

2016

Federal Employee Viewpoint Survey



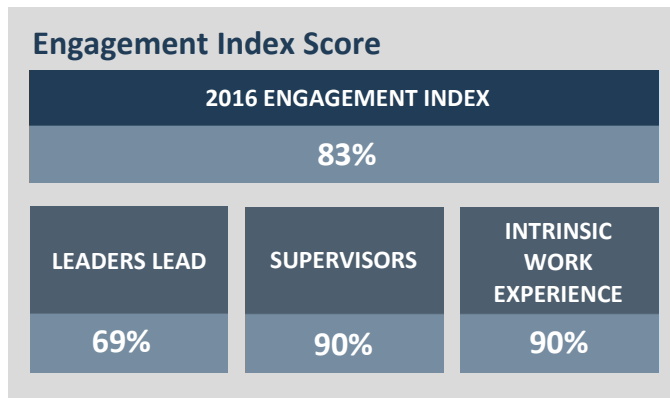
Annual Employee Survey (AES) Report

National Endowment for the Arts

FIELD PERIOD	May 3 - June 14, 2016
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	53
NUMBER OF SURVEYS ADMINISTERED	109
RESPONSE RATE	48.6%

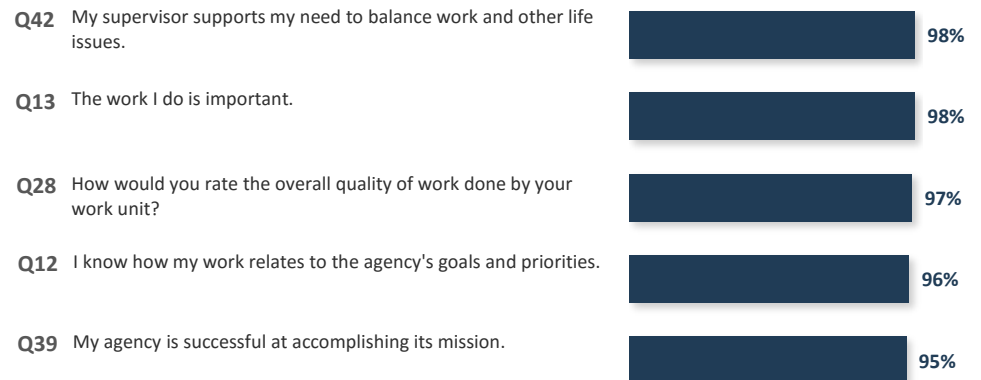
51 items identified as **strengths** (65% positive or higher)

2 items identified as **challenges** (35% negative or higher)



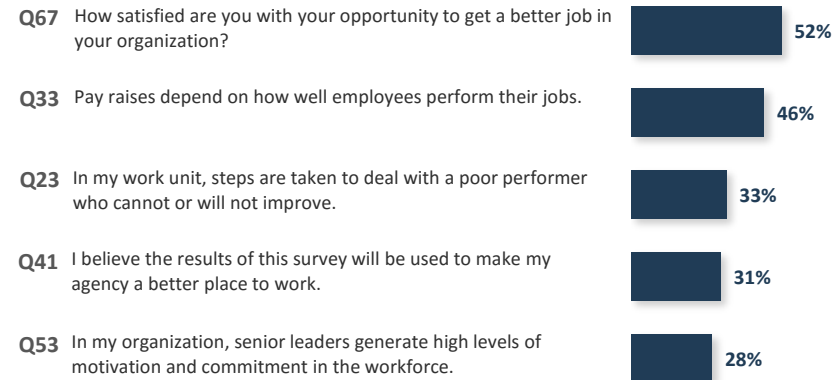
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



