

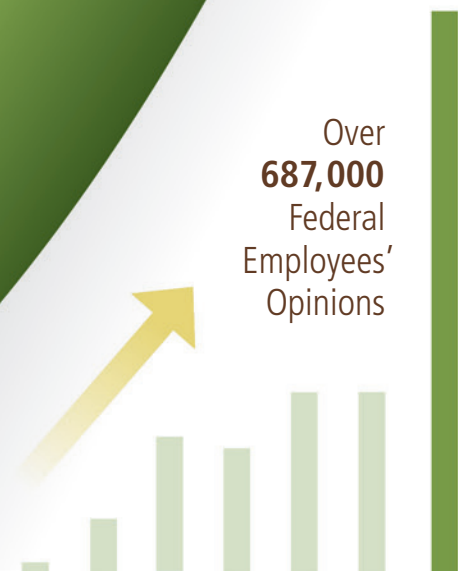
2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

NATIONAL COUNCIL ON DISABILITY
AGENCY RESULTS

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



**NATIONAL COUNCIL ON DISABILITY
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		2	0	1	2	0	5	NA
	%	40.4	40.4	0.0	18.8	40.8	0.0	100.0	
2. I have enough information to do my job well.	N		1	2	0	1	1	5	NA
	%	63.0	18.8	44.1	0.0	18.8	18.2	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		1	3	0	1	0	5	NA
	%	81.8	18.8	63.0	0.0	18.2	0.0	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		3	1	0	0	1	5	NA
	%	81.8	63.0	18.8	0.0	0.0	18.2	100.0	
*5. I like the kind of work I do.	N		3	1	1	0	0	5	NA
	%	81.2	63.0	18.2	18.8	0.0	0.0	100.0	
6. I know what is expected of me on the job.	N		3	0	0	1	1	5	NA
	%	63.0	63.0	0.0	0.0	18.8	18.2	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		4	1	0	0	0	5	NA
	%	100.0	81.2	18.8	0.0	0.0	0.0	100.0	
8. I am constantly looking for ways to do my job better.	N		4	1	0	0	0	5	NA
	%	100.0	81.2	18.8	0.0	0.0	0.0	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		2	0	0	0	3	5	0
	%	40.4	40.4	0.0	0.0	0.0	59.6	100.0	
*10. My workload is reasonable.	N		1	0	0	2	2	5	0
	%	18.8	18.8	0.0	0.0	44.1	37.0	100.0	
*11. My talents are used well in the workplace.	N		2	1	0	1	0	4	0
	%	77.0	49.3	27.6	0.0	23.0	0.0	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		3	1	1	0	0	5	0
	%	81.8	63.0	18.8	18.2	0.0	0.0	100.0	
*13. The work I do is important.	N		4	0	0	1	0	5	0
	%	81.2	81.2	0.0	0.0	18.8	0.0	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		2	3	0	0	0	5	0
	%	100.0	40.4	59.6	0.0	0.0	0.0	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		2	0	2	0	0	4	1
	%	49.7	49.7	0.0	50.3	0.0	0.0	100.0	
16. I am held accountable for achieving results.	N		2	1	2	0	0	5	0
	%	60.3	41.5	18.8	39.7	0.0	0.0	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012
Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Census
Number of surveys completed: 5
Number of surveys administered: 9
Response Rate: 55.6%

