

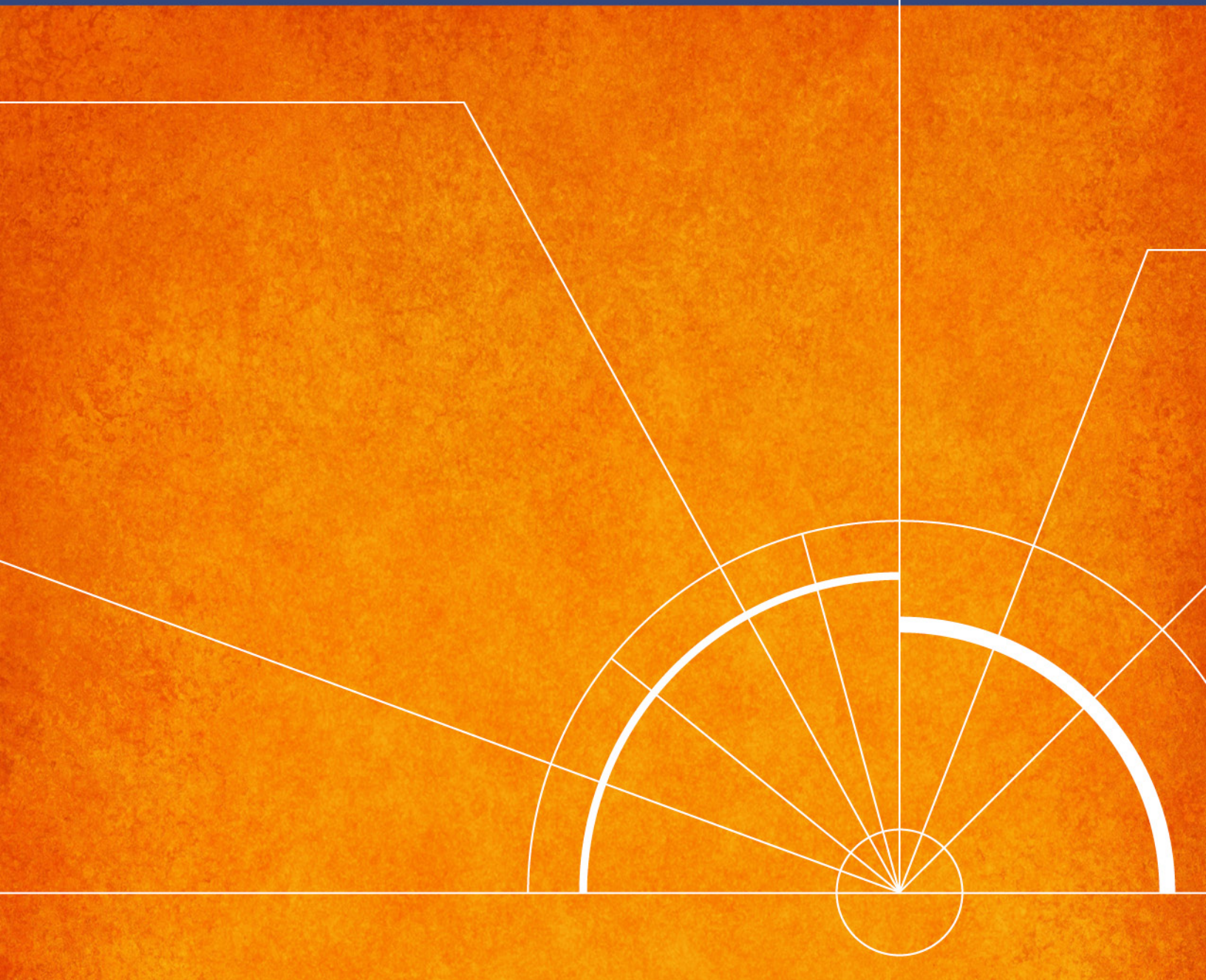


Federal Employee Viewpoint Survey Results

Employees Influencing Change

U.S. Office of Special Counsel

1st Level Subagency Comparison Report



U.S. Office of Special Counsel

1st Level Subagency Comparison Report

Response Summary

	Surveys Completed	Response Rate
Governmentwide	██████	██████
U.S. Office of Special Counsel	65	61.3%
Attorney	38	57.6%
Non-Attorney	27	67.5%