Core Survey

Item	2016 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	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	76.04%	21.94%	54.10%	9.14%	10.82%	4.00%	14.82%	11	29	5	6	2	53	N/A
2	I have enough information to do my job well.	88.63%	30.90%	57.72%	3.35%	8.02%	0.00%	8.02%	16	31	2	4	0	53	N/A
3	I feel encouraged to come up with new and better ways of doing things.	87.19%	36.49%	50.70%	10.41%	0.00%	2.40%	2.40%	19	25	6	0	1	51	N/A
4	*My work gives me a feeling of personal accomplishment.	93.01%	47.40%	45.61%	4.64%	2.34%	0.00%	2.34%	25	25	2	1	0	53	N/A
5	*I like the kind of work I do.	93.48%	43.63%	49.85%	4.12%	2.40%	0.00%	2.40%	23	26	2	1	0	52	N/A
6	I know what is expected of me on the job.	92.56%	46.75%	45.81%	7.44%	0.00%	0.00%	0.00%	25	24	4	0	0	53	N/A
7	When needed I am willing to put in the extra effort to get a job done.	94.97%	73.59%	21.38%	5.03%	0.00%	0.00%	0.00%	39	11	3	0	0	53	N/A
8	I am constantly looking for ways to do my job better.	94.30%	63.44%	30.86%	5.70%	0.00%	0.00%	0.00%	33	17	3	0	0	53	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	62.99%	19.51%	43.49%	16.47%	10.82%	9.72%	20.54%	10	23	9	6	5	53	0
10	*My workload is reasonable.	75.45%	18.25%	57.20%	9.27%	11.17%	4.12%	15.28%	9	30	5	6	2	52	0
11	*My talents are used well in the workplace.	82.84%	25.41%	57.43%	7.72%	5.96%	3.47%	9.43%	13	29	4	3	2	51	0
12	*I know how my work relates to the agency's goals and priorities.	95.98%	52.52%	43.46%	4.02%	0.00%	0.00%	0.00%	28	23	2	0	0	53	0
13	*The work I do is important.	97.60%	58.90%	38.69%	2.40%	0.00%	0.00%	0.00%	31	20	1	0	0	52	0
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	73.85%	32.82%	41.03%	10.73%	11.40%	4.02%	15.42%	17	22	6	6	2	53	0
15	*My performance appraisal is a fair reflection of my performance.	90.97%	50.08%	40.89%	1.68%	7.35%	0.00%	7.35%	27	21	1	4	0	53	0

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16	I am held accountable for achieving results.	94.97%	46.91%	48.06%	3.35%	1.68%	0.00%	1.68%	25	25	2	1	0	53	0
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	78.41%	35.64%	42.77%	16.96%	4.63%	0.00%	4.63%	16	20	8	2	0	46	7
18	*My training needs are assessed.	63.53%	26.77%	36.76%	14.57%	11.86%	10.03%	21.89%	13	19	8	6	5	51	2
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)	86.41%	43.43%	42.97%	8.35%	0.00%	5.24%	5.24%	22	22	4	0	3	51	2
20	*The people I work with cooperate to get the job done.	93.66%	63.13%	30.52%	1.68%	2.34%	2.32%	4.67%	34	16	1	1	1	53	N/A
21	*My work unit is able to recruit people with the right skills.	63.52%	23.49%	40.04%	18.29%	12.61%	5.58%	18.19%	11	19	9	6	3	48	5
22	*Promotions in my work unit are based on merit.	65.11%	30.96%	34.15%	19.89%	7.72%	7.28%	15.00%	14	16	9	4	3	46	7
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	43.94%	25.19%	18.75%	23.24%	20.05%	12.77%	32.82%	9	7	9	8	5	38	15
24	*In my work unit, differences in performance are recognized in a meaningful way.	44.58%	12.48%	32.09%	33.73%	12.92%	8.78%	21.69%	5	14	16	6	4	45	8
25	Awards in my work unit depend on how well employees perform their jobs.	51.54%	23.26%	28.28%	35.37%	6.54%	6.54%	13.09%	10	13	17	3	3	46	7
26	Employees in my work unit share job knowledge with each other.	91.16%	44.41%	46.74%	4.09%	4.75%	0.00%	4.75%	24	24	2	2	0	52	1
27	The skill level in my work unit has improved in the past year.	69.38%	30.57%	38.80%	25.41%	5.21%	0.00%	5.21%	16	19	13	3	0	51	2
28	How would you rate the overall quality of work done by your work unit?	96.65%	82.32%	14.33%	3.35%	0.00%	0.00%	0.00%	43	8	2	0	0	53	N/A
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	87.10%	27.78%	59.32%	10.54%	2.36%	0.00%	2.36%	15	31	5	1	0	52	1
30	*Employees have a feeling of personal empowerment with respect to work processes.	61.23%	13.49%	47.74%	15.30%	18.46%	5.01%	23.47%	7	23	8	9	2	49	4
31	Employees are recognized for providing high quality products and services.	65.18%	26.29%	38.89%	15.09%	13.30%	6.43%	19.73%	13	21	8	7	3	52	0

