

## Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	67.89%	29.10%	38.80%	8.89%	11.26%	11.96%	23.22%	30	40	9	11
Agree -disagree	2	I have enough information to do my job well.	75.14%	32.56%	42.58%	7.75%	12.26%	4.84%	17.11%	33	43	8	12
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	61.88%	33.18%	28.70%	19.75%	8.50%	9.87%	18.37%	34	30	20	8
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	77.40%	43.08%	34.32%	12.67%	6.90%	3.03%	9.93%	44	35	13	7
Agree -disagree	5	*I like the kind of work I do.	81.83%	40.83%	41.00%	13.14%	3.06%	1.97%	5.03%	41	41	13	3
Agree -disagree	6	I know what is expected of me on the job.	80.69%	40.56%	40.13%	10.07%	3.97%	5.27%	9.24%	41	40	10	4
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.28%	72.55%	22.74%	3.83%	0.00%	0.88%	0.88%	74	23	4	0
Agree -disagree	8	I am constantly looking for ways to do my job better.	94.06%	52.38%	41.68%	5.04%	0.00%	0.90%	0.90%	52	42	5	0
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	56.18%	17.98%	38.20%	14.78%	13.13%	15.90%	29.04%	18	39	15	14
Agree -disagree	10	*My workload is reasonable.	49.11%	13.66%	35.46%	14.60%	21.51%	14.77%	36.28%	14	36	15	22

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Agree -disagree	11	*My talents are used well in the workplace.	59.67%	22.76%	36.91%	16.85%	9.41%	14.07%	23.48%	23	38	17	9
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	88.15%	48.20%	39.95%	3.95%	3.93%	3.98%	7.91%	49	41	4	4
Agree -disagree	13	*The work I do is important.	95.24%	55.59%	39.65%	3.87%	0.00%	0.89%	0.89%	56	40	4	0
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	76.79%	35.86%	40.93%	11.58%	5.76%	5.87%	11.63%	36	41	12	6
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	77.41%	39.88%	37.53%	13.19%	4.19%	5.21%	9.40%	40	38	13	4
Agree -disagree	16	I am held accountable for achieving results.	84.03%	41.73%	42.30%	6.95%	4.95%	4.07%	9.02%	42	43	7	5
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	54.65%	25.44%	29.20%	15.05%	10.53%	19.78%	30.31%	25	28	14	10
Agree -disagree	18	*My training needs are assessed.	60.81%	24.23%	36.58%	16.26%	11.46%	11.47%	22.93%	24	36	16	11
Agree -disagree	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).	74.04%	30.76%	43.28%	13.52%	7.82%	4.62%	12.44%	28	39	12	7
Agree -disagree	20	*The people I work with cooperate to get the job done.	95.25%	53.74%	41.51%	1.82%	0.00%	2.92%	2.92%	55	42	2	0
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	74.47%	26.15%	48.32%	12.29%	3.94%	9.29%	13.23%	26	48	12	4
Agree -disagree	22	*Promotions in my work unit are based on merit.	60.22%	21.06%	39.16%	19.09%	7.57%	13.12%	20.69%	20	37	18	7

## Core Survey

Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	47.73%	22.61%	25.13%	32.23%	9.13%	10.90%	20.03%	19	21	27	8
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	49.96%	16.29%	33.68%	25.27%	14.59%	10.17%	24.76%	15	32	24	14
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	61.65%	21.45%	40.20%	19.96%	8.85%	9.54%	18.39%	19	36	18	8
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	93.05%	56.81%	36.24%	4.94%	2.01%	0.00%	2.01%	57	36	5	2
Agree -disagree	27	The skill level in my work unit has improved in the past year.	77.74%	37.31%	40.43%	18.99%	3.27%	0.00%	3.27%	36	38	18	3
Good -poor	28	How would you rate the overall quality of work done by your work unit?	93.98%	65.55%	28.42%	4.13%	1.89%	0.00%	1.89%	66	29	4	2
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	81.67%	29.27%	52.40%	8.36%	4.13%	5.83%	9.97%	29	52	8	4
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	56.18%	21.39%	34.79%	18.34%	12.11%	13.37%	25.48%	21	34	18	12
Agree -disagree	31	Employees are recognized for providing high quality products and services.	63.95%	24.67%	39.28%	10.71%	12.14%	13.21%	25.35%	25	39	11	12
Agree -disagree	32	*Creativity and innovation are rewarded.	47.36%	22.87%	24.49%	27.36%	9.95%	15.34%	25.29%	23	24	27	10
Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	37.80%	13.23%	24.58%	27.62%	11.09%	23.49%	34.58%	12	22	25	10
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	59.43%	27.15%	32.28%	22.70%	7.24%	10.64%	17.88%	26	31	22	7

