

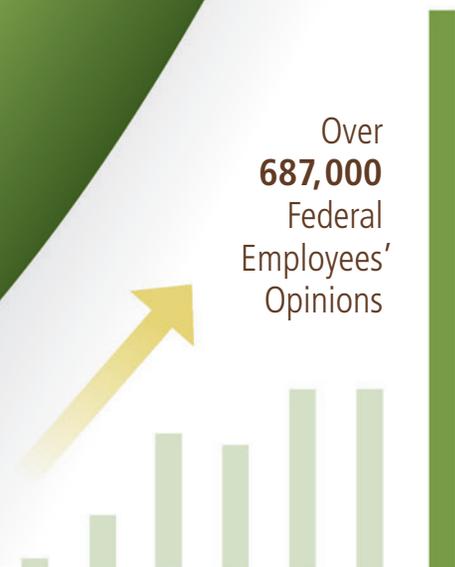
2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

OFFICE OF THE U.S. TRADE REPRESENTATIVE
AGENCY RESULTS

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions

**OFFICE OF THE U.S. TRADE REPRESENTATIVE
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		13	32	26	23	14	108	NA
	%	41.8	11.4	30.4	24.1	21.3	12.8	100.0	
2. I have enough information to do my job well.	N		13	40	27	20	8	108	NA
	%	49.3	12.2	37.0	24.5	18.6	7.7	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		16	38	22	17	13	106	NA
	%	51.2	15.0	36.2	20.2	15.6	13.0	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		27	39	18	11	10	105	NA
	%	61.8	25.6	36.2	17.6	10.7	9.9	100.0	
*5. I like the kind of work I do.	N		40	46	11	4	5	106	NA
	%	80.5	37.4	43.1	11.0	3.6	4.8	100.0	
6. I know what is expected of me on the job.	N		22	47	21	11	7	108	NA
	%	63.8	19.6	44.2	19.4	10.3	6.5	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		76	29	2	0	1	108	NA
	%	97.3	69.1	28.2	1.6	0.0	1.1	100.0	
8. I am constantly looking for ways to do my job better.	N		42	54	10	1	1	108	NA
	%	88.6	38.8	49.8	9.5	0.9	1.1	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		3	22	19	35	27	106	2
	%	24.0	2.7	21.3	18.0	32.6	25.4	100.0	
*10. My workload is reasonable.	N		3	30	18	24	31	106	1
	%	31.5	2.9	28.6	17.0	22.4	29.1	100.0	
*11. My talents are used well in the workplace.	N		13	50	13	19	9	104	2
	%	60.5	12.8	47.7	12.3	18.6	8.6	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		29	49	15	6	8	107	1
	%	72.9	25.4	47.6	13.8	5.8	7.4	100.0	
*13. The work I do is important.	N		44	43	11	3	5	106	0
	%	81.0	40.8	40.2	11.2	3.1	4.8	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		12	33	12	27	23	107	0
	%	43.4	11.4	32.1	10.8	24.0	21.7	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		22	41	15	13	12	103	3
	%	61.1	20.4	40.7	14.5	12.9	11.5	100.0	
16. I am held accountable for achieving results.	N		25	60	10	4	5	104	1
	%	81.5	24.5	57.0	9.6	4.1	4.8	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012
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* AES prescribed items

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

Sample or Census: Census
Number of surveys completed: 108
Number of surveys administered: 179
Response Rate: 60.3%