This 2015 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: Response rates are not calculated when there are fewer than 4 completed surveys. The report tables that follow do not include results for any subagency 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	██████	██████	██████	██████
U.S. Office of Special Counsel	65	62.3%	8.6%	29.0%
Attorney	38	73.2%	2.6%	24.2%
Non-Attorney	27	44.4%	18.5%	37.0%

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

	N	Positive	Neutral	Negative
Governmentwide	██████	██████	██████	██████
U.S. Office of Special Counsel	65	69.2%	12.2%	18.6%
Attorney	38	70.7%	10.7%	18.6%
Non-Attorney	27	66.6%	14.8%	18.6%

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				
U.S. Office of Special Counsel	64	54.7%	15.5%	29.8%
Attorney	38	57.4%	13.3%	29.3%
Non-Attorney	26	50.0%	19.3%	30.7%

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	65	74.6%	11.7%	13.7%
Attorney	38	83.9%	5.3%	10.8%
Non-Attorney	27	59.2%	22.3%	18.5%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	63	83.0%	12.1%	4.9%
Attorney	38	89.2%	5.4%	5.4%
Non-Attorney	25	71.9%	24.1%	4.0%

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	64	62.7%	18.1%	19.2%
Attorney	37	67.2%	10.9%	21.9%
Non-Attorney	27	55.5%	29.6%	14.8%

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	64	96.9%	1.4%	1.7%
Attorney	38	97.3%	0.0%	2.7%
Non-Attorney	26	96.1%	3.9%	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				
U.S. Office of Special Counsel	65	89.4%	7.5%	3.1%
Attorney	38	91.9%	5.4%	2.7%
Non-Attorney	27	85.4%	11.0%	3.6%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	65	44.4%	12.4%	43.2%	0
Attorney	38	44.2%	13.3%	42.4%	0
Non-Attorney	27	44.6%	11.0%	44.4%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	65	44.9%	11.9%	43.3%	0
Attorney	38	49.5%	7.9%	42.5%	0
Non-Attorney	27	37.1%	18.4%	44.5%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	62	50.8%	17.4%	31.8%	0
Attorney	35	62.4%	14.3%	23.4%	0
Non-Attorney	27	33.3%	22.2%	44.5%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	65	70.4%	17.1%	12.5%	0
Attorney	38	68.2%	18.5%	13.3%	0
Non-Attorney	27	74.1%	14.8%	11.1%	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	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	65	86.2%	9.1%	4.7%	0
Attorney	38	86.8%	7.9%	5.3%	0
Non-Attorney	27	85.2%	11.1%	3.7%	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	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	65	76.9%	7.5%	15.6%	0
Attorney	38	78.7%	5.3%	16.0%	0
Non-Attorney	27	74.1%	11.1%	14.8%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	60	77.6%	14.0%	8.4%	5
Attorney	36	72.0%	19.6%	8.4%	2
Non-Attorney	24	87.6%	4.1%	8.3%	3

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	65	86.4%	8.9%	4.7%	0
Attorney	38	89.4%	5.3%	5.3%	0
Non-Attorney	27	81.4%	14.8%	3.7%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	63	40.2%	22.1%	37.8%	2
Attorney	37	48.1%	19.1%	32.7%	1
Non-Attorney	26	26.9%	26.9%	46.1%	1

