The work I do is important.

	Positive	Neutral	Negative
2018 FedView Results	92%	5%	3%
2017 FedView Results	91%	6%	3%
2016 FedView Results	93%	5%	2%
2015 FedView Results	92%	6%	2%
2014 FedView Results	89%	7%	4%
2013 FedView Results	89%	9%	2%

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

	Positive	Neutral	Negative
2018 FedView Results	90%	5%	5%
2017 FedView Results	89%	8%	3%
2016 FedView Results	86%	9%	5%
2015 FedView Results	88%	7%	5%
2014 FedView Results	86%	9%	5%
2013 FedView Results	86%	9%	5%

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

	Positive	Neutral	Negative
2018 FedView Results	79%	10%	11%
2017 FedView Results	77%	12%	11%
2016 FedView Results	69%	13%	18%
2015 FedView Results	67%	14%	19%
2014 FedView Results	59%	15%	26%
2013 FedView Results	60%	17%	23%

16. I am held accountable for achieving results.	Positive	Neutral	Negative
2018 FedView Results	91%	7%	3%
2017 FedView Results	89%	8%	3%
2016 FedView Results	86%	9%	5%
2015 FedView Results	86%	9%	4%
2014 FedView Results	85%	11%	4%
2013 FedView Results	86%	11%	4%

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Positive	Neutral	Negative
2018 FedView Results	75%	17%	9%
2017 FedView Results	71%	15%	14%
2016 FedView Results	63%	22%	15%
2015 FedView Results	63%	21%	17%
2014 FedView Results	60%	21%	19%
2013 FedView Results	57%	25%	19%

18. My training needs are assessed.	Positive	Neutral	Negative
2018 FedView Results	64%	21%	15%
2017 FedView Results	64%	20%	15%
2016 FedView Results	57%	23%	20%
2015 FedView Results	58%	20%	22%
2014 FedView Results	55%	21%	24%
2013 FedView Results	50%	24%	26%

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).	Positive	Neutral	Negative
2018 FedView Results	78%	10%	11%
2017 FedView Results	74%	14%	12%
2016 FedView Results	66%	13%	20%

2015 FedView Results	65%	13%	22%
2014 FedView Results	62%	13%	25%
2013 FedView Results	57%	15%	28%

My Work Unit

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

	Positive	Neutral	Negative
2018 FedView Results	85%	8%	8%
2017 FedView Results	83%	10%	6%
2016 FedView Results	80%	12%	9%
2015 FedView Results	77%	11%	12%
2014 FedView Results	73%	15%	12%
2013 FedView Results	70%	16%	14%

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

	Positive	Neutral	Negative
2018 FedView Results	61%	23%	16%
2017 FedView Results	55%	25%	20%
2016 FedView Results	63%	18%	19%
2015 FedView Results	53%	25%	22%
2014 FedView Results	53%	23%	24%
2013 FedView Results	49%	26%	25%

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

	Positive	Neutral	Negative
2018 FedView Results	56%	25%	19%
2017 FedView Results	52%	24%	24%
2016 FedView Results	46%	25%	29%
2015 FedView Results	47%	25%	29%
2014 FedView Results	45%	27%	28%
2013 FedView Results	42%	27%	31%

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Positive	Neutral	Negative
2018 FedView Results	45%	33%	22%
2017 FedView Results	38%	33%	30%
2016 FedView Results	34%	33%	33%
2015 FedView Results	35%	30%	36%
2014 FedView Results	36%	29%	35%
2013 FedView Results	31%	33%	36%

24. In my work unit, differences in performance are recognized in a meaningful way.	Positive	Neutral	Negative
2018 FedView Results	53%	28%	19%
2017 FedView Results	47%	28%	26%
2016 FedView Results	38%	29%	33%
2015 FedView Results	36%	29%	35%
2014 FedView Results	34%	31%	35%
2013 FedView Results	34%	31%	35%

25. Awards in my work unit depend on how well employees perform their jobs.	Positive	Neutral	Negative
2018 FedView Results	60%	22%	18%
2017 FedView Results	57%	23%	20%
2016 FedView Results	50%	22%	28%
2015 FedView Results	44%	26%	30%
2014 FedView Results	48%	23%	29%
2013 FedView Results	43%	26%	31%

26. Employees in my work unit share job knowledge with each other.	Positive	Neutral	Negative
2018 FedView Results	81%	11%	8%
2017 FedView Results	80%	11%	9%
2016 FedView Results	77%	12%	11%
2015 FedView Results	76%	11%	13%