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Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	85.71%	39.21%	46.50%	8.08%	2.11%	4.11%	6.21%	38	46	8	2
Agree -disagree	36	*My organization has prepared employees for potential security threats.	84.97%	41.42%	43.55%	7.10%	2.92%	5.00%	7.93%	41	44	7	3
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	56.49%	31.56%	24.93%	12.89%	9.55%	21.06%	30.62%	30	24	12	9
Agree -disagree	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.	63.85%	35.70%	28.15%	15.44%	4.09%	16.62%	20.71%	35	27	15	4
Agree -disagree	39	My agency is successful at accomplishing its mission.	82.28%	38.07%	44.21%	6.70%	3.97%	7.04%	11.02%	39	45	7	4
Agree -disagree	40	I recommend my organization as a good place to work.	67.56%	35.67%	31.89%	12.51%	7.52%	12.41%	19.93%	36	32	13	8
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	62.27%	32.31%	29.96%	13.40%	6.24%	18.09%	24.33%	31	28	13	6
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	91.08%	67.05%	24.03%	2.95%	0.00%	5.97%	5.97%	68	24	3	0
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.81%	47.33%	31.47%	6.57%	10.62%	4.00%	14.62%	48	32	7	10
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	80.81%	50.86%	29.96%	11.03%	4.19%	3.97%	8.16%	51	30	11	4

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Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	84.92%	59.68%	25.24%	6.38%	3.35%	5.35%	8.70%	57	24	6	3
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	83.78%	51.52%	32.25%	4.93%	6.38%	4.91%	11.29%	52	33	5	6
Agree -disagree	47	*Supervisors in my work unit support employee development.	81.99%	53.91%	28.08%	7.91%	2.97%	7.13%	10.10%	55	28	8	3
Agree -disagree	48	My supervisor listens to what I have to say.	89.04%	62.32%	26.72%	5.12%	0.00%	5.83%	5.83%	64	27	5	0
Agree -disagree	49	My supervisor treats me with respect.	91.97%	68.24%	23.73%	4.15%	0.90%	2.99%	3.88%	70	24	4	1
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	82.56%	54.20%	28.36%	4.29%	6.00%	7.16%	13.16%	56	29	4	6
Agree -disagree	51	*I have trust and confidence in my supervisor.	78.72%	59.87%	18.85%	11.19%	1.90%	8.19%	10.09%	61	19	11	2
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	81.92%	65.46%	16.46%	9.11%	1.90%	7.07%	8.97%	66	17	9	2
Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	51.94%	20.56%	31.38%	18.30%	7.87%	21.88%	29.76%	21	32	18	8
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	50.66%	25.04%	25.62%	18.67%	10.02%	20.65%	30.67%	25	25	18	10
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	69.15%	35.89%	33.26%	15.43%	5.55%	9.87%	15.42%	33	30	14	5
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	74.32%	30.64%	43.67%	8.73%	6.90%	10.05%	16.95%	31	43	9	7