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		13	28	22	16	19	98	10
	%	42.5	12.5	30.0	21.1	16.3	20.1	100.0	
*18. My training needs are assessed.	N		2	18	26	29	32	107	1
	%	18.9	1.6	17.3	24.1	26.4	30.6	100.0	
*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		19	42	9	17	15	102	6
	%	61.0	18.4	42.6	8.6	16.0	14.3	100.0	
*20. The people I work with cooperate to get the job done.	N		37	55	7	8	1	108	NA
	%	84.7	34.2	50.5	6.4	7.8	1.1	100.0	
*21. My work unit is able to recruit people with the right skills.	N		18	48	21	10	9	106	2
	%	63.0	16.2	46.8	19.1	9.2	8.7	100.0	
*22. Promotions in my work unit are based on merit.	N		13	27	27	16	12	95	12
	%	39.9	12.6	27.3	29.7	17.1	13.3	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		6	23	29	18	8	84	20
	%	33.7	6.2	27.5	34.8	22.2	9.3	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		6	18	35	22	14	95	12
	%	24.7	5.9	18.8	37.6	21.7	16.0	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		11	22	24	16	19	92	15
	%	34.8	11.4	23.5	25.6	18.1	21.4	100.0	
26. Employees in my work unit share job knowledge with each other.	N		36	51	9	5	5	106	1
	%	81.4	33.0	48.4	8.8	4.9	4.9	100.0	
27. The skill level in my work unit has improved in the past year.	N		17	37	26	16	6	102	5
	%	52.1	16.2	35.8	26.0	15.6	6.3	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		71	32	3	0	1	107	NA
	%	96.0	66.1	29.9	2.9	0.0	1.1	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		31	53	7	8	5	104	2
	%	79.8	28.3	51.5	7.4	7.6	5.1	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		10	32	12	32	18	104	2
	%	40.2	9.1	31.1	12.0	30.9	16.9	100.0	
31. Employees are recognized for providing high quality products and services.	N		5	22	22	31	22	102	3
	%	26.7	4.6	22.1	20.6	30.4	22.3	100.0	
*32. Creativity and innovation are rewarded.	N		3	24	28	30	18	103	2
	%	26.2	2.9	23.3	26.7	29.7	17.4	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		1	8	32	24	27	92	14
	%	9.8	1.1	8.7	34.2	26.1	29.8	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		7	25	34	10	14	90	16
	%	34.9	7.4	27.5	37.6	10.8	16.7	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		11	35	17	27	15	105	1
	%	44.1	9.6	34.5	16.0	25.3	14.6	100.0	
*36. My organization has prepared employees for potential security threats.	N		9	41	27	19	8	104	2
	%	48.8	8.8	40.0	25.5	17.7	8.0	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		7	23	19	21	26	96	9
	%	31.0	6.4	24.6	19.1	21.8	28.1	100.0	
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		13	26	20	16	16	91	15
	%	41.5	12.7	28.8	22.1	18.0	18.4	100.0	
39. My agency is successful at accomplishing its mission.	N		20	44	23	15	2	104	1
	%	61.7	18.6	43.0	22.1	14.3	2.0	100.0	
40. I recommend my organization as a good place to work.	N		5	34	26	26	15	106	NA
	%	36.0	4.6	31.4	25.1	25.0	14.0	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		8	17	29	27	19	100	6
	%	25.5	7.9	17.7	28.8	26.3	19.4	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		27	33	14	19	12	105	1
	%	56.4	25.8	30.6	12.9	18.9	11.9	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		27	39	15	14	9	104	2
	%	62.5	25.2	37.3	14.7	13.9	9.0	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		21	34	19	18	10	102	3
	%	53.6	20.1	33.5	18.8	17.3	10.2	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		22	36	27	7	5	97	9
	%	58.2	21.9	36.3	28.6	7.4	5.8	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		19	37	19	17	12	104	2
	%	53.8	18.2	35.6	18.4	16.1	11.7	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		21	37	19	16	11	104	2
	%	54.2	19.7	34.5	19.2	15.8	10.8	100.0	
48. My supervisor/team leader listens to what I have to say.	N		37	31	20	14	4	106	NA
	%	63.9	34.0	29.8	19.1	12.7	4.3	100.0	
49. My supervisor/team leader treats me with respect.	N		39	34	19	8	6	106	NA
	%	68.6	35.9	32.8	18.2	7.4	5.8	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		31	47	13	11	4	106	NA
	%	72.9	28.2	44.7	12.2	10.8	4.1	100.0	
*51. I have trust and confidence in my supervisor.	N		32	23	21	17	13	106	NA
	%	51.5	29.1	22.4	19.7	16.2	12.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		33	26	26	13	5	103	NA
	%	56.7	30.7	26.0	26.1	12.1	5.1	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		2	11	20	37	32	102	1
	%	12.8	1.8	11.0	19.9	36.3	31.0	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		7	23	34	19	17	100	3
	%	28.9	6.1	22.7	34.4	19.6	17.2	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		9	41	31	7	10	98	5
	%	49.9	8.3	41.5	32.3	7.2	10.6	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		5	28	26	25	17	101	2
	%	32.6	4.5	28.1	25.7	24.4	17.3	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		5	24	28	23	15	95	7
	%	30.3	4.8	25.5	30.3	23.5	15.9	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		4	25	32	20	16	97	4
	%	29.0	3.7	25.2	33.4	20.8	16.8	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		9	36	32	14	7	98	3
	%	45.4	8.3	37.2	33.0	14.2	7.4	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		3	27	27	20	23	100	2
	%	30.2	2.6	27.6	27.7	19.7	22.4	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		2	16	20	30	33	101	1
	%	17.7	2.0	15.7	20.2	30.0	32.1	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		2	14	28	26	23	93	9
	%	16.6	2.4	14.2	29.2	29.9	24.3	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		6	29	23	25	17	100	NA
	%	34.8	5.6	29.2	23.6	24.5	17.2	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		1	20	16	35	29	101	NA
	%	20.3	1.0	19.3	16.1	34.9	28.7	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		5	23	22	26	25	101	NA
	%	27.6	4.9	22.7	21.7	26.2	24.5	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		1	11	24	35	29	100	NA
	%	11.6	1.1	10.5	24.7	35.6	28.1	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		0	19	29	31	22	101	NA
	%	19.4	0.0	19.4	27.2	31.0	22.4	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		2	11	43	24	21	101	NA
	%	12.5	1.7	10.8	41.8	24.4	21.3	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		8	37	25	17	13	100	NA
	%	44.4	7.6	36.8	25.7	16.9	13.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		7	31	26	27	10	101	NA
	%	37.2	7.1	30.1	25.6	27.0	10.2	100.0	
71. Considering everything, how satisfied are you with your organization?	N		5	21	25	28	22	101	NA
	%	25.6	4.4	21.3	25.8	27.0	21.6	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	57	55.5
No	36	36.5
Not sure	8	8.1
Total	101	100.0

