

**2014**

# **Federal Employee Viewpoint Survey Results**

Employees Influencing Change

Office of the U.S. Trade Representative

Agency Trend Report

United States Office of  
Personnel Management

# Office of the U.S. Trade Representative

## Trend Report

### Response Summary

	Surveys Completed
2014 Governmentwide	392,752
<b>2014 Office of the U.S. Trade Representative</b>	<b>107</b>
2013 Office of the U.S. Trade Representative	107
2012 Office of the U.S. Trade Representative	108
2011 Office of the U.S. Trade Representative	88
2010 Office of the U.S. Trade Representative	110

This 2014 Federal Employee Viewpoint Survey Report provides summary results for 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.

The last column indicates whether or not there was a significant increase, decrease, or no change in positive percentages from the previous year. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2014 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2013 to 2014.

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

## My Work Experience

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	391,977	59.1%	17.4%	23.5%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>107</b>	<b>53.1%</b>	<b>17.5%</b>	<b>29.4%</b>	→
2013 Office of the U.S. Trade Representative	107	48.9%	18.9%	32.3%	→
2012 Office of the U.S. Trade Representative	108	41.8%	24.1%	34.1%	→
2011 Office of the U.S. Trade Representative	87	48.0%	20.2%	31.8%	→
2010 Office of the U.S. Trade Representative	110	51.9%	27.6%	20.5%	

# Office of the U.S. Trade Representative

## *Trend Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	388,077	69.2%	15.2%	15.6%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>60.5%</b>	<b>10.7%</b>	<b>28.9%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	104	55.8%	18.7%	25.5%	→
2012 Office of the U.S. Trade Representative	108	49.3%	24.5%	26.3%	↘
2011 Office of the U.S. Trade Representative	87	65.1%	19.9%	15.0%	→
2010 Office of the U.S. Trade Representative	108	64.9%	18.3%	16.8%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	385,690	55.2%	19.0%	25.8%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>107</b>	<b>55.6%</b>	<b>20.9%</b>	<b>23.5%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	106	57.8%	19.0%	23.2%	→
2012 Office of the U.S. Trade Representative	106	51.2%	20.2%	28.6%	→
2011 Office of the U.S. Trade Representative	88	53.3%	26.7%	20.0%	↘
2010 Office of the U.S. Trade Representative	110	65.9%	15.7%	18.4%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,314	69.6%	15.0%	15.4%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>69.3%</b>	<b>15.0%</b>	<b>15.7%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	106	64.3%	23.2%	12.6%	→
2012 Office of the U.S. Trade Representative	105	61.8%	17.6%	20.5%	→
2011 Office of the U.S. Trade Representative	88	66.5%	17.4%	16.2%	→
2010 Office of the U.S. Trade Representative	110	69.6%	17.4%	13.0%	

# Office of the U.S. Trade Representative

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	384,679	82.2%	11.3%	6.5%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>83.8%</b>	<b>8.8%</b>	<b>7.4%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	107	82.0%	8.1%	9.8%	→
2012 Office of the U.S. Trade Representative	106	80.5%	11.0%	8.5%	→
2011 Office of the U.S. Trade Representative	88	80.6%	11.4%	8.0%	→
2010 Office of the U.S. Trade Representative	110	87.5%	10.5%	1.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	387,941	78.8%	11.5%	9.7%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>104</b>	<b>71.4%</b>	<b>13.4%</b>	<b>15.2%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	106	67.4%	20.5%	12.1%	→
2012 Office of the U.S. Trade Representative	108	63.8%	19.4%	16.9%	→
2011 Office of the U.S. Trade Representative	88	70.4%	16.8%	12.7%	→
2010 Office of the U.S. Trade Representative	110	76.5%	14.8%	8.7%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,516	95.6%	2.8%	1.6%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>96.3%</b>	<b>2.3%</b>	<b>1.4%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	107	94.3%	2.8%	2.9%	↘
2012 Office of the U.S. Trade Representative	108	97.3%	1.6%	1.1%	→
2011 Office of the U.S. Trade Representative	88	95.8%	2.8%	1.4%	→
2010 Office of the U.S. Trade Representative	110	94.9%	1.6%	3.5%	

# Office of the U.S. Trade Representative

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,789	90.2%	7.9%	1.9%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>107</b>	<b>86.1%</b>	<b>9.8%</b>	<b>4.1%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	107	88.3%	8.7%	3.1%	→
2012 Office of the U.S. Trade Representative	108	88.6%	9.5%	2.0%	→
2011 Office of the U.S. Trade Representative	88	85.1%	11.9%	3.0%	↘
2010 Office of the U.S. Trade Representative	110	92.0%	5.5%	2.5%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	390,739	44.8%	16.5%	38.7%	935	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>30.4%</b>	<b>13.1%</b>	<b>56.5%</b>	<b>0</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	107	12.0%	3.0%	85.0%	0	↘
2012 Office of the U.S. Trade Representative	106	24.0%	18.0%	58.0%	2	→
2011 Office of the U.S. Trade Representative	88	25.5%	13.2%	61.4%	0	↘
2010 Office of the U.S. Trade Representative	110	32.6%	7.1%	60.3%	0	

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,209	56.5%	16.7%	26.8%	720	
<b>2014 Office of the U.S. Trade Representative</b>	<b>107</b>	<b>28.7%</b>	<b>18.4%</b>	<b>53.0%</b>	<b>0</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	106	24.0%	12.2%	63.8%	0	→
2012 Office of the U.S. Trade Representative	106	31.5%	17.0%	51.5%	1	↘
2011 Office of the U.S. Trade Representative	87	40.1%	15.5%	44.4%	0	↘
2010 Office of the U.S. Trade Representative	110	48.4%	15.9%	35.7%	0	

