

**2014**

# **Federal Employee Viewpoint Survey Results**

Employees Influencing Change

**U.S. Office of Special Counsel**

**1st Level Subagency Comparison Report**

United States Office of  
Personnel Management

# U.S. Office of Special Counsel

## 1st Level Subagency Comparison Report

### Response Summary

	Surveys Completed
Governmentwide	392,752
<b>U.S. Office of Special Counsel</b>	<b>84</b>
Attorney	54
Non-Attorney	30

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *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.

*Note:* The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	391,977	59.1%	17.4%	23.5%
<b>U.S. Office of Special Counsel</b>	<b>84</b>	<b>58.3%</b>	<b>19.5%</b>	<b>22.2%</b>
Attorney	54	55.1%	22.1%	22.8%
Non-Attorney	30	63.6%	15.2%	21.1%

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

	N	Positive	Neutral	Negative
Governmentwide	388,077	69.2%	15.2%	15.6%
<b>U.S. Office of Special Counsel</b>	<b>84</b>	<b>81.3%</b>	<b>11.7%</b>	<b>7.0%</b>
Attorney	54	78.6%	14.4%	7.1%
Non-Attorney	30	86.0%	7.2%	6.8%

## U.S. Office of Special Counsel 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	385,690	55.2%	19.0%	25.8%
<b>U.S. Office of Special Counsel</b>	<b>83</b>	<b>55.8%</b>	<b>27.4%</b>	<b>16.8%</b>
Attorney	53	56.8%	26.6%	16.5%
Non-Attorney	30	54.2%	28.6%	17.2%

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

	N	Positive	Neutral	Negative
Governmentwide	389,314	69.6%	15.0%	15.4%
<b>U.S. Office of Special Counsel</b>	<b>84</b>	<b>73.1%</b>	<b>14.0%</b>	<b>12.9%</b>
Attorney	54	81.0%	8.3%	10.8%
Non-Attorney	30	60.1%	23.5%	16.4%

#### 5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	384,679	82.2%	11.3%	6.5%
<b>U.S. Office of Special Counsel</b>	<b>84</b>	<b>83.9%</b>	<b>12.4%</b>	<b>3.7%</b>
Attorney	54	88.8%	7.6%	3.6%
Non-Attorney	30	75.8%	20.5%	3.8%

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

	N	Positive	Neutral	Negative
Governmentwide	387,941	78.8%	11.5%	9.7%
<b>U.S. Office of Special Counsel</b>	<b>83</b>	<b>74.6%</b>	<b>14.7%</b>	<b>10.7%</b>
Attorney	53	77.5%	11.4%	11.1%
Non-Attorney	30	70.0%	20.1%	9.9%

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

	N	Positive	Neutral	Negative
Governmentwide	389,516	95.6%	2.8%	1.6%
<b>U.S. Office of Special Counsel</b>	<b>83</b>	<b>94.8%</b>	<b>5.2%</b>	<b>0.0%</b>
Attorney	53	94.0%	6.0%	0.0%
Non-Attorney	30	96.2%	3.8%	0.0%

# U.S. Office of Special Counsel

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	390,789	90.2%	7.9%	1.9%
<b>U.S. Office of Special Counsel</b>	<b>84</b>	<b>93.9%</b>	<b>6.1%</b>	<b>0.0%</b>
Attorney	54	92.5%	7.5%	0.0%
Non-Attorney	30	96.2%	3.8%	0.0%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,739	44.8%	16.5%	38.7%	935
<b>U.S. Office of Special Counsel</b>	<b>84</b>	<b>35.6%</b>	<b>24.4%</b>	<b>40.0%</b>	<b>0</b>
Attorney	54	25.9%	22.3%	51.9%	0
Non-Attorney	30	52.0%	27.8%	20.2%	0

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,209	56.5%	16.7%	26.8%	720
<b>U.S. Office of Special Counsel</b>	<b>82</b>	<b>49.9%</b>	<b>15.8%</b>	<b>34.3%</b>	<b>0</b>
Attorney	53	50.6%	17.0%	32.4%	0
Non-Attorney	29	48.8%	13.7%	37.6%	0