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	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	65	46.4%	17.1%	36.5%	0
Attorney	38	52.1%	18.5%	29.4%	0
Non-Attorney	27	37.0%	14.8%	48.1%	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	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	56	60.7%	26.9%	12.4%	9
Attorney	31	63.9%	26.2%	9.9%	7
Non-Attorney	25	56.0%	27.9%	16.1%	2

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	██████	██████	██████	██████
U.S. Office of Special Counsel	65	85.0%	6.0%	9.0%
Attorney	38	89.4%	5.2%	5.4%
Non-Attorney	27	77.8%	7.4%	14.8%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	64	64.2%	9.6%	26.2%	1
Attorney	37	67.2%	11.0%	21.8%	1
Non-Attorney	27	59.4%	7.4%	33.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	63	43.3%	25.0%	31.6%	2
Attorney	38	52.0%	21.1%	26.8%	0
Non-Attorney	25	28.0%	31.9%	40.1%	2

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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	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	49	42.9%	24.7%	32.4%	15
Attorney	25	43.8%	28.0%	28.2%	12
Non-Attorney	24	41.8%	20.7%	37.5%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	59	47.0%	20.3%	32.7%	6
Attorney	35	45.2%	20.1%	34.8%	3
Non-Attorney	24	50.0%	20.7%	29.3%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	54	57.4%	13.4%	29.3%	10
Attorney	31	60.7%	16.3%	23.0%	6
Non-Attorney	23	52.2%	8.7%	39.1%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	65	83.6%	7.5%	8.9%	0
Attorney	38	89.4%	5.3%	5.3%	0
Non-Attorney	27	74.0%	11.2%	14.8%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	61	57.4%	21.2%	21.4%	4
Attorney	36	60.6%	19.6%	19.8%	2
Non-Attorney	25	52.1%	23.9%	24.1%	2

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				
U.S. Office of Special Counsel	65	90.8%	4.7%	4.5%
Attorney	38	92.0%	5.3%	2.7%
Non-Attorney	27	88.9%	3.7%	7.4%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	63	73.6%	15.7%	10.7%	2
Attorney	36	80.4%	13.9%	5.7%	2
Non-Attorney	27	62.9%	18.6%	18.5%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	64	46.6%	11.4%	42.0%	1
Attorney	38	46.8%	15.8%	37.4%	0
Non-Attorney	26	46.1%	3.9%	50.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	63	49.4%	12.7%	37.9%	2
Attorney	38	54.7%	13.2%	32.1%	0
Non-Attorney	25	40.0%	12.0%	48.0%	2

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	62	42.4%	16.2%	41.3%	2
Attorney	37	50.8%	16.4%	32.8%	0
Non-Attorney	25	27.9%	16.0%	56.1%	2

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	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	54	27.8%	22.6%	49.6%	10
Attorney	30	29.8%	26.6%	43.6%	8
Non-Attorney	24	24.8%	16.8%	58.4%	2

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	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	60	55.3%	18.6%	26.1%	5
Attorney	34	61.4%	20.8%	17.9%	4
Non-Attorney	26	46.1%	15.3%	38.6%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	62	77.2%	14.9%	7.9%	3
Attorney	36	77.4%	16.9%	5.7%	2
Non-Attorney	26	77.0%	11.5%	11.5%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	63	75.9%	4.8%	19.3%	2
Attorney	37	75.3%	5.5%	19.3%	1
Non-Attorney	26	77.0%	3.8%	19.3%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	62	46.4%	14.6%	39.0%	3
Attorney	36	46.6%	14.1%	39.3%	2
Non-Attorney	26	46.1%	15.4%	38.5%	1

U.S. Office of Special Counsel

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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					
U.S. Office of Special Counsel	65	46.2%	16.9%	37.0%	0
Attorney	38	49.5%	15.9%	34.6%	0
Non-Attorney	27	40.7%	18.5%	40.8%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	63	68.2%	20.5%	11.3%	1
Attorney	37	70.0%	19.0%	11.0%	1
Non-Attorney	26	65.3%	23.0%	11.6%	0