# Office of the U.S. Trade Representative

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,178	56.5%	17.2%	26.3%	1,880	
<b>2014 Office of the U.S. Trade Representative</b>	<b>103</b>	<b>56.1%</b>	<b>17.3%</b>	<b>26.6%</b>	<b>2</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	101	54.0%	18.8%	27.1%	0	→
2012 Office of the U.S. Trade Representative	104	60.5%	12.3%	27.2%	2	→
2011 Office of the U.S. Trade Representative	88	53.1%	23.0%	23.9%	0	→
2010 Office of the U.S. Trade Representative	110	57.0%	24.4%	18.6%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,298	81.9%	10.7%	7.4%	1,540	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>76.8%</b>	<b>7.2%</b>	<b>16.0%</b>	<b>0</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	107	75.4%	17.2%	7.4%	0	→
2012 Office of the U.S. Trade Representative	107	72.9%	13.8%	13.3%	1	→
2011 Office of the U.S. Trade Representative	87	74.7%	12.1%	13.2%	1	→
2010 Office of the U.S. Trade Representative	107	73.1%	18.0%	8.8%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	384,209	89.6%	7.1%	3.3%	1,147	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>86.9%</b>	<b>10.2%</b>	<b>2.9%</b>	<b>0</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	107	86.5%	9.6%	3.9%	0	→
2012 Office of the U.S. Trade Representative	106	81.0%	11.2%	7.8%	0	→
2011 Office of the U.S. Trade Representative	88	89.0%	5.4%	5.6%	0	↗
2010 Office of the U.S. Trade Representative	108	79.8%	14.8%	5.4%	1	

# Office of the U.S. Trade Representative

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	389,314	65.6%	14.3%	20.1%	1,736	
<b>2014 Office of the U.S. Trade Representative</b>	<b>107</b>	<b>48.8%</b>	<b>24.7%</b>	<b>26.5%</b>	<b>0</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	107	48.3%	21.1%	30.5%	0	→
2012 Office of the U.S. Trade Representative	107	43.4%	10.8%	45.7%	0	↘
2011 Office of the U.S. Trade Representative	87	52.1%	17.9%	29.9%	0	→
2010 Office of the U.S. Trade Representative	108	57.8%	13.6%	28.7%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,888	68.2%	14.9%	16.9%	4,845	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>68.0%</b>	<b>19.6%</b>	<b>12.4%</b>	<b>2</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	100	70.3%	13.1%	16.6%	5	↗
2012 Office of the U.S. Trade Representative	103	61.1%	14.5%	24.4%	3	↘
2011 Office of the U.S. Trade Representative	88	68.6%	14.6%	16.8%	0	→
2010 Office of the U.S. Trade Representative	109	70.7%	15.9%	13.4%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	387,980	81.1%	12.5%	6.4%	1,810	
<b>2014 Office of the U.S. Trade Representative</b>	<b>107</b>	<b>89.5%</b>	<b>9.1%</b>	<b>1.4%</b>	<b>0</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	107	87.0%	8.9%	4.1%	0	→
2012 Office of the U.S. Trade Representative	104	81.5%	9.6%	8.9%	1	→
2011 Office of the U.S. Trade Representative	87	83.6%	9.1%	7.4%	1	→
2010 Office of the U.S. Trade Representative	109	89.8%	6.8%	3.4%	0	

# Office of the U.S. Trade Representative

## Trend Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	373,094	60.3%	19.3%	20.4%	16,950	
<b>2014 Office of the U.S. Trade Representative</b>	<b>95</b>	<b>53.4%</b>	<b>26.6%</b>	<b>20.1%</b>	<b>11</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	97	44.5%	28.2%	27.3%	10	→
2012 Office of the U.S. Trade Representative	98	42.5%	21.1%	36.4%	10	→
2011 Office of the U.S. Trade Representative	83	49.3%	22.4%	28.4%	5	→
2010 Office of the U.S. Trade Representative	95	56.5%	25.7%	17.8%	14	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,903	49.6%	23.8%	26.5%	4,288	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>10.8%</b>	<b>27.7%</b>	<b>61.5%</b>	<b>2</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	106	12.5%	20.5%	67.0%	1	→
2012 Office of the U.S. Trade Representative	107	18.9%	24.1%	57.0%	1	→
2011 Office of the U.S. Trade Representative	87	17.0%	28.8%	54.2%	1	→
2010 Office of the U.S. Trade Representative	107	15.5%	40.7%	43.8%	3	

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	382,953	67.5%	14.6%	18.0%	8,987	
<b>2014 Office of the U.S. Trade Representative</b>	<b>102</b>	<b>63.7%</b>	<b>14.5%</b>	<b>21.8%</b>	<b>5</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	97	62.8%	18.5%	18.7%	10	→
2012 Office of the U.S. Trade Representative	102	61.0%	8.6%	30.4%	6	→
2011 Office of the U.S. Trade Representative	87	62.0%	17.9%	20.1%	1	↘
2010 Office of the U.S. Trade Representative	107	71.0%	12.8%	16.1%	3	



# Office of the U.S. Trade Representative

## Trend Report

### My Work Unit

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	391,426	72.1%	14.2%	13.8%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>81.2%</b>	<b>8.9%</b>	<b>9.9%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	106	86.0%	7.5%	6.5%	→
2012 Office of the U.S. Trade Representative	108	84.7%	6.4%	8.9%	→
2011 Office of the U.S. Trade Representative	79	81.7%	10.2%	8.0%	→
2010 Office of the U.S. Trade Representative	106	81.1%	10.7%	8.2%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	376,727	40.6%	26.4%	33.0%	14,985	
<b>2014 Office of the U.S. Trade Representative</b>	<b>101</b>	<b>58.3%</b>	<b>19.5%</b>	<b>22.2%</b>	<b>6</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	106	60.9%	19.5%	19.6%	1	→
2012 Office of the U.S. Trade Representative	106	63.0%	19.1%	17.9%	2	→
2011 Office of the U.S. Trade Representative	83	58.1%	24.8%	17.1%	5	→
2010 Office of the U.S. Trade Representative	106	63.9%	26.1%	10.1%	4	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	362,631	32.0%	28.7%	39.3%	26,462	
<b>2014 Office of the U.S. Trade Representative</b>	<b>93</b>	<b>42.9%</b>	<b>23.4%</b>	<b>33.8%</b>	<b>14</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	89	39.7%	27.6%	32.7%	18	→
2012 Office of the U.S. Trade Representative	95	39.9%	29.7%	30.4%	12	→
2011 Office of the U.S. Trade Representative	80	43.8%	31.2%	25.1%	8	→
2010 Office of the U.S. Trade Representative	101	47.0%	36.4%	16.6%	9	