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,178	56.5%	17.2%	26.3%	1,880
<b>U.S. Office of Special Counsel</b>	<b>81</b>	<b>55.7%</b>	<b>17.9%</b>	<b>26.5%</b>	<b>0</b>
Attorney	53	52.5%	18.5%	29.0%	0
Non-Attorney	28	61.1%	16.8%	22.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,298	81.9%	10.7%	7.4%	1,540
<b>U.S. Office of Special Counsel</b>	<b>83</b>	<b>81.1%</b>	<b>9.5%</b>	<b>9.4%</b>	<b>0</b>
Attorney	53	75.9%	11.3%	12.8%	0
Non-Attorney	30	89.8%	6.5%	3.8%	0

## U.S. Office of Special Counsel 1st Level Subagency Comparison Report

### My Work Experience (continued)

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,209	89.6%	7.1%	3.3%	1,147
<b>U.S. Office of Special Counsel</b>	<b>83</b>	<b>88.2%</b>	<b>9.5%</b>	<b>2.2%</b>	<b>0</b>
Attorney	53	92.8%	5.4%	1.8%	0
Non-Attorney	30	80.7%	16.2%	3.0%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,314	65.6%	14.3%	20.1%	1,736
<b>U.S. Office of Special Counsel</b>	<b>82</b>	<b>75.0%</b>	<b>13.2%</b>	<b>11.8%</b>	<b>0</b>
Attorney	54	69.0%	16.8%	14.2%	0
Non-Attorney	28	85.9%	6.7%	7.4%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,888	68.2%	14.9%	16.9%	4,845
<b>U.S. Office of Special Counsel</b>	<b>83</b>	<b>78.0%</b>	<b>10.7%</b>	<b>11.3%</b>	<b>0</b>
Attorney	53	81.0%	11.5%	7.6%	0
Non-Attorney	30	73.0%	9.6%	17.4%	0

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,980	81.1%	12.5%	6.4%	1,810
<b>U.S. Office of Special Counsel</b>	<b>82</b>	<b>84.0%</b>	<b>12.4%</b>	<b>3.5%</b>	<b>0</b>
Attorney	53	86.5%	9.9%	3.7%	0
Non-Attorney	29	79.8%	16.8%	3.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,094	60.3%	19.3%	20.4%	16,950
<b>U.S. Office of Special Counsel</b>	<b>83</b>	<b>42.5%</b>	<b>29.7%</b>	<b>27.8%</b>	<b>1</b>
Attorney	53	34.2%	29.5%	36.3%	1
Non-Attorney	30	56.1%	30.0%	13.9%	0

# U.S. Office of Special Counsel

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,903	49.6%	23.8%	26.5%	4,288
<b>U.S. Office of Special Counsel</b>	<b>84</b>	<b>50.2%</b>	<b>30.4%</b>	<b>19.4%</b>	<b>0</b>
Attorney	54	53.4%	23.9%	22.7%	0
Non-Attorney	30	44.7%	41.3%	14.0%	0

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	382,953	67.5%	14.6%	18.0%	8,987
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>70.6%</b>	<b>24.3%</b>	<b>5.2%</b>	<b>5</b>
Attorney	49	71.6%	21.9%	6.5%	5
Non-Attorney	30	69.0%	27.9%	3.1%	0

### My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	391,426	72.1%	14.2%	13.8%
<b>U.S. Office of Special Counsel</b>	<b>84</b>	<b>89.6%</b>	<b>4.5%</b>	<b>5.8%</b>
Attorney	54	91.3%	3.4%	5.3%
Non-Attorney	30	86.9%	6.3%	6.8%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,727	40.6%	26.4%	33.0%	14,985
<b>U.S. Office of Special Counsel</b>	<b>81</b>	<b>53.2%</b>	<b>26.3%</b>	<b>20.5%</b>	<b>3</b>
Attorney	52	49.9%	29.8%	20.3%	2
Non-Attorney	29	58.8%	20.5%	20.7%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,631	32.0%	28.7%	39.3%	26,462
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>43.0%</b>	<b>34.1%</b>	<b>22.9%</b>	<b>5</b>
Attorney	51	41.4%	34.9%	23.7%	3
Non-Attorney	28	45.6%	32.8%	21.6%	2