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32	*Creativity and innovation are rewarded.	63.32%	26.87%	36.45%	22.66%	9.27%	4.76%	14.03%	14	19	12	5	2	52	1
33	*Pay raises depend on how well employees perform their jobs.	30.35%	16.88%	13.47%	23.87%	30.02%	15.77%	45.78%	6	5	9	12	6	38	13
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring)	61.98%	22.46%	39.52%	16.37%	15.63%	6.02%	21.66%	11	20	8	8	3	50	3
35	*Employees are protected from health and safety hazards on the job.	88.33%	38.66%	49.67%	9.95%	0.00%	1.72%	1.72%	20	26	5	0	1	52	1
36	*My organization has prepared employees for potential security threats.	80.80%	29.90%	50.90%	7.53%	9.95%	1.72%	11.67%	15	27	4	5	1	52	0
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	73.47%	35.09%	38.39%	15.10%	9.59%	1.84%	11.43%	17	19	7	4	1	48	5
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.	90.65%	47.90%	42.74%	7.23%	0.00%	2.13%	2.13%	20	18	3	0	1	42	10
39	My agency is successful at accomplishing its mission.	95.22%	52.63%	42.59%	2.40%	2.38%	0.00%	2.38%	27	23	1	1	0	52	0
40	I recommend my organization as a good place to work.	85.61%	32.07%	53.55%	6.37%	5.68%	2.34%	8.02%	17	29	3	3	1	53	N/A
41	I believe the results of this survey will be used to make my agency a better place to work.	47.91%	16.29%	31.62%	21.33%	18.08%	12.68%	30.76%	7	14	10	8	6	45	8
42	*My supervisor supports my need to balance work and other life issues.	98.32%	63.82%	34.50%	0.00%	1.68%	0.00%	1.68%	34	18	0	1	0	53	0
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	92.56%	53.01%	39.55%	3.44%	0.00%	4.00%	4.00%	28	21	2	0	2	53	0
44	*Discussions with my supervisor about my performance are worthwhile.	80.77%	46.41%	34.36%	8.25%	6.91%	4.07%	10.98%	24	18	4	4	2	52	1

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45	My supervisor is committed to a workforce representative of all segments of society.	86.51%	53.42%	33.09%	11.66%	0.00%	1.82%	1.82%	26	16	6	0	1	49	4
46	My supervisor provides me with constructive suggestions to improve my job performance.	81.75%	40.58%	41.17%	10.58%	5.92%	1.75%	7.67%	20	21	6	3	1	51	2
47	*Supervisors in my work unit support employee development.	81.81%	46.04%	35.77%	7.83%	1.87%	8.49%	10.36%	23	18	4	1	4	50	3
48	My supervisor listens to what I have to say.	92.52%	60.91%	31.61%	1.71%	1.71%	4.07%	5.77%	32	16	1	1	2	52	N/A
49	My supervisor treats me with respect.	94.23%	68.48%	25.75%	1.71%	2.36%	1.71%	4.07%	36	13	1	1	1	52	N/A
50	In the last six months, my supervisor has talked with me about my performance.	85.02%	53.32%	31.70%	6.82%	8.16%	0.00%	8.16%	28	16	4	4	0	52	N/A
51	*I have trust and confidence in my supervisor.	88.43%	58.44%	30.00%	4.09%	3.41%	4.07%	7.48%	31	15	2	2	2	52	N/A
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	92.65%	61.59%	31.06%	4.00%	1.68%	1.68%	3.35%	33	16	2	1	1	53	N/A
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	62.03%	15.07%	46.96%	9.95%	18.84%	9.18%	28.02%	8	25	5	9	5	52	0
54	My organization's senior leaders maintain high standards of honesty and integrity.	65.34%	22.13%	43.21%	22.69%	8.47%	3.49%	11.96%	11	23	11	4	2	51	2
55	*Supervisors work well with employees of different backgrounds.	67.73%	24.55%	43.18%	25.24%	5.17%	1.86%	7.03%	12	21	12	2	1	48	5
56	*Managers communicate the goals and priorities of the organization.	74.15%	15.48%	58.67%	12.04%	6.46%	7.35%	13.81%	8	32	6	3	4	53	0
57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	63.91%	16.22%	47.69%	17.84%	12.06%	6.20%	18.26%	7	21	7	5	3	43	10
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	61.83%	16.42%	45.41%	19.29%	12.86%	6.02%	18.88%	8	23	10	6	3	50	3
59	Managers support collaboration across work units to accomplish work objectives.	70.45%	19.51%	50.94%	10.07%	11.87%	7.61%	19.49%	10	26	5	6	4	51	2