## Core Survey

Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	71.59%	30.54%	41.06%	9.77%	8.71%	9.92%	18.63%	28	37	9	8
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	65.04%	24.96%	40.08%	14.27%	9.31%	11.38%	20.69%	24	38	14	9
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	69.51%	29.94%	39.57%	10.05%	9.07%	11.37%	20.44%	29	38	10	9
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	70.30%	44.73%	25.56%	10.99%	7.02%	11.69%	18.72%	43	24	10	7
Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	59.24%	33.32%	25.92%	17.95%	9.95%	12.86%	22.81%	34	26	18	10
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	68.70%	40.51%	28.19%	16.93%	5.22%	9.16%	14.38%	40	27	16	5
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	57.83%	22.50%	35.33%	19.22%	7.80%	15.15%	22.95%	23	36	19	8
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.80%	24.55%	34.25%	16.52%	10.94%	13.74%	24.68%	25	35	17	11
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	60.04%	19.86%	40.19%	14.31%	13.42%	12.23%	25.65%	20	41	15	13
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	50.31%	18.58%	31.73%	20.79%	9.04%	19.87%	28.90%	19	32	21	9

Core Survey

Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	37.24%	14.67%	22.57%	26.97%	15.73%	20.05%	35.79%	15	23	28	16
Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	62.26%	21.93%	40.32%	20.05%	10.76%	6.93%	17.69%	22	41	20	11
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	68.91%	31.03%	37.88%	13.84%	7.93%	9.32%	17.25%	31	38	14	8
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	60.04%	20.06%	39.98%	12.82%	13.08%	14.06%	27.14%	20	41	13	13
Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	66.45%	27.62%	38.84%	12.44%	7.97%	13.13%	21.10%	28	39	13	8
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	88.96%	60.33%	28.63%	6.10%	1.54%	3.39%	4.93%	39	19	4	1
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	97.61%	90.36%	7.25%	0.00%	2.39%	0.00%	2.39%	37	3	0	1
Satisfied -dissatisfied	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)	91.05%	47.65%	43.40%	8.95%	0.00%	0.00%	0.00%	17	16	3	0
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	81.77%	61.30%	20.47%	18.23%	0.00%	0.00%	0.00%	3	1	1	0

Core Survey

Satisfied -dissatisfied	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)	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0	1	0	0
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	0	0	0

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.



## Core Survey

Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
12	102	N/A
5	101	N/A
10	102	N/A
3	102	N/A
2	100	N/A
5	100	N/A
1	102	N/A
1	100	N/A
16	102	0
15	102	0

## Core Survey

14	101	0
4	102	0
1	101	0
6	101	0
5	100	2
4	101	1
19	96	6
11	98	2
4	90	11
3	102	N/A
9	99	3
12	94	5

## Core Survey

9	84	18
9	94	8
8	89	12
0	100	1
0	95	6
0	101	N/A
6	99	3
13	98	3
13	100	2
15	99	2
21	90	9
10	96	6

Core Survey

4	98	4
5	100	1
20	95	7
16	97	4
7	102	0
12	101	N/A
17	95	5
6	101	1
4	101	1
4	100	1

## Core Survey

5	95	7
5	101	1
7	101	1
6	102	N/A
3	102	N/A
7	102	N/A
8	101	N/A
7	101	N/A
22	101	0
20	98	2
9	91	8
10	100	2

Core Survey

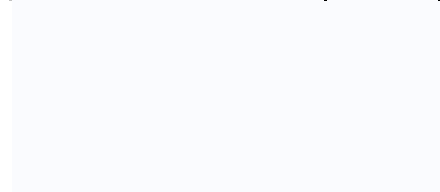
9	91	10
11	96	5
11	97	4
11	95	7
13	101	0
9	97	3
15	101	N/A
14	102	N/A
12	101	N/A
20	101	N/A

## Core Survey

20	102	N/A
7	101	N/A
9	100	N/A
14	101	N/A
13	101	N/A
2	65	3
0	41	1
0	36	2
0	5	0

# Core Survey

0	1	0
0	0	0





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

- Yes, I was notified that I was eligible to telework.
- Yes, I was notified that I was not eligible to telework.
- No, I was not notified of my telework eligibility.
- Not sure if I was notified of my telework eligibility.

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Total

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

- I telework 3 or more days per week.
- I telework 1 or 2 days per week.
- I telework, but no more than 1 or 2 days per month.
- I telework very infrequently.
- I do not telework because I have to be physically present on the job.
- I do not telework because I have technical issues.
- I do not telework because I did not receive approval to do so.
- I do not telework because I choose not to telework.