## U.S. Office of Special Counsel 1st Level Subagency Comparison Report

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,178	28.2%	26.9%	44.9%	35,600
<b>U.S. Office of Special Counsel</b>	<b>69</b>	<b>41.5%</b>	<b>37.4%</b>	<b>21.1%</b>	<b>15</b>
Attorney	41	37.0%	41.4%	21.6%	13
Non-Attorney	28	47.6%	32.0%	20.3%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,267	31.5%	28.4%	40.1%	22,310
<b>U.S. Office of Special Counsel</b>	<b>74</b>	<b>44.5%</b>	<b>28.7%</b>	<b>26.8%</b>	<b>10</b>
Attorney	47	44.4%	25.7%	29.8%	7
Non-Attorney	27	44.6%	33.4%	22.0%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,099	38.0%	25.7%	36.3%	25,833
<b>U.S. Office of Special Counsel</b>	<b>73</b>	<b>52.0%</b>	<b>24.3%</b>	<b>23.7%</b>	<b>11</b>
Attorney	47	50.5%	22.6%	27.0%	7
Non-Attorney	26	54.5%	27.2%	18.4%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,041	71.9%	14.6%	13.5%	1,704
<b>U.S. Office of Special Counsel</b>	<b>84</b>	<b>91.6%</b>	<b>6.0%</b>	<b>2.3%</b>	<b>0</b>
Attorney	54	96.3%	1.9%	1.9%	0
Non-Attorney	30	83.8%	13.0%	3.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,813	50.8%	30.2%	19.0%	15,161
<b>U.S. Office of Special Counsel</b>	<b>80</b>	<b>65.1%</b>	<b>29.8%</b>	<b>5.1%</b>	<b>4</b>
Attorney	51	72.9%	25.3%	1.8%	3
Non-Attorney	29	52.4%	37.3%	10.3%	1

# U.S. Office of Special Counsel

## 1st Level Subagency Comparison Report

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	390,716	81.8%	14.6%	3.6%
<b>U.S. Office of Special Counsel</b>	<b>84</b>	<b>95.2%</b>	<b>4.8%</b>	<b>0.0%</b>
Attorney	54	96.4%	3.6%	0.0%
Non-Attorney	30	93.1%	6.9%	0.0%

### My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,647	68.5%	18.3%	13.2%	7,045
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>80.5%</b>	<b>13.3%</b>	<b>6.1%</b>	<b>2</b>
Attorney	51	77.5%	15.2%	7.3%	2
Non-Attorney	28	85.7%	10.2%	4.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,805	41.9%	25.7%	32.4%	8,728
<b>U.S. Office of Special Counsel</b>	<b>80</b>	<b>46.8%</b>	<b>20.5%</b>	<b>32.7%</b>	<b>2</b>
Attorney	53	44.2%	19.4%	36.4%	1
Non-Attorney	27	51.6%	22.7%	25.7%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,902	44.6%	24.2%	31.2%	7,530
<b>U.S. Office of Special Counsel</b>	<b>80</b>	<b>42.1%</b>	<b>33.2%</b>	<b>24.7%</b>	<b>2</b>
Attorney	53	37.2%	38.7%	24.0%	1
Non-Attorney	27	51.1%	23.1%	25.9%	1

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,008	34.8%	29.5%	35.7%	12,026
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>34.7%</b>	<b>40.7%</b>	<b>24.6%</b>	<b>1</b>
Attorney	52	31.5%	36.2%	32.3%	0
Non-Attorney	27	40.3%	48.8%	10.8%	1