2014 FedView Results	74%	13%	13%
2013 FedView Results	71%	14%	15%

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

Positive Neutral Negative

2018 FedView Results	67%	23%	10%
2017 FedView Results	66%	25%	9%
2016 FedView Results	60%	29%	12%
2015 FedView Results	59%	24%	17%
2014 FedView Results	55%	29%	16%
2013 FedView Results	56%	30%	14%

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

Positive Neutral Negative

2018 FedView Results	90%	8%	2%
2017 FedView Results	89%	9%	1%
2016 FedView Results	86%	12%	2%
2015 FedView Results	85%	12%	3%
2014 FedView Results	83%	14%	3%
2013 FedView Results	82%	14%	4%

My Agency

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

Positive Neutral Negative

2018 FedView Results	88%	8%	4%
2017 FedView Results	78%	13%	9%
2016 FedView Results	76%	14%	10%
2015 FedView Results	72%	17%	11%
2014 FedView Results	72%	17%	11%
2013 FedView Results	67%	21%	13%

30. Employees have a feeling of personal empowerment with respect to work processes.	Positive	Neutral	Negative
2018 FedView Results	60%	24%	16%
2017 FedView Results	57%	24%	19%
2016 FedView Results	50%	25%	25%
2015 FedView Results	43%	27%	30%
2014 FedView Results	43%	26%	31%
2013 FedView Results	39%	25%	36%
31. Employees are recognized for providing high quality products and services.	Positive	Neutral	Negative
2018 FedView Results	68%	18%	14%
2017 FedView Results	64%	22%	14%
2016 FedView Results	57%	19%	25%
2015 FedView Results	50%	23%	27%
2014 FedView Results	53%	20%	27%
2013 FedView Results	47%	23%	30%
32. Creativity and innovation are rewarded.	Positive	Neutral	Negative
2018 FedView Results	62%	22%	16%
2017 FedView Results	52%	27%	20%
2016 FedView Results	47%	26%	27%
2015 FedView Results	40%	19%	30%
2014 FedView Results	44%	26%	30%
2013 FedView Results	38%	26%	36%
33. Pay raises depend on how well employees perform their jobs.	Positive	Neutral	Negative
2018 FedView Results	36%	33%	31%
2017 FedView Results	31%	31%	37%
2016 FedView Results	30%	30%	40%
2015 FedView Results	20%	33%	47%
2014 FedView Results	25%	31%	44%

2013 FedView Results	21%	29%	50%
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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

Positive Neutral Negative

2018 FedView Results	71%	20%	10%
2017 FedView Results	70%	19%	11%
2016 FedView Results	63%	23%	14%
2015 FedView Results	68%	18%	14%
2014 FedView Results	66%	20%	14%
2013 FedView Results	66%	22%	12%

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

Positive Neutral Negative

2018 FedView Results	92%	6%	2%
2017 FedView Results	90%	9%	1%
2016 FedView Results	89%	9%	2%
2015 FedView Results	87%	9%	4%
2014 FedView Results	87%	10%	3%
2013 FedView Results	87%	11%	3%

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

Positive Neutral Negative

2018 FedView Results	88%	8%	4%
2017 FedView Results	86%	10%	4%
2016 FedView Results	82%	12%	6%
2015 FedView Results	78%	13%	9%
2014 FedView Results	84%	11%	5%
2013 FedView Results	81%	16%	4%

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	Positive	Neutral	Negative
2018 FedView Results	70%	17%	14%
2017 FedView Results	65%	20%	15%
2016 FedView Results	56%	24%	20%
2015 FedView Results	51%	23%	26%
2014 FedView Results	51%	22%	27%
2013 FedView Results	49%	25%	26%

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.	Positive	Neutral	Negative
2018 FedView Results	78%	14%	9%
2017 FedView Results	75%	16%	10%
2016 FedView Results	67%	20%	14%
2015 FedView Results	70%	17%	13%
2014 FedView Results	64%	20%	16%
2013 FedView Results	65%	21%	14%

39. My agency is successful at accomplishing its mission.	Positive	Neutral	Negative
2018 FedView Results	89%	8%	2%
2017 FedView Results	88%	10%	2%
2016 FedView Results	83%	12%	5%
2015 FedView Results	79%	14%	7%
2014 FedView Results	80%	14%	6%
2013 FedView Results	83%	11%	6%