# Office of the U.S. Trade Representative

## Trend 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	Difference from previous year
2014 Governmentwide	354,178	28.2%	26.9%	44.9%	35,600	
<b>2014 Office of the U.S. Trade Representative</b>	<b>79</b>	<b>29.7%</b>	<b>45.8%</b>	<b>24.5%</b>	<b>28</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	93	29.8%	33.4%	36.8%	14	→
2012 Office of the U.S. Trade Representative	84	33.7%	34.8%	31.5%	20	→
2011 Office of the U.S. Trade Representative	76	37.9%	29.4%	32.6%	12	→
2010 Office of the U.S. Trade Representative	92	38.5%	40.9%	20.6%	18	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	368,267	31.5%	28.4%	40.1%	22,310	
<b>2014 Office of the U.S. Trade Representative</b>	<b>90</b>	<b>33.5%</b>	<b>34.7%</b>	<b>31.9%</b>	<b>16</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	96	30.8%	26.2%	43.0%	11	→
2012 Office of the U.S. Trade Representative	95	24.7%	37.6%	37.8%	12	→
2011 Office of the U.S. Trade Representative	80	32.7%	30.8%	36.5%	8	→
2010 Office of the U.S. Trade Representative	96	41.0%	29.6%	29.4%	14	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,099	38.0%	25.7%	36.3%	25,833	
<b>2014 Office of the U.S. Trade Representative</b>	<b>90</b>	<b>46.5%</b>	<b>32.0%</b>	<b>21.5%</b>	<b>16</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	81	19.1%	34.8%	46.2%	24	↘
2012 Office of the U.S. Trade Representative	92	34.8%	25.6%	39.6%	15	↗
2011 Office of the U.S. Trade Representative	76	15.7%	41.8%	42.5%	12	↘
2010 Office of the U.S. Trade Representative	88	34.9%	33.0%	32.1%	18	

# Office of the U.S. Trade Representative

## Trend Report

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	389,041	71.9%	14.6%	13.5%	1,704	
<b>2014 Office of the U.S. Trade Representative</b>	<b>107</b>	<b>74.1%</b>	<b>12.6%</b>	<b>13.2%</b>	<b>0</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	106	78.2%	10.8%	11.0%	1	→
2012 Office of the U.S. Trade Representative	106	81.4%	8.8%	9.8%	1	→
2011 Office of the U.S. Trade Representative	87	77.3%	7.7%	15.0%	1	→
2010 Office of the U.S. Trade Representative	109	82.0%	10.8%	7.2%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,813	50.8%	30.2%	19.0%	15,161	
<b>2014 Office of the U.S. Trade Representative</b>	<b>103</b>	<b>40.5%</b>	<b>35.9%</b>	<b>23.5%</b>	<b>3</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	101	44.5%	41.7%	13.8%	6	→
2012 Office of the U.S. Trade Representative	102	52.1%	26.0%	21.9%	5	↗
2011 Office of the U.S. Trade Representative	82	41.0%	38.3%	20.7%	4	↘
2010 Office of the U.S. Trade Representative	104	55.3%	32.3%	12.4%	6	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,716	81.8%	14.6%	3.6%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>107</b>	<b>91.6%</b>	<b>4.5%</b>	<b>3.9%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	106	94.2%	2.9%	2.9%	→
2012 Office of the U.S. Trade Representative	107	96.0%	2.9%	1.1%	↗
2011 Office of the U.S. Trade Representative	88	90.6%	8.5%	0.9%	→
2010 Office of the U.S. Trade Representative	110	93.3%	4.7%	2.0%	

# Office of the U.S. Trade Representative

## Trend Report

### My Agency

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,647	68.5%	18.3%	13.2%	7,045	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>79.4%</b>	<b>8.9%</b>	<b>11.7%</b>	<b>0</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	104	81.5%	10.6%	7.9%	0	→
2012 Office of the U.S. Trade Representative	104	79.8%	7.4%	12.7%	2	→
2011 Office of the U.S. Trade Representative	85	79.8%	13.6%	6.6%	2	→
2010 Office of the U.S. Trade Representative	105	82.7%	13.4%	3.9%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,805	41.9%	25.7%	32.4%	8,728	
<b>2014 Office of the U.S. Trade Representative</b>	<b>102</b>	<b>45.2%</b>	<b>15.9%</b>	<b>38.9%</b>	<b>2</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	105	40.9%	15.1%	44.0%	0	→
2012 Office of the U.S. Trade Representative	104	40.2%	12.0%	47.8%	2	↘
2011 Office of the U.S. Trade Representative	85	52.5%	15.2%	32.3%	3	→
2010 Office of the U.S. Trade Representative	102	57.5%	18.6%	24.0%	4	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,902	44.6%	24.2%	31.2%	7,530	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>56.5%</b>	<b>23.3%</b>	<b>20.2%</b>	<b>0</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	102	30.3%	18.4%	51.3%	2	→
2012 Office of the U.S. Trade Representative	102	26.7%	20.6%	52.7%	3	↘
2011 Office of the U.S. Trade Representative	84	45.0%	18.0%	37.0%	4	↘
2010 Office of the U.S. Trade Representative	101	59.5%	19.6%	20.9%	5	

# Office of the U.S. Trade Representative

## Trend Report

### My Agency (continued)

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	371,008	34.8%	29.5%	35.7%	12,026	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>38.8%</b>	<b>34.4%</b>	<b>26.8%</b>	<b>1</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	102	26.3%	27.7%	46.0%	3	→
2012 Office of the U.S. Trade Representative	103	26.2%	26.7%	47.1%	2	↘
2011 Office of the U.S. Trade Representative	82	37.3%	27.4%	35.2%	5	↘
2010 Office of the U.S. Trade Representative	100	54.1%	26.4%	19.5%	5	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,757	19.6%	26.5%	54.0%	25,095	
<b>2014 Office of the U.S. Trade Representative</b>	<b>84</b>	<b>10.1%</b>	<b>35.9%</b>	<b>54.1%</b>	<b>19</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	86	7.8%	18.7%	73.5%	18	→
2012 Office of the U.S. Trade Representative	92	9.8%	34.2%	56.0%	14	→
2011 Office of the U.S. Trade Representative	78	12.2%	32.0%	55.8%	8	↘
2010 Office of the U.S. Trade Representative	92	20.0%	31.2%	48.8%	14	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,225	55.5%	29.2%	15.4%	29,633	
<b>2014 Office of the U.S. Trade Representative</b>	<b>96</b>	<b>28.0%</b>	<b>46.9%</b>	<b>25.0%</b>	<b>10</b>	<b>↘</b>
2013 Office of the U.S. Trade Representative	85	38.3%	29.0%	32.6%	20	→
2012 Office of the U.S. Trade Representative	90	34.9%	37.6%	27.5%	16	→
2011 Office of the U.S. Trade Representative	77	39.3%	35.3%	25.4%	10	→
2010 Office of the U.S. Trade Representative	92	45.5%	27.5%	27.0%	14	

