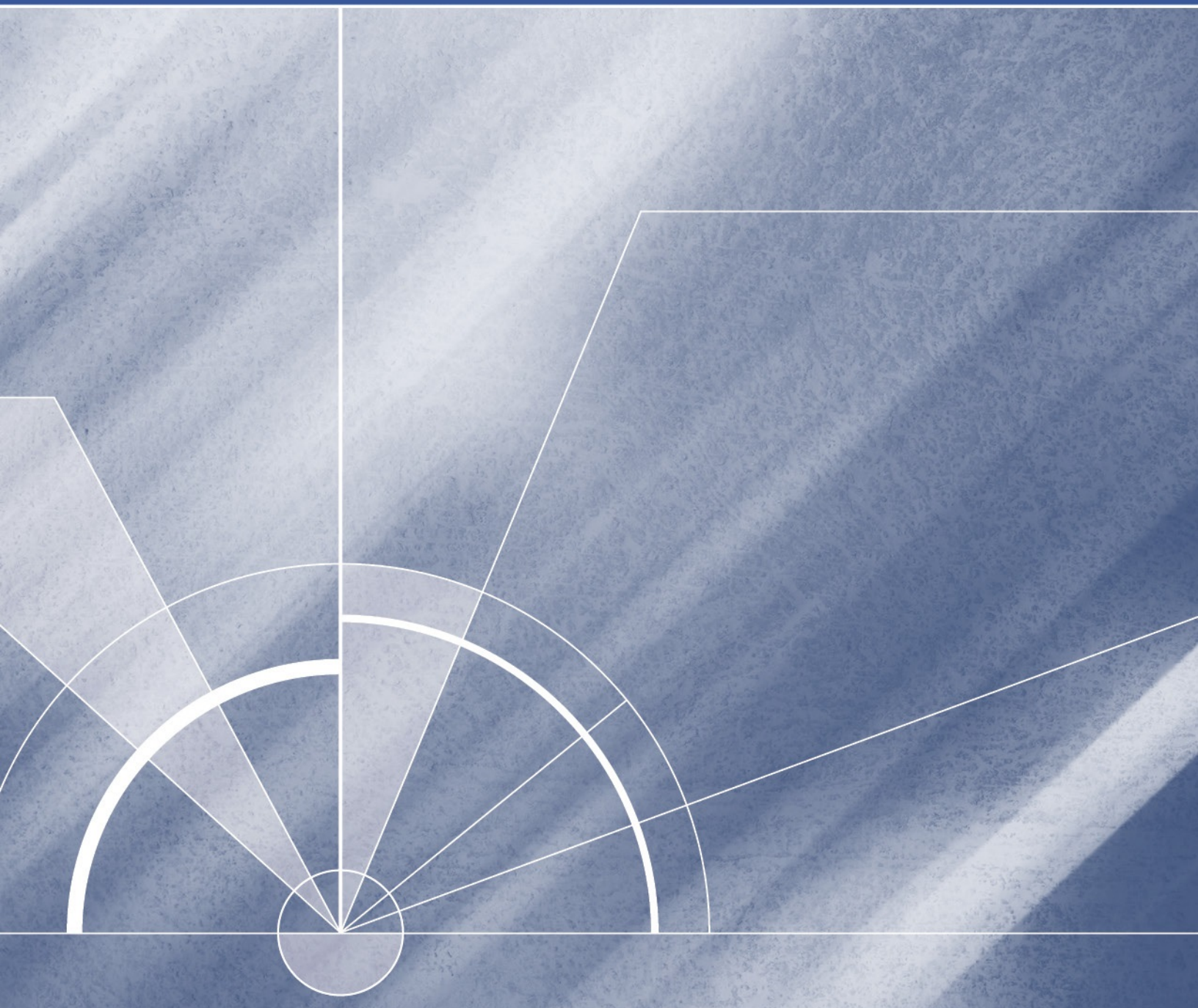


2019

Office of Personnel Management 
Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Department of the Interior
United States Geological Survey



Department of the Interior
United States Geological Survey
1st Level Subagency Report

This 2019 OPM Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	615,395	42.6%
Department of the Interior	26,815	58.0%
United States Geological Survey	3,633	57.8%

Your Data

A Microsoft® Excel® file containing your results is embedded in this document. To access the workbook, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group

These sections provide high level information on how your subagency is doing.