40. I recommend my organization as a good place to work.	Positive	Neutral	Negative
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2018 FedView Results	82%	13%	5%
2017 FedView Results	78%	14%	7%
2016 FedView Results	72%	18%	10%
2015 FedView Results	66%	20%	14%
2014 FedView Results	64%	23%	13%
2013 FedView Results	66%	20%	14%

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

Positive Neutral Negative

2018 FedView Results	60%	23%	17%
2017 FedView Results	57%	25%	18%
2016 FedView Results	54%	24%	22%
2015 FedView Results	48%	28%	24%
2014 FedView Results	46%	25%	29%
2013 FedView Results	42%	28%	30%

My Supervisor/Team Leader

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

Positive Neutral Negative

2018 FedView Results	90%	4%	6%
2017 FedView Results	89%	6%	5%
2016 FedView Results	85%	8%	7%
2015 FedView Results	85%	9%	7%
2014 FedView Results	82%	8%	10%
2013 FedView Results	77%	10%	12%

43. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

Positive Neutral Negative

2018 FedView Results	80%	10%	10%
2017 FedView Results	79%	11%	11%
2016 FedView Results	74%	13%	13%
2015 FedView Results	73%	13%	14%

2014 FedView Results	66%	17%	17%
2013 FedView Results	67%	15%	17%

44. Discussions with my supervisor/team leader about my performance are worthwhile.

Positive Neutral Negative

2018 FedView Results	78%	13%	9%
2017 FedView Results	75%	14%	11%
2016 FedView Results	71%	14%	15%
2015 FedView Results	66%	17%	16%
2014 FedView Results	61%	18%	21%
2013 FedView Results	62%	15%	23%

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

Positive Neutral Negative

2018 FedView Results	79%	15%	6%
2017 FedView Results	80%	15%	5%
2016 FedView Results	76%	15%	9%
2015 FedView Results	74%	18%	9%
2014 FedView Results	69%	17%	14%
2013 FedView Results	67%	20%	13%

46. My supervisor/team leader provides me with constructive suggestions to improve my performance.

Positive Neutral Negative

2018 FedView Results	78%	13%	9%
2017 FedView Results	74%	16%	10%
2016 FedView Results	71%	15%	14%
2015 FedView Results	68%	17%	15%
2014 FedView Results	61%	19%	20%
2013 FedView Results	62%	17%	21%

47. Supervisors/team leaders in my work unit support employee development.

Positive Neutral Negative

2018 FedView Results	81%	10%	9%
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2017 FedView Results	79%	12%	9%
2016 FedView Results	75%	13%	12%
2015 FedView Results	73%	14%	13%
2014 FedView Results	69%	15%	16%
2013 FedView Results	70%	13%	17%

48. My supervisor/team leader listens to what I have to say.

Positive Neutral Negative

2018 FedView Results	87%	8%	6%
2017 FedView Results	86%	7%	7%
2016 FedView Results	82%	9%	8%
2015 FedView Results	80%	12%	8%
2014 FedView Results	78%	10%	12%
2013 FedView Results	75%	10%	14%

49. My supervisor/team leader treats me with respect.

Positive Neutral Negative

2018 FedView Results	89%	6%	6%
2017 FedView Results	88%	7%	6%
2016 FedView Results	85%	10%	5%
2015 FedView Results	84%	9%	8%
2014 FedView Results	81%	8%	11%
2013 FedView Results	77%	11%	12%

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

Positive Neutral Negative

2018 FedView Results	90%	6%	5%
2017 FedView Results	90%	5%	5%
2016 FedView Results	87%	8%	5%
2015 FedView Results	85%	8%	7%
2014 FedView Results	86%	6%	8%
2013 FedView Results	85%	6%	9%

51. I have trust and confidence in my supervisor.	Positive	Neutral	Negative
2018 FedView Results	80%	11%	9%
2017 FedView Results	77%	12%	11%
2016 FedView Results	75%	13%	12%
2015 FedView Results	71%	15%	14%
2014 FedView Results	64%	18%	18%
2013 FedView Results	62%	17%	21%

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Positive	Neutral	Negative
2018 FedView Results	82%	13%	5%
2017 FedView Results	82%	13%	5%
2016 FedView Results	77%	16%	7%
2015 FedView Results	74%	16%	9%
2014 FedView Results	68%	20%	12%
2013 FedView Results	66%	19%	15%

Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Positive	Neutral	Negative
2018 FedView Results	61%	21%	19%
2017 FedView Results	53%	25%	22%
2016 FedView Results	49%	24%	27%
2015 FedView Results	46%	23%	31%
2014 FedView Results	37%	23%	40%
2013 FedView Results	37%	24%	38%

54. My organization's leaders maintain high standards of honesty and integrity.	Positive	Neutral	Negative
2018 FedView Results	69%	21%	10%
2017 FedView Results	63%	23%	14%
2016 FedView Results	57%	21%	21%

2015 FedView Results	57%	20%	23%
2014 FedView Results	45%	28%	27%
2013 FedView Results	50%	26%	24%

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

Positive Neutral Negative

2018 FedView Results	76%	16%	8%
2017 FedView Results	76%	15%	9%
2016 FedView Results	62%	23%	14%
2015 FedView Results	63%	20%	16%
2014 FedView Results	63%	22%	15%
2013 FedView Results	62%	19%	18%

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

Positive Neutral Negative

2018 FedView Results	79%	12%	10%
2017 FedView Results	74%	14%	12%
2016 FedView Results	67%	15%	18%
2015 FedView Results	62%	21%	16%
2014 FedView Results	65%	19%	16%
2013 FedView Results	62%	20%	18%

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

Positive Neutral Negative

2018 FedView Results	78%	14%	8%
2017 FedView Results	75%	17%	8%
2016 FedView Results	69%	16%	15%
2015 FedView Results	64%	24%	12%
2014 FedView Results	65%	23%	12%
2013 FedView Results	66%	19%	15%

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	Positive	Neutral	Negative
2018 FedView Results	70%	15%	15%
2017 FedView Results	66%	17%	17%
2016 FedView Results	58%	21%	21%
2015 FedView Results	58%	20%	22%
2014 FedView Results	59%	19%	22%
2013 FedView Results	56%	22%	22%
59. Managers support collaboration across work units to accomplish work objectives.	Positive	Neutral	Negative
2018 FedView Results	71%	15%	14%
2017 FedView Results	69%	18%	13%
2016 FedView Results	63%	20%	17%
2015 FedView Results	60%	20%	20%
2014 FedView Results	62%	20%	18%
2013 FedView Results	63%	19%	18%
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	Positive	Neutral	Negative
2018 FedView Results	77%	16%	6%
2017 FedView Results	72%	19%	9%
2016 FedView Results	65%	21%	14%
2015 FedView Results	64%	21%	14%
2014 FedView Results	59%	22%	19%
2013 FedView Results	57%	24%	20%
61. I have a high level of respect for my organization's senior leaders.	Positive	Neutral	Negative
2018 FedView Results	71%	19%	10%
2017 FedView Results	64%	23%	13%
2016 FedView Results	61%	21%	18%

2015 FedView Results	54%	26%	20%
2014 FedView Results	47%	24%	29%
2013 FedView Results	48%	25%	27%

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

Positive Neutral Negative

2018 FedView Results	83%	11%	6%
2017 FedView Results	76%	18%	6%
2016 FedView Results	71%	18%	11%
2015 FedView Results	68%	20%	12%
2014 FedView Results	56%	24%	20%
2013 FedView Results	53%	27%	20%

My Satisfaction

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

Positive Neutral Negative

2018 FedView Results	72%	17%	11%
2017 FedView Results	68%	17%	15%
2016 FedView Results	60%	20%	20%
2015 FedView Results	58%	21%	21%
2014 FedView Results	54%	22%	24%
2013 FedView Results	53%	21%	25%

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

Positive Neutral Negative

2018 FedView Results	72%	14%	14%
2017 FedView Results	65%	19%	16%
2016 FedView Results	56%	20%	24%
2015 FedView Results	53%	21%	25%
2014 FedView Results	52%	22%	26%
2013 FedView Results	47%	28%	25%

65. How satisfied are you with the recognition you receive for doing a good job?	Positive	Neutral	Negative
2018 FedView Results	69%	15%	16%
2017 FedView Results	64%	18%	17%
2016 FedView Results	56%	21%	23%
2015 FedView Results	50%	23%	27%
2014 FedView Results	49%	23%	28%
2013 FedView Results	49%	20%	31%

66. How satisfied are you with the policies and practices of your senior leaders?	Positive	Neutral	Negative
2018 FedView Results	63%	25%	12%
2017 FedView Results	57%	27%	16%
2016 FedView Results	51%	26%	23%
2015 FedView Results	46%	29%	25%
2014 FedView Results	39%	31%	30%
2013 FedView Results	37%	33%	29%