**NATIONAL COUNCIL ON DISABILITY
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
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		3	0	0	1	1	5	0
	%	63.0	63.0	0.0	0.0	18.8	18.2	100.0	
*18. My training needs are assessed.	N		2	0	0	2	1	5	0
	%	40.4	40.4	0.0	0.0	37.0	22.6	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		2	0	1	1	0	4	1
	%	49.7	49.7	0.0	22.4	27.9	0.0	100.0	
*20. The people I work with cooperate to get the job done.	N		3	0	0	2	0	5	NA
	%	63.0	63.0	0.0	0.0	37.0	0.0	100.0	
*21. My work unit is able to recruit people with the right skills.	N		2	0	2	0	0	4	0
	%	52.1	52.1	0.0	47.9	0.0	0.0	100.0	
*22. Promotions in my work unit are based on merit.	N		1	0	2	1	0	4	1
	%	24.3	24.3	0.0	52.1	23.5	0.0	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1	0	1	2	0	4	1
	%	24.3	24.3	0.0	27.8	47.9	0.0	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		1	0	1	2	0	4	1
	%	24.3	24.3	0.0	27.8	47.9	0.0	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		1	1	2	1	0	5	0
	%	41.5	18.8	22.6	39.7	18.8	0.0	100.0	
26. Employees in my work unit share job knowledge with each other.	N		2	2	0	0	0	4	0
	%	100.0	52.8	47.2	0.0	0.0	0.0	100.0	
27. The skill level in my work unit has improved in the past year.	N		2	2	0	0	0	4	1
	%	100.0	52.1	47.9	0.0	0.0	0.0	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		3	1	1	0	0	5	NA
	%	81.8	63.0	18.8	18.2	0.0	0.0	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		2	1	0	2	0	5	0
	%	63.0	40.4	22.6	0.0	37.0	0.0	100.0	

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**NATIONAL COUNCIL ON DISABILITY
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
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		2	0	0	0	2	4	1
	%	52.1	52.1	0.0	0.0	0.0	47.9	100.0	
31. Employees are recognized for providing high quality products and services.	N		2	1	0	1	1	5	0
	%	63.0	40.4	22.6	0.0	18.8	18.2	100.0	
*32. Creativity and innovation are rewarded.	N		1	1	1	1	1	5	0
	%	41.5	18.8	22.6	21.5	18.8	18.2	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		1	0	0	2	1	4	1
	%	24.3	24.3	0.0	0.0	52.1	23.5	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		1	2	0	1	0	4	1
	%	76.5	24.3	52.1	0.0	23.5	0.0	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		2	1	0	2	0	5	0
	%	63.0	40.4	22.6	0.0	37.0	0.0	100.0	
*36. My organization has prepared employees for potential security threats.	N		2	1	0	2	0	5	0
	%	63.0	40.4	22.6	0.0	37.0	0.0	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		2	0	1	1	1	5	0
	%	41.5	41.5	0.0	21.5	18.8	18.2	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		2	1	1	0	1	5	0
	%	63.0	41.5	21.5	18.8	0.0	18.2	100.0	
39. My agency is successful at accomplishing its mission.	N		3	1	0	0	1	5	0
	%	81.8	63.0	18.8	0.0	0.0	18.2	100.0	
40. I recommend my organization as a good place to work.	N		2	1	0	2	0	5	NA
	%	63.0	41.5	21.5	0.0	37.0	0.0	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		3	0	0	1	0	4	1
	%	77.6	77.6	0.0	0.0	22.4	0.0	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		3	1	1	0	0	5	0
	%	81.8	63.0	18.8	18.2	0.0	0.0	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		2	2	1	0	0	5	0
	%	81.8	40.4	41.5	18.2	0.0	0.0	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		3	0	2	0	0	5	0
	%	63.0	63.0	0.0	37.0	0.0	0.0	100.0	

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**NATIONAL COUNCIL ON DISABILITY
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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		1	3	0	0	0	4	1
	%	100.0	24.3	75.7	0.0	0.0	0.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		2	0	1	1	0	4	0
	%	49.3	49.3	0.0	27.6	23.0	0.0	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		2	0	1	1	0	4	1
	%	52.1	52.1	0.0	24.3	23.5	0.0	100.0	
48. My supervisor/team leader listens to what I have to say.	N		3	1	1	0	0	5	NA
	%	81.2	63.0	18.2	18.8	0.0	0.0	100.0	
49. My supervisor/team leader treats me with respect.	N		3	1	1	0	0	5	NA
	%	81.8	63.0	18.8	18.2	0.0	0.0	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		3	0	0	2	0	5	NA
	%	63.0	63.0	0.0	0.0	37.0	0.0	100.0	
*51. I have trust and confidence in my supervisor.	N		3	0	2	0	0	5	NA
	%	63.0	63.0	0.0	37.0	0.0	0.0	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		3	1	1	0	0	5	NA
	%	81.2	63.0	18.2	18.8	0.0	0.0	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	1	0	1	1	5	0
	%	63.0	41.5	21.5	0.0	18.8	18.2	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		1	2	0	1	1	5	0
	%	63.0	18.8	44.1	0.0	18.8	18.2	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		1	3	0	0	1	5	0
	%	81.8	18.8	63.0	0.0	0.0	18.2	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		1	1	0	2	1	5	0
	%	40.4	18.8	21.5	0.0	41.5	18.2	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1	2	1	0	1	5	0
	%	63.0	18.8	44.1	18.8	0.0	18.2	100.0	