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

	N	%
I telework 3 or more days per week.	0	0.0
I telework 1 or 2 days per week.	1	0.9
I telework, but no more than 1 or 2 days per month.	9	8.9
I telework very infrequently, on an unscheduled or short-term basis.	36	34.2
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	11	11.3
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	5	6.3
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	19	19.5
I do not telework because I choose not to telework.	19	18.9
Total	100	100.0

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

	N	%
Yes	2	2.0
No	63	61.3
Not available to me	36	36.6
Total	101	100.0

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

	N	%
Yes	15	14.5
No	72	71.0
Not available to me	13	14.4
Total	100	100.0

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

	N	%
Yes	3	3.1
No	90	88.2
Not available to me	8	8.7
Total	101	100.0

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

	N	%
Yes	3	3.1
No	83	81.6
Not available to me	14	15.3
Total	100	100.0

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

	N	%
Yes	1	1.1
No	85	83.0
Not available to me	15	15.9
Total	101	100.0

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		4	15	15	5	5	44	3
	%	43.6	8.7	34.9	32.8	11.9	11.7	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		1	1	0	0	0	2	0
	%	100.0	45.1	54.9	0.0	0.0	0.0	100.0	
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		4	6	4	1	0	15	1
	%	66.4	25.1	41.2	27.6	6.1	0.0	100.0	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		1	1	1	0	0	3	0
	%	66.0	29.8	36.2	34.0	0.0	0.0	100.0	
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		0	1	1	1	1	4	0
	%	25.5	0.0	25.5	27.2	24.7	22.6	100.0	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		0	0	1	0	0	1	0
	%	0.0	0.0	0.0	100.0	0.0	0.0	100.0	

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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United States
Office of Personnel Management
Planning and Policy Analysis

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