# U.S. Office of Special Counsel

## 1st Level Subagency Comparison Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,757	19.6%	26.5%	54.0%	25,095
<b>U.S. Office of Special Counsel</b>	<b>69</b>	<b>26.7%</b>	<b>33.1%</b>	<b>40.2%</b>	<b>12</b>
Attorney	46	21.9%	29.8%	48.3%	7
Non-Attorney	23	35.7%	39.2%	25.0%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,225	55.5%	29.2%	15.4%	29,633
<b>U.S. Office of Special Counsel</b>	<b>68</b>	<b>45.9%</b>	<b>32.1%</b>	<b>22.0%</b>	<b>13</b>
Attorney	44	39.4%	31.0%	29.7%	9
Non-Attorney	24	57.1%	34.1%	8.9%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,670	76.0%	13.7%	10.4%	5,777
<b>U.S. Office of Special Counsel</b>	<b>77</b>	<b>72.3%</b>	<b>18.6%</b>	<b>9.2%</b>	<b>3</b>
Attorney	52	64.2%	26.2%	9.6%	1
Non-Attorney	25	87.8%	3.9%	8.3%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,944	76.0%	14.4%	9.6%	5,237
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>67.1%</b>	<b>14.7%</b>	<b>18.2%</b>	<b>2</b>
Attorney	52	61.1%	19.2%	19.7%	1
Non-Attorney	27	77.9%	6.7%	15.4%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,372	50.3%	23.1%	26.5%	21,762
<b>U.S. Office of Special Counsel</b>	<b>80</b>	<b>55.6%</b>	<b>13.7%</b>	<b>30.7%</b>	<b>0</b>
Attorney	53	45.8%	15.2%	39.0%	0
Non-Attorney	27	73.4%	10.9%	15.6%	0

# U.S. Office of Special Counsel

## 1st Level Subagency Comparison Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	347,433	65.2%	20.2%	14.6%	33,840
<b>U.S. Office of Special Counsel</b>	<b>80</b>	<b>55.8%</b>	<b>20.3%</b>	<b>23.9%</b>	<b>1</b>
Attorney	53	48.1%	19.1%	32.8%	0
Non-Attorney	27	69.7%	22.6%	7.7%	1

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,864	73.0%	18.2%	8.8%	7,407
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>83.5%</b>	<b>11.4%</b>	<b>5.2%</b>	<b>2</b>
Attorney	53	79.1%	15.3%	5.6%	0
Non-Attorney	26	91.9%	3.8%	4.4%	2

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

	N	Positive	Neutral	Negative
Governmentwide	383,760	62.1%	21.6%	16.4%
<b>U.S. Office of Special Counsel</b>	<b>81</b>	<b>65.5%</b>	<b>26.1%</b>	<b>8.5%</b>
Attorney	53	63.9%	26.9%	9.1%
Non-Attorney	28	68.1%	24.6%	7.3%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,655	38.1%	28.5%	33.4%	33,370
<b>U.S. Office of Special Counsel</b>	<b>81</b>	<b>42.6%</b>	<b>29.6%</b>	<b>27.9%</b>	<b>0</b>
Attorney	53	38.9%	31.6%	29.4%	0
Non-Attorney	28	49.0%	25.9%	25.1%	0

### My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,621	77.3%	11.5%	11.2%	2,306
<b>U.S. Office of Special Counsel</b>	<b>81</b>	<b>93.4%</b>	<b>3.9%</b>	<b>2.7%</b>	<b>0</b>
Attorney	53	96.3%	3.7%	0.0%	0
Non-Attorney	28	88.3%	4.3%	7.4%	0

## U.S. Office of Special Counsel 1st Level Subagency Comparison Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,066	64.3%	17.9%	17.8%	2,012
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>68.9%</b>	<b>20.9%</b>	<b>10.2%</b>	<b>1</b>
Attorney	51	71.8%	20.6%	7.5%	1
Non-Attorney	28	63.9%	21.2%	14.8%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,309	61.6%	19.2%	19.2%	4,317
<b>U.S. Office of Special Counsel</b>	<b>77</b>	<b>75.1%</b>	<b>15.8%</b>	<b>9.1%</b>	<b>2</b>
Attorney	50	78.5%	13.6%	7.9%	2
Non-Attorney	27	69.3%	19.6%	11.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,672	66.2%	23.1%	10.7%	31,868
<b>U.S. Office of Special Counsel</b>	<b>73</b>	<b>77.4%</b>	<b>18.3%</b>	<b>4.3%</b>	<b>7</b>
Attorney	45	88.4%	9.4%	2.1%	7
Non-Attorney	28	60.9%	31.6%	7.5%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,197	60.5%	20.4%	19.1%	2,159
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>79.2%</b>	<b>13.2%</b>	<b>7.6%</b>	<b>1</b>
Attorney	51	82.2%	12.2%	5.6%	1
Non-Attorney	28	74.1%	15.1%	10.9%	0