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	65	60.2%	12.2%	27.5%
Attorney	38	65.3%	10.6%	24.1%
Non-Attorney	27	51.9%	14.8%	33.3%

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					
U.S. Office of Special Counsel	63	49.3%	17.7%	33.0%	2
Attorney	37	53.5%	19.1%	27.4%	1
Non-Attorney	26	42.4%	15.3%	42.3%	1

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	65	84.9%	4.5%	10.6%	0
Attorney	38	89.2%	2.7%	8.1%	0
Non-Attorney	27	77.8%	7.4%	14.8%	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	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	64	63.8%	15.8%	20.5%	0
Attorney	37	64.2%	16.4%	19.3%	0
Non-Attorney	27	63.0%	14.7%	22.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	64	68.7%	12.7%	18.6%	0
Attorney	38	70.6%	13.4%	15.9%	0
Non-Attorney	26	65.4%	11.5%	23.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	61	72.0%	13.4%	14.6%	4
Attorney	35	73.9%	14.5%	11.5%	3
Non-Attorney	26	69.0%	11.7%	19.3%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	64	63.9%	16.0%	20.1%	0
Attorney	37	64.4%	19.2%	16.4%	0
Non-Attorney	27	63.1%	10.9%	26.0%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	██████	██████	██████	██████	██████
U.S. Office of Special Counsel	64	68.9%	12.4%	18.7%	1
Attorney	38	73.2%	10.7%	16.1%	0
Non-Attorney	26	61.6%	15.3%	23.1%	1

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				
U.S. Office of Special Counsel	65	79.9%	8.1%	12.0%
Attorney	38	81.3%	10.7%	8.0%
Non-Attorney	27	77.7%	3.7%	18.6%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	65	81.6%	4.8%	13.7%
Attorney	38	83.9%	5.4%	10.7%
Non-Attorney	27	77.7%	3.7%	18.6%

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	65	78.6%	10.3%	11.1%
Attorney	38	81.2%	5.4%	13.4%
Non-Attorney	27	74.2%	18.4%	7.4%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	65	67.3%	14.1%	18.6%
Attorney	38	65.4%	15.9%	18.7%
Non-Attorney	27	70.4%	11.1%	18.6%

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	65	74.8%	14.4%	10.8%
Attorney	38	70.7%	18.6%	10.7%
Non-Attorney	27	81.4%	7.5%	11.1%

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					
U.S. Office of Special Counsel	65	33.2%	23.4%	43.3%	0
Attorney	38	30.9%	26.4%	42.7%	0
Non-Attorney	27	37.1%	18.6%	44.4%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	64	43.6%	21.9%	34.5%	1
Attorney	37	45.4%	21.8%	32.8%	1
Non-Attorney	27	40.8%	22.1%	37.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	57	67.7%	17.3%	15.0%	6
Attorney	31	80.4%	13.1%	6.5%	6
Non-Attorney	26	50.0%	23.1%	26.9%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	64	46.4%	25.1%	28.5%	1
Attorney	37	45.4%	24.5%	30.1%	1
Non-Attorney	27	48.2%	25.9%	25.9%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	54	55.9%	18.4%	25.7%	11
Attorney	28	63.7%	14.6%	21.7%	10
Non-Attorney	26	46.1%	23.1%	30.8%	1

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					
U.S. Office of Special Counsel	65	51.4%	15.5%	33.1%	0
Attorney	38	46.8%	15.9%	37.4%	0
Non-Attorney	27	59.2%	14.8%	26.0%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	61	57.4%	17.6%	25.0%	3
Attorney	34	61.3%	11.8%	26.9%	3
Non-Attorney	27	51.7%	26.0%	22.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	57	56.3%	23.0%	20.7%	6
Attorney	33	60.1%	24.4%	15.5%	3
Non-Attorney	24	50.1%	20.8%	29.2%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	65	49.3%	18.5%	32.2%	0
Attorney	38	52.1%	18.6%	29.3%	0
Non-Attorney	27	44.5%	18.5%	37.0%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide					
U.S. Office of Special Counsel	59	61.6%	19.5%	18.9%	6
Attorney	35	68.3%	11.5%	20.2%	3
Non-Attorney	24	50.1%	33.1%	16.8%	3