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60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	78.33%	50.12%	28.21%	12.31%	3.53%	5.84%	9.36%	27	14	6	2	3	52	1
61	*I have a high level of respect for my organization's senior leaders.	63.40%	27.04%	36.36%	16.09%	13.14%	7.38%	20.51%	14	20	8	7	4	53	0
62	Senior leaders demonstrate support for Work/Life programs.	78.81%	35.65%	43.15%	19.26%	1.93%	0.00%	1.93%	16	21	8	1	0	46	7
63	*How satisfied are you with your involvement in decisions that affect your work?	63.44%	18.86%	44.58%	17.52%	16.71%	2.32%	19.03%	10	24	10	8	1	53	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	56.80%	14.93%	41.88%	19.11%	21.76%	2.32%	24.08%	8	22	11	11	1	53	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	68.13%	22.86%	45.27%	11.49%	17.03%	3.35%	20.38%	12	24	6	9	2	53	N/A
66	*How satisfied are you with the policies and practices of your senior leaders?	57.77%	13.39%	44.39%	28.28%	12.25%	1.71%	13.95%	7	23	15	6	1	52	N/A
67	*How satisfied are you with your opportunity to get a better job in your organization?	20.63%	8.04%	12.58%	27.22%	32.09%	20.06%	52.15%	4	7	15	17	10	53	N/A
68	*How satisfied are you with the training you receive for your present job?	56.20%	24.17%	32.02%	24.97%	14.84%	4.00%	18.84%	12	17	14	8	2	53	N/A
69	*Considering everything, how satisfied are you with your job?	86.30%	30.23%	56.07%	5.68%	8.02%	0.00%	8.02%	16	30	3	4	0	53	N/A
70	*Considering everything, how satisfied are you with your pay?	76.07%	24.45%	51.62%	8.47%	11.37%	4.09%	15.46%	13	27	5	6	2	53	N/A
71	Considering everything, how satisfied are you with your organization?	86.95%	30.86%	56.09%	5.68%	7.38%	0.00%	7.38%	16	30	3	4	0	53	N/A
79	How satisfied are you with the following Work/Life programs in your agency? Telework	89.96%	45.61%	44.34%	2.43%	7.61%	0.00%	7.61%	23	23	1	4	0	51	1
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	90.92%	55.71%	35.21%	5.27%	3.81%	0.00%	3.81%	13	8	1	1	0	23	0

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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)	91.15%	51.76%	39.39%	8.85%	0.00%	0.00%	0.00%	5	4	1	0	0	10	0
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	78.72%	25.52%	53.20%	21.28%	0.00%	0.00%	0.00%	2	5	2	0	0	9	1
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)	84.50%	53.50%	31.00%	15.50%	0.00%	0.00%	0.00%	3	2	1	0	0	6	0
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	70.57%	41.15%	29.43%	29.43%	0.00%	0.00%	0.00%	1	1	1	0	0	3	0