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,678	63.1%	19.3%	17.6%	6,028
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>77.7%</b>	<b>13.3%</b>	<b>9.0%</b>	<b>1</b>
Attorney	51	86.0%	6.1%	8.0%	1
Non-Attorney	28	63.6%	25.5%	10.9%	0

# U.S. Office of Special Counsel

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	381,761	75.0%	12.7%	12.2%
<b>U.S. Office of Special Counsel</b>	<b>81</b>	<b>86.4%</b>	<b>8.6%</b>	<b>5.0%</b>
Attorney	53	91.1%	5.2%	3.7%
Non-Attorney	28	78.1%	14.6%	7.3%

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
<b>U.S. Office of Special Counsel</b>	<b>80</b>	<b>85.9%</b>	<b>9.0%</b>	<b>5.1%</b>
Attorney	52	88.5%	7.8%	3.8%
Non-Attorney	28	81.5%	11.1%	7.3%

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

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>82.8%</b>	<b>9.0%</b>	<b>8.2%</b>
Attorney	52	86.0%	8.0%	6.0%
Non-Attorney	27	77.1%	10.9%	12.0%

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
<b>U.S. Office of Special Counsel</b>	<b>80</b>	<b>77.4%</b>	<b>16.3%</b>	<b>6.3%</b>
Attorney	52	81.0%	13.3%	5.7%
Non-Attorney	28	71.1%	21.6%	7.3%

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

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>86.2%</b>	<b>9.9%</b>	<b>3.9%</b>
Attorney	51	86.4%	11.8%	1.8%
Non-Attorney	28	86.0%	6.7%	7.3%

# U.S. Office of Special Counsel

## 1st Level Subagency Comparison Report

### Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,179	37.5%	25.2%	37.3%	6,901
<b>U.S. Office of Special Counsel</b>	<b>80</b>	<b>41.7%</b>	<b>27.8%</b>	<b>30.5%</b>	<b>0</b>
Attorney	52	31.4%	28.9%	39.6%	0
Non-Attorney	28	59.6%	25.8%	14.6%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
<b>U.S. Office of Special Counsel</b>	<b>78</b>	<b>47.0%</b>	<b>31.9%</b>	<b>21.1%</b>	<b>2</b>
Attorney	51	34.2%	39.4%	26.4%	1
Non-Attorney	27	69.6%	18.7%	11.7%	1

55. *Supervisors work well with employees of different backgrounds.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
<b>U.S. Office of Special Counsel</b>	<b>74</b>	<b>70.6%</b>	<b>17.0%</b>	<b>12.4%</b>	<b>5</b>
Attorney	47	66.5%	20.8%	12.7%	4
Non-Attorney	27	77.2%	10.8%	12.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,472	58.2%	21.5%	20.3%	4,914
<b>U.S. Office of Special Counsel</b>	<b>77</b>	<b>58.0%</b>	<b>17.9%</b>	<b>24.1%</b>	<b>2</b>
Attorney	50	51.1%	17.2%	31.7%	1
Non-Attorney	27	70.1%	19.1%	10.8%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	351,864	58.0%	25.2%	16.8%	25,427
<b>U.S. Office of Special Counsel</b>	<b>68</b>	<b>65.3%</b>	<b>20.0%</b>	<b>14.8%</b>	<b>10</b>
Attorney	42	63.0%	18.3%	18.7%	8
Non-Attorney	26	68.7%	22.4%	8.9%	2