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My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	64	45.9%	19.9%	34.1%
Attorney	38	54.8%	15.9%	29.3%
Non-Attorney	26	30.8%	26.8%	42.4%

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				
U.S. Office of Special Counsel	64	35.9%	24.5%	39.6%
Attorney	38	38.8%	18.6%	42.5%
Non-Attorney	26	30.9%	34.5%	34.6%

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	62	51.7%	24.1%	24.2%
Attorney	37	56.1%	21.9%	22.0%
Non-Attorney	25	44.1%	27.9%	28.1%

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	62	34.1%	27.4%	38.5%
Attorney	38	38.9%	26.5%	34.5%
Non-Attorney	24	25.1%	29.1%	45.8%

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	64	27.1%	29.4%	43.5%
Attorney	38	36.2%	26.3%	37.4%
Non-Attorney	26	11.5%	34.7%	53.8%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	64	45.2%	33.4%	21.4%
Attorney	38	46.8%	37.2%	16.0%
Non-Attorney	26	42.3%	27.0%	30.7%

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	64	59.9%	10.7%	29.4%
Attorney	38	67.9%	7.9%	24.1%
Non-Attorney	26	46.2%	15.4%	38.4%

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	64	49.3%	24.1%	26.6%
Attorney	38	55.7%	20.3%	24.0%
Non-Attorney	26	38.5%	30.6%	30.9%

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

	N	Positive	Neutral	Negative
Governmentwide				
U.S. Office of Special Counsel	64	56.8%	15.2%	28.0%
Attorney	38	65.3%	10.6%	24.1%
Non-Attorney	26	42.3%	23.0%	34.6%

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Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide					
U.S. Office of Special Counsel	62	64.2%	12.2%	7.4%	16.2%
Attorney	37	78.3%	5.4%	0.0%	16.3%
Non-Attorney	25	39.7%	24.0%	20.1%	16.1%

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
Governmentwide					
U.S. Office of Special Counsel	62	5.0%	37.7%	1.5%	9.8%
Attorney	36	5.7%	42.2%	0.0%	11.1%
Non-Attorney	26	3.9%	30.5%	3.9%	7.6%

(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
Governmentwide					
U.S. Office of Special Counsel	62	6.4%	0.0%	15.8%	23.8%
Attorney	36	5.5%	0.0%	11.2%	24.2%
Non-Attorney	26	7.7%	0.0%	23.2%	23.2%

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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				
U.S. Office of Special Counsel	61	41.3%	54.2%	4.5%
Attorney	36	42.2%	57.8%	0.0%
Non-Attorney	25	39.8%	48.2%	12.1%

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				
U.S. Office of Special Counsel	62	30.1%	57.4%	12.5%
Attorney	36	29.8%	61.8%	8.4%
Non-Attorney	26	30.7%	50.2%	19.1%

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

	N	Yes	No	Not Available To Me
Governmentwide				
U.S. Office of Special Counsel	60	6.0%	84.1%	9.9%
Attorney	36	0.0%	91.6%	8.4%
Non-Attorney	24	16.6%	70.9%	12.6%

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				
U.S. Office of Special Counsel	62	3.0%	61.2%	35.9%
Attorney	36	0.0%	60.9%	39.1%
Non-Attorney	26	7.8%	61.6%	30.7%

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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				
U.S. Office of Special Counsel	61	0.0%	63.5%	36.5%
Attorney	36	0.0%	60.8%	39.2%
Non-Attorney	25	0.0%	68.1%	31.9%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide					
U.S. Office of Special Counsel	31	74.4%	12.4%	13.2%	2
Attorney	21	76.2%	9.4%	14.5%	0
Non-Attorney	10	69.9%	20.0%	10.1%	2