# Office of the U.S. Trade Representative

## Trend Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,670	76.0%	13.7%	10.4%	5,777	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>56.4%</b>	<b>27.3%</b>	<b>16.3%</b>	<b>1</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	103	53.2%	24.3%	22.5%	2	↗
2012 Office of the U.S. Trade Representative	105	44.1%	16.0%	39.9%	1	↘
2011 Office of the U.S. Trade Representative	86	54.0%	24.2%	21.9%	1	→
2010 Office of the U.S. Trade Representative	102	60.8%	20.1%	19.1%	4	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,944	76.0%	14.4%	9.6%	5,237	
<b>2014 Office of the U.S. Trade Representative</b>	<b>103</b>	<b>58.2%</b>	<b>20.4%</b>	<b>21.4%</b>	<b>2</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	101	55.2%	28.3%	16.5%	3	→
2012 Office of the U.S. Trade Representative	104	48.8%	25.5%	25.7%	2	↘
2011 Office of the U.S. Trade Representative	87	58.4%	29.8%	11.8%	0	↘
2010 Office of the U.S. Trade Representative	106	66.7%	18.8%	14.6%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	361,372	50.3%	23.1%	26.5%	21,762	
<b>2014 Office of the U.S. Trade Representative</b>	<b>100</b>	<b>44.8%</b>	<b>30.9%</b>	<b>24.3%</b>	<b>6</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	91	42.0%	24.1%	33.8%	12	↗
2012 Office of the U.S. Trade Representative	96	31.0%	19.1%	50.0%	9	↘
2011 Office of the U.S. Trade Representative	82	45.7%	22.1%	32.2%	5	→
2010 Office of the U.S. Trade Representative	95	50.2%	28.1%	21.6%	11	

# Office of the U.S. Trade Representative

## Trend 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	Difference from previous year
2014 Governmentwide	347,433	65.2%	20.2%	14.6%	33,840	
<b>2014 Office of the U.S. Trade Representative</b>	<b>91</b>	<b>62.3%</b>	<b>25.1%</b>	<b>12.6%</b>	<b>13</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	88	56.5%	21.0%	22.5%	17	↗
2012 Office of the U.S. Trade Representative	91	41.5%	22.1%	36.4%	15	↘
2011 Office of the U.S. Trade Representative	80	56.7%	21.8%	21.5%	8	→
2010 Office of the U.S. Trade Representative	89	66.4%	20.8%	12.8%	15	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,864	73.0%	18.2%	8.8%	7,407	
<b>2014 Office of the U.S. Trade Representative</b>	<b>103</b>	<b>82.9%</b>	<b>12.5%</b>	<b>4.6%</b>	<b>3</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	103	69.0%	19.0%	12.0%	2	→
2012 Office of the U.S. Trade Representative	104	61.7%	22.1%	16.3%	1	→
2011 Office of the U.S. Trade Representative	82	71.9%	16.8%	11.3%	3	→
2010 Office of the U.S. Trade Representative	105	69.8%	19.0%	11.2%	1	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	383,760	62.1%	21.6%	16.4%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>46.2%</b>	<b>25.3%</b>	<b>28.4%</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	105	27.6%	30.3%	42.1%	→
2012 Office of the U.S. Trade Representative	106	36.0%	25.1%	39.0%	→
2011 Office of the U.S. Trade Representative	85	46.5%	26.7%	26.8%	↘
2010 Office of the U.S. Trade Representative	105	59.0%	24.8%	16.2%	

# Office of the U.S. Trade Representative

## Trend Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	350,655	38.1%	28.5%	33.4%	33,370	
<b>2014 Office of the U.S. Trade Representative</b>	<b>102</b>	<b>52.5%</b>	<b>19.9%</b>	<b>27.6%</b>	<b>4</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	89	12.9%	11.6%	75.5%	16	↘
2012 Office of the U.S. Trade Representative	100	25.5%	28.8%	45.7%	6	→
2011 Office of the U.S. Trade Representative	77	29.8%	29.5%	40.6%	9	→
2010 Office of the U.S. Trade Representative	89	36.4%	29.2%	34.3%	17	

### My Supervisor

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,621	77.3%	11.5%	11.2%	2,306	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>67.6%</b>	<b>13.5%</b>	<b>18.9%</b>	<b>0</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	105	63.0%	23.2%	13.8%	0	→
2012 Office of the U.S. Trade Representative	105	56.4%	12.9%	30.8%	1	→
2011 Office of the U.S. Trade Representative	86	67.7%	7.7%	24.6%	1	→
2010 Office of the U.S. Trade Representative	103	69.3%	12.1%	18.6%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,066	64.3%	17.9%	17.8%	2,012	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>71.7%</b>	<b>11.9%</b>	<b>16.5%</b>	<b>0</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	105	71.6%	16.3%	12.1%	0	↗
2012 Office of the U.S. Trade Representative	104	62.5%	14.7%	22.9%	2	→
2011 Office of the U.S. Trade Representative	86	69.4%	14.6%	16.0%	1	→
2010 Office of the U.S. Trade Representative	104	67.5%	19.1%	13.4%	0	