Main Report Results

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"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"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)*, *No Basis to Judge (NBJ)*, *Choose Not to Participate*, *Not Available to Me*, *Unaware of Programs*, or *No Support Required* responses, where applicable, is listed separately.

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your OPM FEVS results.

Highest Percent Positive

97.4%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
92.8%	I am constantly looking for ways to do my job better. (Q.8)
90.6%	The work I do is important. (Q.13)
89.7%	How would you rate the overall quality of work done by your work unit? (Q.28)
88.9%	My supervisor supports my need to balance work and other life issues. (Q.42)
87.9%	My supervisor treats me with respect. (Q.49)
87.7%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
87.6%	I like the kind of work I do. (Q.5)
85.8%	I am held accountable for achieving results. (Q.16)
84.1%	My supervisor listens to what I have to say. (Q.48)

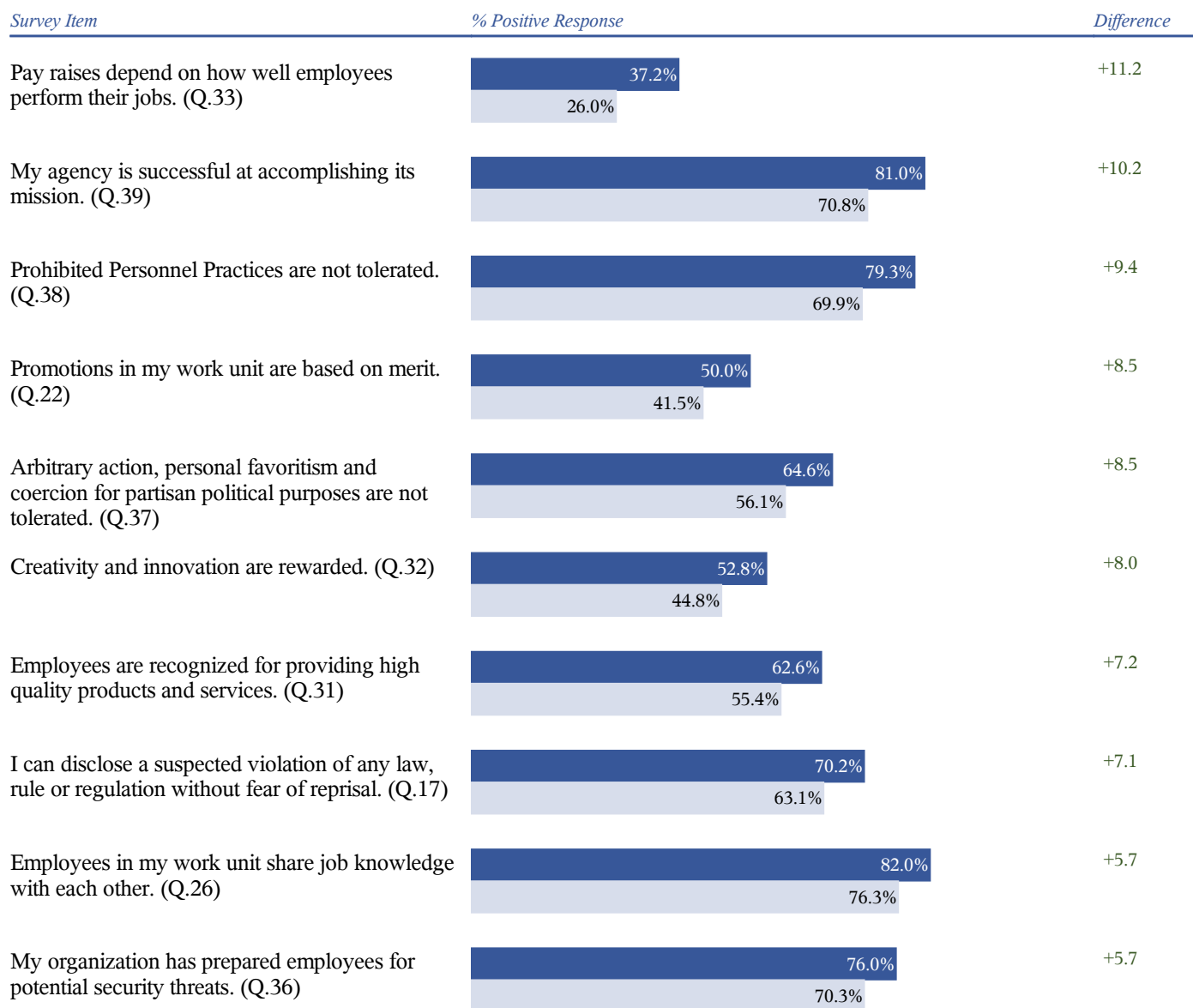
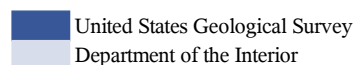
Highest Percent Negative