*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					
U.S. Office of Special Counsel	26	95.8%	4.2%	0.0%	0
Attorney	15	93.3%	6.7%	0.0%	0
Non-Attorney	11	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					
U.S. Office of Special Counsel	19	73.0%	21.2%	5.8%	0
Attorney	11	71.6%	18.8%	9.6%	0
Non-Attorney	8	75.1%	24.9%	0.0%	0

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

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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	█	█	█	█	█
U.S. Office of Special Counsel	5	100.0%	0.0%	0.0%	1
Attorney	0	--	--	--	0
Non-Attorney	5	100.0%	0.0%	0.0%	1

*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	█	█	█	█	█
U.S. Office of Special Counsel	1	100.0%	0.0%	0.0%	1
Attorney	0	--	--	--	0
Non-Attorney	1	100.0%	0.0%	0.0%	1

*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	█	█	█	█	█
U.S. Office of Special Counsel	0	--	--	--	1
Attorney	0	--	--	--	0
Non-Attorney	0	--	--	--	1

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

U.S. Office of Special Counsel

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Demographic Questions

Where do you work?

	N	%
Headquarters	44	74.6%
Field	15	25.4%

What is your supervisory status?

	N	%
Non-Supervisor	50	82.0%
Team Leader	2	3.3%
Supervisor	7	11.5%
Manager	1	1.6%
Senior Leader	1	1.6%

Are you:

	N	%
Male	24	42.9%
Female	32	57.1%

Are you Hispanic or Latino?

	N	%
Yes	1	1.8%
No	54	98.2%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	3	5.9%
Black or African American	11	21.6%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	35	68.6%
Two or more races	2	3.9%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	N	%
Less than High School	1	1.7%
High School Diploma/GED or equivalent	1	1.7%
Trade or Technical Certificate	1	1.7%
Some College (no degree)	1	1.7%
Associate's Degree (e.g., AA, AS)	1	1.7%
Bachelor's Degree (e.g., BA, BS)	10	16.9%
Master's Degree (e.g., MA, MS, MBA)	7	11.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	37	62.7%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	1	1.6%
GS 7-12	20	31.7%
GS 13-15	41	65.1%
Senior Executive Service	1	1.6%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	2	3.5%
1 to 3 years	10	17.5%
4 to 5 years	5	8.8%
6 to 10 years	11	19.3%
11 to 14 years	12	21.1%
15 to 20 years	10	17.5%
More than 20 years	7	12.3%

Note: Percentages for demographic questions are unweighted.

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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	4	7.0%
1 to 3 years	17	29.8%
4 to 5 years	4	7.0%
6 to 10 years	20	35.1%
11 to 20 years	10	17.5%
More than 20 years	2	3.5%

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

	N	%
No	39	63.9%
Yes, to retire	3	4.9%
Yes, to take another job within the Federal Government	18	29.5%
Yes, to take another job outside the Federal Government	0	0.0%
Yes, other	1	1.6%

I am planning to retire:

	N	%
Within one year	1	1.7%
Between one and three years	4	6.7%
Between three and five years	2	3.3%
Five or more years	53	88.3%

Self-Identify as:

	N	%
Heterosexual or Straight	38	69.1%
Gay, Lesbian, Bisexual, or Transgender	6	10.9%
I prefer not to say	11	20.0%

What is your US military service status?

	N	%
No Prior Military Service	46	82.1%
Currently in National Guard or Reserves	0	0.0%
Retired	2	3.6%
Separated or Discharged	8	14.3%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	5	8.5%
No	54	91.5%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	3	4.6%
30-39	24	36.9%
40-49	15	23.1%
50-59	18	27.7%
60 or older	5	7.7%

Note: Percentages for demographic questions are unweighted.