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Total

**74. Do you participate in the following Work/Life programs? Alternative Work Schedules**

- Yes
- No
- Not available to me

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Total

**75. Do you participate in the following Work/Life programs? Health and Wellness Programs**

- Yes
- No
- Not available to me

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Total

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

- Yes
- No
- Not available to me

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Total

**77. Do you participate in the following Work/Life programs? Child Care Programs**

- Yes
- No
- Not available to me

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Total

**78. Do you participate in the following Work/Life programs? Elder Care Programs**

- Yes
- No

Not available to me

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Total

Percentages are weighted to represent the Agency's population.

# Work Life-Telework

N	%
73	71.48%
10	9.85%
13	12.86%
6	5.82%
102	100.00%

N	%
8	8.05%
36	35.43%
4	4.08%
19	18.56%
7	6.94%
2	1.88%
7	7.19%
18	17.86%
101	100.00%

N	%
42	42.06%
50	48.85%
9	9.09%
101	100.00%

N	%
38	37.96%
54	53.12%
9	8.92%
101	100.00%

N	%
6	6.02%
88	86.81%
7	7.17%
101	100.00%

N	%
1	1.05%
60	59.58%
40	39.37%
101	100.00%

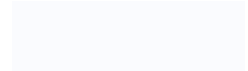
N	%
0	0.00%
61	60.67%

## Work Life-Telework

40 39.33%

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101 100.00%



# Demographics

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**Where do you work?**

Headquarters

Field

Total

**What is your supervisory status?**

Non-Supervisor

Team Leader

Supervisor

Manager

Senior Leader

Total

**Who are you:**

Male

Female

Total

**Are you Hispanic or Latino?**

Yes

No

Total

**Please select the racial category or categories with which you most closely identify.**

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

Two or more races

Total

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

Less than High School

High School Diploma/GED or equivalent

Trade or Technical Certificate

Some College (no degree)

Associate's Degree (e.g., AA, AS)

Bachelor's Degree (e.g., BA, BS)

Master's Degree (e.g., MA, MS, MBA)

Doctoral/Professional Degree (e.g., Ph.D., MD, JD)

Total

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

Federal Wage System



## Demographics

GS 1-6  
GS 7-12  
GS 13-15  
Senior Executive Service  
Senior Level (SL) or Scientific or Professional (ST)  
Other

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Total

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

Less than 1 year  
1 to 3 years  
4 to 5 years  
6 to 10 years  
11 to 14 years  
15 to 20 years  
More than 20 years

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Total

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

Less than 1 year  
1 to 3 years  
4 to 5 years  
6 to 10 years  
11 to 20 years  
More than 20 years

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Total

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

No  
Yes, to retire  
Yes, to take another job within the Federal Government  
Yes, to take another job outside the Federal Government  
Yes, other

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Total

### ***When planning to retire:***

Within one year  
Between one and three years  
Between three and five years  
Five or more years

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Total

### ***How do you identify as:***

Heterosexual or Straight  
Gay, Lesbian, Bisexual, or Transgender

## Demographics

I prefer not to say

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Total

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

No Prior Military Service

Currently in National Guard or Reserves

Retired

Separated or Discharged

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Total

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

Yes

No

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Total

**What is your age group?**

25 and under

26-29

30-39

40-49

50-59

60 or older

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Total

Percentages for demographic questions are unweighted.

ES prescribed items

# Demographics

N	%
78	82.11%
17	17.89%
<hr/>	
95	100.00%

N	%
73	76.84%
2	2.11%
14	14.74%
1	1.05%
5	5.26%
<hr/>	
95	100.00%

N	%
39	42.39%
53	57.61%
<hr/>	
92	100.00%

N	%
8	8.79%
83	91.21%
<hr/>	
91	100.00%

N	%
1	1.16%
5	5.81%
25	29.07%
0	0.00%
51	59.30%
4	4.65%
<hr/>	
86	100.00%

N	%
1	1.08%
3	3.23%
0	0.00%
7	7.53%
4	4.30%
8	8.60%
10	10.75%
60	64.52%
<hr/>	
93	100.00%