## U.S. Office of Special Counsel 1st Level Subagency Comparison Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,473	49.9%	23.9%	26.2%	13,214
<b>U.S. Office of Special Counsel</b>	<b>77</b>	<b>50.4%</b>	<b>25.4%</b>	<b>24.3%</b>	<b>2</b>
Attorney	50	40.7%	29.2%	30.1%	1
Non-Attorney	27	67.2%	18.6%	14.2%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,241	53.5%	24.0%	22.5%	13,338
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>49.3%</b>	<b>32.2%</b>	<b>18.5%</b>	<b>1</b>
Attorney	52	40.3%	35.1%	24.6%	0
Non-Attorney	27	65.6%	26.9%	7.5%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,344	56.0%	24.5%	19.4%	22,457
<b>U.S. Office of Special Counsel</b>	<b>65</b>	<b>79.4%</b>	<b>13.0%</b>	<b>7.5%</b>	<b>15</b>
Attorney	43	75.6%	17.9%	6.5%	9
Non-Attorney	22	86.4%	4.2%	9.4%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,771	50.1%	25.1%	24.9%	5,069
<b>U.S. Office of Special Counsel</b>	<b>81</b>	<b>53.0%</b>	<b>30.3%</b>	<b>16.7%</b>	<b>0</b>
Attorney	53	40.4%	37.5%	22.1%	0
Non-Attorney	28	75.1%	17.7%	7.2%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,150	52.3%	28.3%	19.4%	35,524
<b>U.S. Office of Special Counsel</b>	<b>78</b>	<b>68.4%</b>	<b>21.2%</b>	<b>10.4%</b>	<b>3</b>
Attorney	51	69.4%	19.0%	11.5%	2
Non-Attorney	27	66.6%	24.9%	8.5%	1

# U.S. Office of Special Counsel

## 1st Level Subagency Comparison Report

### My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	375,988	48.4%	24.0%	27.6%
<b>U.S. Office of Special Counsel</b>	<b>80</b>	<b>51.8%</b>	<b>30.7%</b>	<b>17.4%</b>
Attorney	53	51.9%	33.5%	14.6%
Non-Attorney	27	51.7%	25.8%	22.5%

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

	N	Positive	Neutral	Negative
Governmentwide	375,120	45.6%	24.5%	29.9%
<b>U.S. Office of Special Counsel</b>	<b>80</b>	<b>38.7%</b>	<b>30.5%</b>	<b>30.8%</b>
Attorney	53	30.6%	30.2%	39.2%
Non-Attorney	27	53.5%	31.0%	15.5%

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

	N	Positive	Neutral	Negative
Governmentwide	373,823	44.6%	24.5%	31.0%
<b>U.S. Office of Special Counsel</b>	<b>80</b>	<b>54.5%</b>	<b>20.8%</b>	<b>24.7%</b>
Attorney	53	52.8%	19.5%	27.7%
Non-Attorney	27	57.5%	23.2%	19.4%

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

	N	Positive	Neutral	Negative
Governmentwide	374,396	39.6%	30.4%	30.0%
<b>U.S. Office of Special Counsel</b>	<b>80</b>	<b>45.1%</b>	<b>33.5%</b>	<b>21.4%</b>
Attorney	53	38.6%	32.3%	29.0%
Non-Attorney	27	57.0%	35.5%	7.5%

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

	N	Positive	Neutral	Negative
Governmentwide	374,391	33.1%	28.1%	38.8%
<b>U.S. Office of Special Counsel</b>	<b>80</b>	<b>22.0%</b>	<b>31.2%</b>	<b>46.8%</b>
Attorney	53	26.3%	27.9%	45.8%
Non-Attorney	27	14.1%	37.4%	48.5%

## U.S. Office of Special Counsel 1st Level Subagency Comparison Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	374,483	49.8%	24.3%	25.9%
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>45.9%</b>	<b>36.0%</b>	<b>18.0%</b>
Attorney	53	51.6%	35.2%	13.2%
Non-Attorney	26	35.1%	37.6%	27.3%

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

	N	Positive	Neutral	Negative
Governmentwide	374,286	64.1%	18.6%	17.3%
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>70.7%</b>	<b>19.3%</b>	<b>10.0%</b>
Attorney	53	71.8%	17.2%	11.0%
Non-Attorney	26	68.5%	23.4%	8.0%

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

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
<b>U.S. Office of Special Counsel</b>	<b>78</b>	<b>66.1%</b>	<b>9.8%</b>	<b>24.1%</b>
Attorney	53	63.8%	12.9%	23.3%
Non-Attorney	25	70.6%	3.5%	25.9%