# Office of the U.S. Trade Representative

## Trend Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,309	61.6%	19.2%	19.2%	4,317	
<b>2014 Office of the U.S. Trade Representative</b>	<b>104</b>	<b>59.6%</b>	<b>25.2%</b>	<b>15.2%</b>	<b>1</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	102	60.2%	19.8%	19.9%	3	→
2012 Office of the U.S. Trade Representative	102	53.6%	18.8%	27.5%	3	→
2011 Office of the U.S. Trade Representative	86	51.9%	29.4%	18.7%	1	→
2010 Office of the U.S. Trade Representative	102	63.2%	15.7%	21.0%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	349,672	66.2%	23.1%	10.7%	31,868	
<b>2014 Office of the U.S. Trade Representative</b>	<b>93</b>	<b>69.9%</b>	<b>21.8%</b>	<b>8.3%</b>	<b>12</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	97	64.8%	30.7%	4.6%	8	↗
2012 Office of the U.S. Trade Representative	97	58.2%	28.6%	13.2%	9	↘
2011 Office of the U.S. Trade Representative	80	71.4%	21.1%	7.5%	7	→
2010 Office of the U.S. Trade Representative	92	66.0%	23.6%	10.5%	12	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	379,197	60.5%	20.4%	19.1%	2,159	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>62.3%</b>	<b>19.6%</b>	<b>18.1%</b>	<b>0</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	104	57.5%	27.7%	14.9%	1	→
2012 Office of the U.S. Trade Representative	104	53.8%	18.4%	27.8%	2	→
2011 Office of the U.S. Trade Representative	86	50.3%	30.4%	19.3%	1	↘
2010 Office of the U.S. Trade Representative	103	63.0%	24.0%	13.1%	1	

# Office of the U.S. Trade Representative

## *Trend Report*

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,678	63.1%	19.3%	17.6%	6,028	
<b>2014 Office of the U.S. Trade Representative</b>	<b>102</b>	<b>61.9%</b>	<b>24.8%</b>	<b>13.4%</b>	<b>4</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	103	47.3%	31.0%	21.7%	2	→
2012 Office of the U.S. Trade Representative	104	54.2%	19.2%	26.6%	2	→
2011 Office of the U.S. Trade Representative	85	50.4%	27.6%	21.9%	1	→
2010 Office of the U.S. Trade Representative	101	59.6%	25.0%	15.4%	3	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,761	75.0%	12.7%	12.2%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>79.3%</b>	<b>7.7%</b>	<b>13.0%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	105	79.0%	11.5%	9.5%	↗
2012 Office of the U.S. Trade Representative	106	63.9%	19.1%	17.0%	→
2011 Office of the U.S. Trade Representative	87	73.4%	15.3%	11.3%	→
2010 Office of the U.S. Trade Representative	104	82.2%	11.6%	6.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,603	80.2%	10.6%	9.2%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>79.3%</b>	<b>9.7%</b>	<b>10.9%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	105	82.4%	10.7%	6.8%	↗
2012 Office of the U.S. Trade Representative	106	68.6%	18.2%	13.2%	↘
2011 Office of the U.S. Trade Representative	87	81.0%	13.4%	5.5%	→
2010 Office of the U.S. Trade Representative	104	80.5%	13.4%	6.1%	

# Office of the U.S. Trade Representative

## Trend Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,812	77.3%	10.3%	12.4%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>87.5%</b>	<b>8.3%</b>	<b>4.2%</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	105	72.5%	12.4%	15.2%	→
2012 Office of the U.S. Trade Representative	106	72.9%	12.2%	14.9%	→
2011 Office of the U.S. Trade Representative	87	78.2%	6.5%	15.3%	→
2010 Office of the U.S. Trade Representative	104	83.3%	7.4%	9.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,967	65.4%	17.2%	17.4%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>71.3%</b>	<b>16.0%</b>	<b>12.7%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	105	71.3%	14.5%	14.2%	↗
2012 Office of the U.S. Trade Representative	106	51.5%	19.7%	28.9%	↘
2011 Office of the U.S. Trade Representative	86	65.3%	18.0%	16.7%	→
2010 Office of the U.S. Trade Representative	102	67.5%	20.9%	11.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,129	68.9%	18.6%	12.5%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>74.0%</b>	<b>17.4%</b>	<b>8.7%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	104	73.9%	14.8%	11.3%	↗
2012 Office of the U.S. Trade Representative	103	56.7%	26.1%	17.1%	→
2011 Office of the U.S. Trade Representative	87	61.8%	24.1%	14.2%	→
2010 Office of the U.S. Trade Representative	104	69.6%	19.9%	10.6%	

# Office of the U.S. Trade Representative

## Trend Report

### Leadership

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,179	37.5%	25.2%	37.3%	6,901	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>48.6%</b>	<b>21.4%</b>	<b>29.9%</b>	<b>1</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	101	12.9%	12.0%	75.1%	1	→
2012 Office of the U.S. Trade Representative	102	12.8%	19.9%	67.3%	1	↘
2011 Office of the U.S. Trade Representative	84	31.4%	19.9%	48.7%	1	↘
2010 Office of the U.S. Trade Representative	101	43.1%	30.2%	26.7%	3	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,007	49.5%	25.5%	25.0%	22,553	
<b>2014 Office of the U.S. Trade Representative</b>	<b>101</b>	<b>68.5%</b>	<b>15.9%</b>	<b>15.6%</b>	<b>4</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	100	29.3%	33.4%	37.3%	3	→
2012 Office of the U.S. Trade Representative	100	28.9%	34.4%	36.7%	3	↘
2011 Office of the U.S. Trade Representative	83	54.4%	28.8%	16.8%	2	↘
2010 Office of the U.S. Trade Representative	101	72.0%	17.2%	10.8%	3	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,441	63.1%	22.9%	14.0%	21,209	
<b>2014 Office of the U.S. Trade Representative</b>	<b>96</b>	<b>63.7%</b>	<b>20.4%</b>	<b>15.9%</b>	<b>8</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	91	53.4%	29.3%	17.2%	12	→
2012 Office of the U.S. Trade Representative	98	49.9%	32.3%	17.8%	5	↘
2011 Office of the U.S. Trade Representative	81	62.9%	26.7%	10.4%	4	↘
2010 Office of the U.S. Trade Representative	98	72.8%	18.0%	9.2%	6	