67. How satisfied are you with your opportunity to get a better job in your organization?	Positive	Neutral	Negative
2018 FedView Results	50%	28%	22%
2017 FedView Results	42%	30%	29%
2016 FedView Results	37%	30%	32%
2015 FedView Results	35%	30%	35%
2014 FedView Results	35%	30%	35%
2013 FedView Results	32%	30%	38%

68. How satisfied are you with the training you receive for your present job?	Positive	Neutral	Negative
2018 FedView Results	72%	18%	10%
2017 FedView Results	72%	16%	12%
2016 FedView Results	65%	23%	12%
2015 FedView Results	61%	23%	15%

2014 FedView Results	61%	22%	17%
2013 FedView Results	59%	20%	21%

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

Positive Neutral Negative

2018 FedView Results	81%	11%	8%
2017 FedView Results	76%	14%	10%
2016 FedView Results	71%	16%	13%
2015 FedView Results	67%	20%	13%
2014 FedView Results	64%	19%	17%
2013 FedView Results	62%	22%	16%

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

Positive Neutral Negative

2018 FedView Results	65%	17%	18%
2017 FedView Results	64%	16%	20%
2016 FedView Results	57%	19%	24%
2015 FedView Results	56%	17%	26%
2014 FedView Results	52%	21%	27%
2013 FedView Results	47%	23%	31%

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

Positive Neutral Negative

2018 FedView Results	78%	14%	8%
2017 FedView Results	74%	16%	10%
2016 FedView Results	67%	17%	16%
2015 FedView Results	62%	22%	15%
2014 FedView Results	59%	22%	19%
2013 FedView Results	59%	20%	21%

Work/Life

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

2018 Results 2017 Results 2016 Results 2015 Results 2014 Results 2013 Results

I telework very infrequently, on an unscheduled or short-term basis.	18%	19%	24%	23%	25%	18%
I telework, but only about 1 or 2 days per month	9%	9%	11%	10%	10%	12%
I telework 1 or 2 days per week.	60%	56%	50%	49%	44%	44%
I telework 3 or 4 days per week.	3%	4%	2%	2%	2%	1%
I telework Every work day	1%	--	--	--	--	--
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	<1%	<1%	<1%	1%	1%	2%
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1%	1%	1%	1%	1%	0%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	1%	2%	2%	3%	5%	7%
I do not telework because I choose not to telework.	8%	8%	9%	11%	12%	16%

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

Satisfied Neutral Dissatisfied

2018 FedView Results	88%	9%	4%
2017 FedView Results	91%	5%	4%
2016 FedView Results	85%	9%	6%
2015 FedView Results	85%	8%	6%
2014 FedView Results	80%	11%	9%
2013 Fedview Results	77%	13%	10%

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

Satisfied Neutral Dissatisfied

2018 FedView Results	50%	42%	8%
2017 FedView Results	60%	27%	14%
2016 FedView Results	90%	10%	0%
2015 FedView Results	59%	31%	9%
2014 FedView Results	67%	33%	0%
2013 FedView Results	68%	32%	0%

75. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	Satisfied	Neutral	Dissatisfied
2018 FedView Results	43%	52%	4%
2017 FedView Results	90%	10%	0%
2016 FedView Results	62%	38%	0%
2015 FedView Results	72%	28%	0%
2014 FedView Results	74%	26%	0%
2013 FedView Results	68%	32%	0%
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	Satisfied	Neutral	Dissatisfied
2018 FedView Results	67%	32%	2%
2017 FedView Results	90%	10%	0%
2016 FedView Results	80%	16%	4%
2015 FedView Results	68%	28%	4%
2014 FedView Results	84%	12%	4%
2013 FedView Results	81%	14%	5%
77. 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)?	Satisfied	Neutral	Dissatisfied
2018 FedView Results	90%	8%	1%
2017 FedView Results	91%	8%	1%
2016 FedView Results	86%	12%	1%
2015 FedView Results	92%	7%	0%
2014 FedView Results	93%	6%	1%
2013 FedView Results	91%	7%	2%
78. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	Satisfied	Neutral	Dissatisfied
2018 FedView Results	89%	10%	1%
2017 FedView Results	98%	2%	0%

2016 FedView Results	91%	8%	<1%
2015 FedView Results	90%	7%	2%
2014 FedView Results	94%	5%	1%
2013 FedView Results	90%	9%	2%