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

	N	Positive	Neutral	Negative
Governmentwide	375,127	54.5%	22.8%	22.7%
<b>U.S. Office of Special Counsel</b>	<b>79</b>	<b>57.6%</b>	<b>26.5%</b>	<b>15.9%</b>
Attorney	53	51.5%	26.6%	21.9%
Non-Attorney	26	69.2%	26.4%	4.4%



# U.S. Office of Special Counsel 1st Level Subagency Comparison Report

## Work/Life

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

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
<b>U.S. Office of Special Counsel</b>	<b>77</b>	<b>75.9%</b>	<b>11.0%</b>	<b>9.3%</b>	<b>3.9%</b>
Attorney	51	88.5%	4.0%	3.9%	3.6%
Non-Attorney	26	52.7%	23.7%	19.1%	4.4%

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
<b>U.S. Office of Special Counsel</b>	<b>78</b>	<b>11.9%</b>	<b>37.5%</b>	<b>6.4%</b>	<b>10.6%</b>
Attorney	52	13.8%	42.5%	7.7%	9.3%
Non-Attorney	26	8.3%	28.2%	3.7%	13.2%

(continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
<b>U.S. Office of Special Counsel</b>	<b>78</b>	<b>2.9%</b>	<b>0.0%</b>	<b>12.0%</b>	<b>18.7%</b>
Attorney	52	0.0%	0.0%	3.8%	22.9%
Non-Attorney	26	8.4%	0.0%	27.2%	11.0%

## U.S. Office of Special Counsel 1st Level Subagency Comparison 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
Governmentwide	372,726	33.0%	45.2%	21.8%
<b>U.S. Office of Special Counsel</b>	<b>76</b>	<b>46.5%</b>	<b>45.2%</b>	<b>8.3%</b>
Attorney	51	52.1%	46.0%	1.8%
Non-Attorney	25	35.8%	43.7%	20.5%

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

	N	Yes	No	Not Available To Me
Governmentwide	371,495	28.0%	59.9%	12.2%
<b>U.S. Office of Special Counsel</b>	<b>77</b>	<b>35.8%</b>	<b>51.3%</b>	<b>12.9%</b>
Attorney	51	36.5%	54.2%	9.3%
Non-Attorney	26	34.5%	46.0%	19.4%

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

	N	Yes	No	Not Available To Me
Governmentwide	368,151	14.3%	80.3%	5.4%
<b>U.S. Office of Special Counsel</b>	<b>76</b>	<b>8.4%</b>	<b>87.0%</b>	<b>4.5%</b>
Attorney	51	2.0%	98.0%	0.0%
Non-Attorney	25	20.6%	66.3%	13.1%

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

	N	Yes	No	Not Available To Me
Governmentwide	372,753	3.9%	78.7%	17.4%
<b>U.S. Office of Special Counsel</b>	<b>78</b>	<b>0.0%</b>	<b>54.1%</b>	<b>45.9%</b>
Attorney	52	0.0%	52.4%	47.6%
Non-Attorney	26	0.0%	57.4%	42.6%

# U.S. Office of Special Counsel

## 1st Level Subagency Comparison Report

### Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	373,277	2.5%	79.8%	17.7%
<b>U.S. Office of Special Counsel</b>	<b>78</b>	<b>0.0%</b>	<b>56.0%</b>	<b>44.0%</b>
Attorney	52	0.0%	55.3%	44.7%
Non-Attorney	26	0.0%	57.4%	42.6%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	167,341	76.6%	14.0%	9.5%	7,571
<b>U.S. Office of Special Counsel</b>	<b>51</b>	<b>87.5%</b>	<b>8.5%</b>	<b>4.0%</b>	<b>0</b>
Attorney	38	88.9%	8.4%	2.7%	0
Non-Attorney	13	83.6%	8.8%	7.6%	0

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	138,977	89.1%	7.5%	3.4%	3,202
<b>U.S. Office of Special Counsel</b>	<b>36</b>	<b>94.3%</b>	<b>5.7%</b>	<b>0.0%</b>	<b>1</b>
Attorney	26	92.0%	8.0%	0.0%	1
Non-Attorney	10	100.0%	0.0%	0.0%	0