# Office of the U.S. Trade Representative

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,472	58.2%	21.5%	20.3%	4,914	
<b>2014 Office of the U.S. Trade Representative</b>	<b>104</b>	<b>58.8%</b>	<b>19.9%</b>	<b>21.3%</b>	<b>2</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	100	39.9%	19.0%	41.2%	2	↗
2012 Office of the U.S. Trade Representative	101	32.6%	25.7%	41.7%	2	↘
2011 Office of the U.S. Trade Representative	83	42.4%	29.3%	28.3%	1	↘
2010 Office of the U.S. Trade Representative	100	55.6%	25.8%	18.6%	3	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	351,864	58.0%	25.2%	16.8%	25,427	
<b>2014 Office of the U.S. Trade Representative</b>	<b>95</b>	<b>51.2%</b>	<b>28.2%</b>	<b>20.6%</b>	<b>11</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	93	37.3%	27.0%	35.7%	9	↗
2012 Office of the U.S. Trade Representative	95	30.3%	30.3%	39.4%	7	↘
2011 Office of the U.S. Trade Representative	80	41.0%	41.4%	17.6%	5	→
2010 Office of the U.S. Trade Representative	91	49.1%	29.1%	21.8%	10	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,473	49.9%	23.9%	26.2%	13,214	
<b>2014 Office of the U.S. Trade Representative</b>	<b>101</b>	<b>37.4%</b>	<b>24.2%</b>	<b>38.5%</b>	<b>5</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	100	40.5%	17.6%	41.9%	3	↗
2012 Office of the U.S. Trade Representative	97	29.0%	33.4%	37.6%	4	↘
2011 Office of the U.S. Trade Representative	84	52.6%	20.8%	26.6%	1	→
2010 Office of the U.S. Trade Representative	98	57.7%	20.3%	22.0%	5	

# Office of the U.S. Trade Representative

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,241	53.5%	24.0%	22.5%	13,338	
<b>2014 Office of the U.S. Trade Representative</b>	<b>101</b>	<b>51.1%</b>	<b>20.8%</b>	<b>28.0%</b>	<b>5</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	97	44.8%	26.3%	28.9%	5	→
2012 Office of the U.S. Trade Representative	98	45.4%	33.0%	21.6%	3	↘
2011 Office of the U.S. Trade Representative	82	58.6%	18.2%	23.2%	2	→
2010 Office of the U.S. Trade Representative	99	62.7%	20.4%	16.9%	4	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	355,344	56.0%	24.5%	19.4%	22,457	
<b>2014 Office of the U.S. Trade Representative</b>	<b>101</b>	<b>59.8%</b>	<b>22.5%</b>	<b>17.6%</b>	<b>5</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	99	37.7%	19.2%	43.1%	3	↗
2012 Office of the U.S. Trade Representative	100	30.2%	27.7%	42.1%	2	→
2011 Office of the U.S. Trade Representative	81	38.2%	32.8%	29.0%	3	↘
2010 Office of the U.S. Trade Representative	95	59.7%	23.2%	17.1%	9	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,771	50.1%	25.1%	24.9%	5,069	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>57.9%</b>	<b>14.6%</b>	<b>27.5%</b>	<b>0</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	102	21.6%	21.8%	56.6%	0	→
2012 Office of the U.S. Trade Representative	101	17.7%	20.2%	62.1%	1	↘
2011 Office of the U.S. Trade Representative	85	36.9%	25.2%	37.8%	0	↘
2010 Office of the U.S. Trade Representative	101	57.9%	25.8%	16.3%	2	

# Office of the U.S. Trade Representative

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	342,150	52.3%	28.3%	19.4%	35,524	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>21.0%</b>	<b>24.4%</b>	<b>54.5%</b>	<b>1</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	94	19.8%	22.5%	57.7%	9	→
2012 Office of the U.S. Trade Representative	93	16.6%	29.2%	54.2%	9	↘
2011 Office of the U.S. Trade Representative	79	36.8%	31.6%	31.5%	5	↘
2010 Office of the U.S. Trade Representative	84	52.0%	26.2%	21.8%	19	

### My Satisfaction

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,988	48.4%	24.0%	27.6%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>40.6%</b>	<b>23.0%</b>	<b>36.4%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	103	39.9%	20.2%	39.9%	→
2012 Office of the U.S. Trade Representative	100	34.8%	23.6%	41.7%	↘
2011 Office of the U.S. Trade Representative	85	49.3%	25.1%	25.6%	→
2010 Office of the U.S. Trade Representative	104	51.7%	25.1%	23.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,120	45.6%	24.5%	29.9%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>44.5%</b>	<b>24.0%</b>	<b>31.5%</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	103	28.3%	17.7%	54.1%	↗
2012 Office of the U.S. Trade Representative	101	20.3%	16.1%	63.6%	↘
2011 Office of the U.S. Trade Representative	85	34.3%	23.9%	41.7%	→
2010 Office of the U.S. Trade Representative	104	41.5%	25.9%	32.5%	

# Office of the U.S. Trade Representative

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	373,823	44.6%	24.5%	31.0%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>41.3%</b>	<b>28.6%</b>	<b>30.1%</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	102	22.9%	23.6%	53.4%	→
2012 Office of the U.S. Trade Representative	101	27.6%	21.7%	50.7%	→
2011 Office of the U.S. Trade Representative	85	30.7%	29.4%	40.0%	↘
2010 Office of the U.S. Trade Representative	104	47.4%	22.6%	30.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,396	39.6%	30.4%	30.0%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>34.9%</b>	<b>36.7%</b>	<b>28.5%</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	103	12.9%	24.4%	62.8%	→
2012 Office of the U.S. Trade Representative	100	11.6%	24.7%	63.7%	↘
2011 Office of the U.S. Trade Representative	85	26.8%	31.7%	41.5%	↘
2010 Office of the U.S. Trade Representative	104	41.6%	26.0%	32.4%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,391	33.1%	28.1%	38.8%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>22.8%</b>	<b>39.9%</b>	<b>37.3%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	102	19.9%	30.2%	49.9%	→
2012 Office of the U.S. Trade Representative	101	19.4%	27.2%	53.4%	→
2011 Office of the U.S. Trade Representative	84	23.3%	33.7%	43.0%	→
2010 Office of the U.S. Trade Representative	103	29.2%	36.6%	34.2%	