38.8%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
37.7%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
37.4%	My work unit is able to recruit people with the right skills. (Q.21)
32.5%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
32.1%	Pay raises depend on how well employees perform their jobs. (Q.33)
30.1%	How satisfied are you with the policies and practices of your senior leaders? (Q.66)
30.0%	My workload is reasonable. (Q.10)
29.0%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
28.6%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
27.8%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)

Department of the Interior United States Geological Survey *1st Level Subagency Report*

Leading Your Comparison Group



The figure below allows you to see where your subagency results are higher than your comparison group (Department of the Interior) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.



Department of the Interior
United States Geological Survey
1st Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Department of the Interior) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.

 United States Geological Survey
 Department of the Interior

<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
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You have no items in this category

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	611,219	67.2%	15.0%	17.8%
Department of the Interior	26,702	69.8%	14.2%	16.1%
United States Geological Survey	3,618	74.1%	13.3%	12.6%

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

	N	Positive	Neutral	Negative
Governmentwide	611,571	71.7%	14.2%	14.1%
Department of the Interior	26,616	69.8%	15.4%	14.8%
United States Geological Survey	3,613	74.4%	14.0%	11.6%

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

	N	Positive	Neutral	Negative
Governmentwide	609,335	61.8%	17.2%	21.0%
Department of the Interior	26,577	65.1%	16.1%	18.7%
United States Geological Survey	3,611	70.3%	14.8%	15.0%

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

	N	Positive	Neutral	Negative
Governmentwide	612,601	72.1%	14.5%	13.4%
Department of the Interior	26,710	75.0%	13.4%	11.5%
United States Geological Survey	3,625	79.3%	11.4%	9.3%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	612,232	82.7%	11.2%	6.1%
Department of the Interior	26,691	86.1%	9.5%	4.4%
United States Geological Survey	3,620	87.6%	9.2%	3.2%

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

	N	Positive	Neutral	Negative
Governmentwide	612,111	80.6%	10.6%	8.8%
Department of the Interior	26,691	78.3%	12.1%	9.5%
United States Geological Survey	3,619	79.5%	11.6%	8.9%

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	612,974	95.6%	2.9%	1.6%
Department of the Interior	26,705	96.0%	2.8%	1.3%
United States Geological Survey	3,623	97.4%	1.7%	0.9%

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

	N	Positive	Neutral	Negative
Governmentwide	613,544	90.9%	7.3%	1.8%
Department of the Interior	26,735	92.2%	6.6%	1.2%
United States Geological Survey	3,626	92.8%	6.4%	0.8%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	608,706	48.9%	15.7%	35.3%	1,283
Department of the Interior	26,610	42.1%	15.7%	42.2%	39
United States Geological Survey	3,608	44.7%	17.6%	37.7%	5

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,883	59.2%	15.8%	24.9%	1,025
Department of the Interior	26,564	49.6%	17.3%	33.1%	36
United States Geological Survey	3,609	51.6%	18.4%	30.0%	5

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,029	61.1%	16.4%	22.5%	2,511
Department of the Interior	26,441	61.9%	16.7%	21.4%	77
United States Geological Survey	3,590	64.0%	17.0%	19.0%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,249	85.1%	9.0%	6.0%	1,793
Department of the Interior	26,596	83.6%	9.9%	6.5%	78
United States Geological Survey	3,608	81.7%	10.6%	7.7%	10