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	100,599	79.5%	16.7%	3.8%	7,562
<b>U.S. Office of Special Counsel</b>	<b>27</b>	<b>95.6%</b>	<b>4.4%</b>	<b>0.0%</b>	<b>1</b>
Attorney	18	100.0%	0.0%	0.0%	1
Non-Attorney	9	87.0%	13.0%	0.0%	0

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

## U.S. Office of Special Counsel 1st Level Subagency Comparison Report

### Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	52,178	74.1%	21.6%	4.3%	8,882
<b>U.S. Office of Special Counsel</b>	<b>4</b>	<b>76.5%</b>	<b>23.5%</b>	<b>0.0%</b>	<b>4</b>
Attorney	0	--	--	--	2
Non-Attorney	4	76.5%	23.5%	0.0%	2

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	10,509	71.7%	23.9%	4.4%	4,356
<b>U.S. Office of Special Counsel</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>0</b>
Attorney	0	--	--	--	0
Non-Attorney	0	--	--	--	0

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,385	67.6%	29.5%	2.9%	3,459
<b>U.S. Office of Special Counsel</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>0</b>
Attorney	0	--	--	--	0
Non-Attorney	0	--	--	--	0

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

# U.S. Office of Special Counsel

## *1st Level Subagency Comparison Report*

### Demographic Questions

***Where do you work?***

	N	%
Headquarters	57	75.0%
Field	19	25.0%

***What is your supervisory status?***

	N	%
Non-Supervisor	58	79.5%
Team Leader	3	4.1%
Supervisor	7	9.6%
Manager	2	2.7%
Senior Leader	3	4.1%

***Are you:***

	N	%
Male	25	38.5%
Female	40	61.5%

***Are you Hispanic or Latino?***

	N	%
Yes	1	1.5%
No	65	98.5%

***Race***

	N	%
American Indian or Alaska Native	0	0.0%
Asian	5	7.8%
Black or African American	10	15.6%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	49	76.6%
Two or more races (Not Hispanic or Latino)	0	0.0%

## U.S. Office of Special Counsel *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

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

	N	%
Less than High School	1	1.4%
High School Diploma/GED or equivalent	1	1.4%
Trade or Technical Certificate	1	1.4%
Some College (no degree)	0	0.0%
Associate's Degree (e.g., AA, AS)	0	0.0%
Bachelor's Degree (e.g., BA, BS)	12	16.9%
Master's Degree (e.g., MA, MS, MBA)	7	9.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	49	69.0%

#### *What is your pay category/grade?*

	N	%
Federal Wage System	0	0.0%
GS 1-6	1	1.3%
GS 7-12	10	13.3%
GS 13-15	63	84.0%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	1.3%

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	8	11.4%
4 to 5 years	6	8.6%
6 to 10 years	25	35.7%
11 to 14 years	12	17.1%
15 to 20 years	10	14.3%
More than 20 years	9	12.9%

# U.S. Office of Special Counsel

## *1st Level Subagency Comparison 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	1	1.4%
1 to 3 years	15	21.4%
4 to 5 years	9	12.9%
6 to 10 years	30	42.9%
11 to 20 years	12	17.1%
More than 20 years	3	4.3%

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

	N	%
No	52	70.3%
Yes, to retire	0	0.0%
Yes, to take another job within the Federal Government	19	25.7%
Yes, to take another job outside the Federal Government	2	2.7%
Yes, other	1	1.4%

***I am planning to retire:***

	N	%
Within one year	0	0.0%
Between one and three years	5	6.9%
Between three and five years	2	2.8%
Five or more years	65	90.3%

***Self-Identify as:***

	N	%
Heterosexual or Straight	53	76.8%
Gay, Lesbian, Bisexual, or Transgender	2	2.9%
I prefer not to say	14	20.3%

***What is your US military service status?***

	N	%
No Prior Military Service	61	89.7%
Currently in National Guard or Reserves	0	0.0%
Retired	2	2.9%
Separated or Discharged	5	7.4%

# U.S. Office of Special Counsel

## *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

#### *Are you an individual with a disability?*

	N	%
Yes	8	11.1%
No	64	88.9%

#### *What is your age group?*

	N	%
25 and under	0	0.0%
26-29	4	4.8%
30-39	28	33.3%
40-49	24	28.6%
50-59	22	26.2%
60 or older	6	7.1%