# Office of the U.S. Trade Representative

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,483	49.8%	24.3%	25.9%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>14.1%</b>	<b>36.4%</b>	<b>49.5%</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	103	13.7%	27.4%	58.9%	→
2012 Office of the U.S. Trade Representative	101	12.5%	41.8%	45.7%	→
2011 Office of the U.S. Trade Representative	83	14.4%	36.4%	49.2%	↘
2010 Office of the U.S. Trade Representative	103	22.5%	37.5%	40.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,286	64.1%	18.6%	17.3%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>52.1%</b>	<b>24.0%</b>	<b>23.9%</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	102	39.2%	29.5%	31.3%	→
2012 Office of the U.S. Trade Representative	100	44.4%	25.7%	29.9%	↘
2011 Office of the U.S. Trade Representative	85	55.8%	18.1%	26.1%	↘
2010 Office of the U.S. Trade Representative	104	67.4%	16.6%	16.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,805	55.8%	17.9%	26.3%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>51.4%</b>	<b>19.7%</b>	<b>28.9%</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	103	29.0%	17.1%	53.8%	↘
2012 Office of the U.S. Trade Representative	101	37.2%	25.6%	37.1%	↘
2011 Office of the U.S. Trade Representative	85	47.3%	25.4%	27.3%	↘
2010 Office of the U.S. Trade Representative	103	54.4%	17.2%	28.4%	

# Office of the U.S. Trade Representative

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,127	54.5%	22.8%	22.7%	
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>43.3%</b>	<b>24.3%</b>	<b>32.4%</b>	<b>↗</b>
2013 Office of the U.S. Trade Representative	103	19.7%	20.8%	59.4%	→
2012 Office of the U.S. Trade Representative	101	25.6%	25.8%	48.6%	↘
2011 Office of the U.S. Trade Representative	85	47.8%	20.4%	31.8%	→
2010 Office of the U.S. Trade Representative	104	56.0%	23.1%	21.0%	

### 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
2014 Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>63.3%</b>	<b>7.1%</b>	<b>12.2%</b>	<b>17.5%</b>
2013 Office of the U.S. Trade Representative	--	--	--	--	--
2012 Office of the U.S. Trade Representative	--	--	--	--	--
2011 Office of the U.S. Trade Representative	--	--	--	--	--
2010 Office of the U.S. Trade Representative	--	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

**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
2014 Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
<b>2014 Office of the U.S. Trade Representative</b>	<b>103</b>	<b>0.0%</b>	<b>5.0%</b>	<b>13.2%</b>	<b>48.7%</b>
2013 Office of the U.S. Trade Representative	103	1.2%	4.6%	7.8%	43.2%
2012 Office of the U.S. Trade Representative	100	0.0%	0.9%	8.9%	34.2%
2011 Office of the U.S. Trade Representative	84	0.0%	2.0%	7.1%	35.3%
2010 Office of the U.S. Trade Representative	--	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

(continued)

# Office of the U.S. Trade Representative

## Trend Report

### Work/Life (continued)

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

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
2014 Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
<b>2014 Office of the U.S. Trade Representative</b>	<b>103</b>	<b>11.5%</b>	<b>0.8%</b>	<b>12.2%</b>	<b>8.7%</b>
2013 Office of the U.S. Trade Representative	103	12.8%	2.0%	12.8%	15.5%
2012 Office of the U.S. Trade Representative	100	11.3%	6.3%	19.5%	18.9%
2011 Office of the U.S. Trade Representative	84	16.5%	3.9%	19.9%	15.4%
2010 Office of the U.S. Trade Representative	--	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

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

	N	Yes	No	Not Available To Me
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>7.1%</b>	<b>60.6%</b>	<b>32.3%</b>
2013 Office of the U.S. Trade Representative	103	3.3%	60.2%	36.5%
2012 Office of the U.S. Trade Representative	101	2.0%	61.3%	36.6%
2011 Office of the U.S. Trade Representative	84	7.7%	57.8%	34.6%
2010 Office of the U.S. Trade Representative	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

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

	N	Yes	No	Not Available To Me
<b>2014 Office of the U.S. Trade Representative</b>	<b>105</b>	<b>13.4%</b>	<b>81.3%</b>	<b>5.3%</b>
2013 Office of the U.S. Trade Representative	102	12.8%	75.9%	11.3%
2012 Office of the U.S. Trade Representative	100	14.5%	71.0%	14.4%
2011 Office of the U.S. Trade Representative	84	17.4%	68.5%	14.1%
2010 Office of the U.S. Trade Representative	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

# Office of the U.S. Trade Representative

## Trend Report

### Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2014 Governmentwide	368,151	14.3%	80.3%	5.4%
<b>2014 Office of the U.S. Trade Representative</b>	<b>104</b>	<b>6.1%</b>	<b>88.6%</b>	<b>5.2%</b>
2013 Office of the U.S. Trade Representative	101	6.0%	85.6%	8.4%
2012 Office of the U.S. Trade Representative	101	3.1%	88.2%	8.7%
2011 Office of the U.S. Trade Representative	84	5.5%	79.4%	15.1%
2010 Office of the U.S. Trade Representative	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

#### 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
2014 Governmentwide	372,753	3.9%	78.7%	17.4%
<b>2014 Office of the U.S. Trade Representative</b>	<b>106</b>	<b>0.9%</b>	<b>81.0%</b>	<b>18.2%</b>
2013 Office of the U.S. Trade Representative	102	0.9%	77.1%	21.9%
2012 Office of the U.S. Trade Representative	100	3.1%	81.6%	15.3%
2011 Office of the U.S. Trade Representative	83	2.3%	78.0%	19.7%
2010 Office of the U.S. Trade Representative	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

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

	N	Yes	No	Not Available To Me
2014 Governmentwide	373,277	2.5%	79.8%	17.7%
<b>2014 Office of the U.S. Trade Representative</b>	<b>104</b>	<b>0.0%</b>	<b>84.2%</b>	<b>15.8%</b>
2013 Office of the U.S. Trade Representative	103	0.0%	76.8%	23.2%
2012 Office of the U.S. Trade Representative	101	1.1%	83.0%	15.9%
2011 Office of the U.S. Trade Representative	84	2.8%	77.9%	19.3%
2010 Office of the U.S. Trade Representative	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

# Office of the U.S. Trade Representative

## Trend Report

### Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	167,341	76.6%	14.0%	9.5%	7,571	
<b>2014 Office of the U.S. Trade Representative</b>	<b>70</b>	<b>52.5%</b>	<b>15.8%</b>	<b>31.7%</b>	<b>3</b>	<b>→</b>
2013 Office of the U.S. Trade Representative	55	56.2%	19.2%	24.7%	2	→
2012 Office of the U.S. Trade Representative	44	43.6%	32.8%	23.6%	3	↘
2011 Office of the U.S. Trade Representative	38	67.7%	15.5%	16.8%	1	--
2010 Office of the U.S. Trade Representative	--	--	--	--	--	