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Sample or Census: Census

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**NATIONAL COUNCIL ON DISABILITY
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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		2	2	0	0	1	5	0
	%	81.8	41.5	40.4	0.0	0.0	18.2	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		2	2	0	0	1	5	0
	%	81.8	41.5	40.4	0.0	0.0	18.2	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		1	1	0	0	2	4	0
	%	52.1	24.3	27.8	0.0	0.0	47.9	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		1	2	1	1	0	5	0
	%	63.0	18.8	44.1	18.8	18.2	0.0	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		1	1	0	0	1	3	2
	%	68.9	32.2	36.7	0.0	0.0	31.1	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		1	1	0	2	0	4	NA
	%	52.1	24.3	27.8	0.0	47.9	0.0	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		2	0	1	1	1	5	NA
	%	40.4	40.4	0.0	18.8	22.6	18.2	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		1	0	1	3	0	5	NA
	%	18.8	18.8	0.0	18.8	62.3	0.0	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		1	0	1	2	1	5	NA
	%	18.8	18.8	0.0	21.5	41.5	18.2	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		1	1	1	1	1	5	NA
	%	40.4	18.8	21.5	18.8	22.6	18.2	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		2	1	0	0	2	5	NA
	%	59.2	40.4	18.8	0.0	0.0	40.8	100.0	

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**NATIONAL COUNCIL ON DISABILITY
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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		1	2	1	1	0	5	NA
	%	63.0	18.8	44.1	18.8	18.2	0.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		0	2	0	3	0	5	NA
	%	41.5	0.0	41.5	0.0	58.5	0.0	100.0	
71. Considering everything, how satisfied are you with your organization?	N		1	2	0	1	1	5	NA
	%	63.0	18.8	44.1	0.0	18.8	18.2	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	4	78.5
No	0	0.0
Not sure	1	21.5
Total	5	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.	0	0.0
I telework, but no more than 1 or 2 days per month.	2	41.5
I telework very infrequently, on an unscheduled or short-term basis.	2	37.0
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	0	0.0
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	21.5
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.	0	0.0
I do not telework because I choose not to telework.	0	0.0
Total	5	100.0

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**NATIONAL COUNCIL ON DISABILITY
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
Yes	4	81.2
No	1	18.8
Not available to me	0	0.0
Total	5	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	0	0.0
No	2	37.0
Not available to me	3	63.0
Total	5	100.0

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

	N	%
Yes	0	0.0
No	4	81.2
Not available to me	1	18.8
Total	5	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	0	0.0
No	4	81.2
Not available to me	1	18.8
Total	5	100.0

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

	N	%
Yes	0	0.0
No	4	81.2
Not available to me	1	18.8
Total	5	100.0

**NATIONAL COUNCIL ON DISABILITY
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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 %	24.0	1 24.0	0 0.0	1 24.0	2 52.0	0 0.0	4 100.0	0
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	77.6	1 26.5	2 51.1	0 0.0	1 22.4	0 0.0	4 100.0	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 %	---	0 ---	0 ---	0 ---	0 ---	0 ---	0 ---	0
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	---	0 ---	0 ---	0 ---	0 ---	0 ---	0 ---	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 ---	0 ---	0 ---	0 ---	0 ---	0 ---	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 ---	0 ---	0 ---	0 ---	0 ---	0

Survey Administration Period: April 4, 2012 to May 16, 2012

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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