N	%
0	0.00%

# Demographics

5	5.21%
26	27.08%
62	64.58%
3	3.13%
0	0.00%
0	0.00%
<hr/>	
96	100.00%

N	%
4	4.35%
15	16.30%
8	8.70%
23	25.00%
14	15.22%
15	16.30%
13	14.13%
<hr/>	
92	100.00%

N	%
3	3.33%
33	36.67%
8	8.89%
23	25.56%
18	20.00%
5	5.56%
<hr/>	
90	100.00%

N	%
69	68.32%
1	0.99%
24	23.76%
2	1.98%
5	4.95%
<hr/>	
101	100.00%

N	%
0	0.00%
3	3.16%
6	6.32%
86	90.53%
<hr/>	
95	100.00%

N	%
71	76.34%
7	7.53%

# Demographics

15 16.13%

---

93 100.00%

**N %**

79 84.95%

0 0.00%

3 3.23%

11 11.83%

---

93 100.00%

**N %**

9 9.47%

---

86 90.53%

95 100.00%

**N %**

3 2.94%

7 6.86%

33 32.35%

25 24.51%

28 27.45%

6 5.88%

---

102 100.00%

## Agency-Specific Questions

### ***1. OSC is improving its communications to employees.***

	<b># of Respondents</b>	<b>Percent</b>
	<b>2016</b>	<b>2016</b>
Strongly Agree	43	42.4%
Agree	37	36.7%
Neither Agree nor Disagree	8	8.3%
Disagree	6	5.7%
Strongly Disagree	7	6.8%
Total	101	100.0%

### ***2. IT support is responsive to my work requests.***

	<b># of Respondents</b>	<b>Percent</b>
	<b>2016</b>	<b>2016</b>
Strongly Agree	35	34.2%
Agree	49	48.4%
Neither Agree nor Disagree	8	7.7%
Disagree	5	4.8%
Strongly Disagree	5	5.0%
Total	102	100.0%

### ***3. Human capital support is responsive to my requests.***

	<b># of Respondents</b>	<b>Percent</b>
	<b>2016</b>	<b>2016</b>
Strongly Agree	23	22.8%
Agree	39	38.2%
Neither Agree nor Disagree	20	19.3%
Disagree	11	10.7%
Strongly Disagree	9	8.9%
Total	102	100.0%

**4. OSC encourages the cross-training of its employees.**

---

	<b># of Respondents</b>	<b>Percent</b>
	<b>2016</b>	<b>2016</b>
Strongly Agree	27	26.8%
Agree	35	33.5%
Neither Agree nor Disagree	27	26.7%
Disagree	6	6.1%
Strongly Disagree	7	6.9%
Total	102	100.0%

**5. OSC employees have a shared sense of mission.**

---

	<b># of Respondents</b>	<b>Percent</b>
	<b>2016</b>	<b>2016</b>
Strongly Agree	27	26.9%
Agree	46	45.4%
Neither Agree nor Disagree	9	9.0%
Disagree	10	9.7%
Strongly Disagree	9	9.0%
Total	101	100.0%

**6. I understand how I can file a work-related complaint.**

---

	<b># of Respondents</b>	<b>Percent</b>
	<b>2016</b>	<b>2016</b>
Strongly Agree	33	32.1%
Agree	42	41.6%
Neither Agree nor Disagree	13	12.8%
Disagree	10	9.8%
Strongly Disagree	4	3.7%
Total	102	100.0%

**7. Overall, OSC is headed in the right direction.**

---

	# of Respondents	Percent
	2016	2016
Strongly Agree	32	30.9%
Agree	33	32.8%
Neither Agree nor Disagree	17	16.8%
Disagree	5	4.9%
Strongly Disagree	15	14.7%
Total	102	100.0%

**8. I am proud to tell people that I work for this agency.**

	# of Respondents	Percent
	2016	2016
Strongly Agree	43	42.8%
Agree	26	26.1%
Neither Agree nor Disagree	17	16.9%
Disagree	6	5.9%
Strongly Disagree	8	8.2%
Total	100	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Employee Viewpoint Survey