\*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	Difference from previous year
2014 Governmentwide	138,977	89.1%	7.5%	3.4%	3,202	
<b>2014 Office of the U.S. Trade Representative</b>	<b>6</b>	<b>82.5%</b>	<b>17.5%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2013 Office of the U.S. Trade Representative	3	66.9%	33.1%	0.0%	0	--
2012 Office of the U.S. Trade Representative	2	100.0%	0.0%	0.0%	0	--
2011 Office of the U.S. Trade Representative	7	73.3%	0.0%	26.7%	0	--
2010 Office of the U.S. Trade Representative	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	100,599	79.5%	16.7%	3.8%	7,562	
<b>2014 Office of the U.S. Trade Representative</b>	<b>15</b>	<b>80.5%</b>	<b>12.0%</b>	<b>7.6%</b>	<b>0</b>	<b>--</b>
2013 Office of the U.S. Trade Representative	14	62.8%	29.4%	7.8%	0	--
2012 Office of the U.S. Trade Representative	15	66.4%	27.6%	6.1%	1	--
2011 Office of the U.S. Trade Representative	15	94.0%	6.0%	0.0%	1	--
2010 Office of the U.S. Trade Representative	--	--	--	--	--	

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

# Office of the U.S. Trade Representative

## Trend 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	Difference from previous year
2014 Governmentwide	52,178	74.1%	21.6%	4.3%	8,882	
<b>2014 Office of the U.S. Trade Representative</b>	<b>6</b>	<b>33.5%</b>	<b>50.2%</b>	<b>16.3%</b>	<b>2</b>	<b>--</b>
2013 Office of the U.S. Trade Representative	7	39.8%	60.2%	0.0%	1	--
2012 Office of the U.S. Trade Representative	3	66.0%	34.0%	0.0%	0	--
2011 Office of the U.S. Trade Representative	6	67.4%	16.3%	16.3%	0	--
2010 Office of the U.S. Trade Representative	--	--	--	--	--	

\*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	Difference from previous year
2014 Governmentwide	10,509	71.7%	23.9%	4.4%	4,356	
<b>2014 Office of the U.S. Trade Representative</b>	<b>1</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
2013 Office of the U.S. Trade Representative	1	0.0%	100.0%	0.0%	1	--
2012 Office of the U.S. Trade Representative	4	25.5%	27.2%	47.3%	0	--
2011 Office of the U.S. Trade Representative	3	35.4%	32.3%	32.3%	0	--
2010 Office of the U.S. Trade Representative	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	7,385	67.6%	29.5%	2.9%	3,459	
<b>2014 Office of the U.S. Trade Representative</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>2</b>	<b>--</b>
2013 Office of the U.S. Trade Representative	0	--	--	--	0	--
2012 Office of the U.S. Trade Representative	1	0.0%	100.0%	0.0%	0	--
2011 Office of the U.S. Trade Representative	3	30.2%	69.8%	0.0%	0	--
2010 Office of the U.S. Trade Representative	--	--	--	--	--	

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

# Office of the U.S. Trade Representative

## *Trend Report*

### Demographic Questions

#### *Where do you work?*

	N	%
Headquarters	103	97.2%
Field	3	2.8%

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

	N	%
Non-Supervisor	58	54.7%
Team Leader	30	28.3%
Supervisor	11	10.4%
Manager	3	2.8%
Senior Leader	4	3.8%

#### *Are you:*

	N	%
Male	47	46.1%
Female	55	53.9%

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

	N	%
Yes	4	4.0%
No	97	96.0%

#### *Race*

	N	%
American Indian or Alaska Native	0	0.0%
Asian	4	4.3%
Black or African American	11	11.8%
Native Hawaiian or Other Pacific Islander	1	1.1%
White	76	81.7%
Two or more races (Not Hispanic or Latino)	1	1.1%

# Office of the U.S. Trade Representative

## *Trend Report*

### Demographic Questions (continued)

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

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	3	2.9%
Trade or Technical Certificate	1	1.0%
Some College (no degree)	6	5.9%
Associate's Degree (e.g., AA, AS)	2	2.0%
Bachelor's Degree (e.g., BA, BS)	9	8.8%
Master's Degree (e.g., MA, MS, MBA)	50	49.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	31	30.4%

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

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	12	11.7%
GS 13-15	81	78.6%
Senior Executive Service	9	8.7%
Senior Level (SL) or Scientific or Professional (ST)	1	1.0%
Other	0	0.0%

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	7	6.9%
4 to 5 years	4	3.9%
6 to 10 years	25	24.5%
11 to 14 years	15	14.7%
15 to 20 years	15	14.7%
More than 20 years	36	35.3%



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## *Trend Report*

### Demographic Questions (continued)

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	18	17.8%
4 to 5 years	12	11.9%
6 to 10 years	37	36.6%
11 to 20 years	25	24.8%
More than 20 years	9	8.9%

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

	N	%
No	56	54.4%
Yes, to retire	4	3.9%
Yes, to take another job within the Federal Government	15	14.6%
Yes, to take another job outside the Federal Government	17	16.5%
Yes, other	11	10.7%

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

	N	%
Within one year	7	7.1%
Between one and three years	11	11.1%
Between three and five years	7	7.1%
Five or more years	74	74.7%

***Self-Identify as:***

	N	%
Heterosexual or Straight	76	79.2%
Gay, Lesbian, Bisexual, or Transgender	5	5.2%
I prefer not to say	15	15.6%

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

	N	%
No Prior Military Service	99	97.1%
Currently in National Guard or Reserves	0	0.0%
Retired	2	2.0%
Separated or Discharged	1	1.0%

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Demographic Questions (continued)

*Are you an individual with a disability?*

	N	%
Yes	4	3.9%
No	98	96.1%

*What is your age group?*

	N	%
25 and under	1	0.9%
26-29	0	0.0%
30-39	29	27.1%
40-49	26	24.3%
50-59	41	38.3%
60 or older	10	9.3%