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,355	90.0%	6.8%	3.2%	1,426
Department of the Interior	26,622	90.4%	6.8%	2.8%	52
United States Geological Survey	3,611	90.6%	7.0%	2.4%	6

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
Governmentwide	610,747	66.4%	14.0%	19.5%	2,784
Department of the Interior	26,661	70.4%	14.0%	15.6%	83
United States Geological Survey	3,621	76.0%	12.7%	11.3%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,420	71.2%	13.8%	14.9%	7,312
Department of the Interior	26,385	72.4%	14.1%	13.5%	334
United States Geological Survey	3,600	73.1%	15.2%	11.7%	26

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,583	83.1%	11.3%	5.6%	2,493
Department of the Interior	26,550	82.8%	11.8%	5.5%	124
United States Geological Survey	3,606	85.8%	10.2%	4.0%	10

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,502	67.2%	16.6%	16.2%	23,195
Department of the Interior	25,669	63.1%	16.9%	20.0%	1,034
United States Geological Survey	3,417	70.2%	15.1%	14.7%	206

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	607,831	56.5%	22.0%	21.4%	5,336
Department of the Interior	26,581	55.6%	21.9%	22.4%	143
United States Geological Survey	3,609	58.8%	22.2%	19.0%	17

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Work Experience (continued)

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
Governmentwide	601,212	72.0%	12.7%	15.3%	11,466
Department of the Interior	26,328	73.6%	12.7%	13.7%	399
United States Geological Survey	3,591	74.1%	13.3%	12.6%	37

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	611,209	77.3%	12.1%	10.6%
Department of the Interior	26,683	77.4%	12.0%	10.7%
United States Geological Survey	3,619	82.6%	10.1%	7.2%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,463	43.9%	25.2%	30.8%	20,037
Department of the Interior	25,903	41.9%	24.3%	33.8%	686
United States Geological Survey	3,519	39.3%	23.3%	37.4%	87

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,300	39.2%	27.7%	33.1%	38,099
Department of the Interior	24,711	41.5%	27.9%	30.6%	1,794
United States Geological Survey	3,382	50.0%	25.1%	24.9%	208

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
Governmentwide	548,546	33.7%	28.1%	38.2%	58,203
Department of the Interior	23,930	34.9%	28.4%	36.6%	2,597
United States Geological Survey	3,157	37.4%	30.1%	32.5%	437

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,950	39.2%	28.0%	32.8%	35,377
Department of the Interior	24,794	39.5%	29.2%	31.3%	1,760
United States Geological Survey	3,328	42.3%	29.9%	27.8%	270

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,785	47.8%	24.3%	28.0%	38,317
Department of the Interior	24,607	52.3%	23.4%	24.2%	1,937
United States Geological Survey	3,292	55.7%	24.5%	19.8%	306

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,075	76.9%	12.4%	10.6%	2,503
Department of the Interior	26,432	76.3%	12.4%	11.4%	118
United States Geological Survey	3,587	82.0%	10.1%	7.9%	16

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	584,115	57.6%	27.0%	15.4%	22,586
Department of the Interior	25,738	57.9%	26.3%	15.7%	808
United States Geological Survey	3,467	59.8%	25.1%	15.1%	133

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

	N	Positive	Neutral	Negative
Governmentwide	606,946	84.0%	12.9%	3.1%
Department of the Interior	26,553	84.3%	12.6%	3.1%
United States Geological Survey	3,596	89.7%	9.0%	1.4%

29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	602,007	80.6%	11.9%	7.5%	5,196
Department of the Interior	26,346	80.4%	12.0%	7.7%	220
United States Geological Survey	3,561	82.5%	11.2%	6.3%	37

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	585,857	49.8%	23.7%	26.4%	12,699
Department of the Interior	25,670	48.3%	24.4%	27.2%	624
United States Geological Survey	3,462	52.7%	23.5%	23.8%	95

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,391	54.4%	21.2%	24.5%	11,018
Department of the Interior	25,744	55.4%	21.3%	23.3%	525
United States Geological Survey	3,502	62.6%	19.5%	17.8%	53

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,843	44.3%	27.4%	28.2%	17,984
Department of the Interior	25,354	44.8%	28.0%	27.2%	832
United States Geological Survey	3,459	52.8%	26.3%	20.9%	89

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,080	27.8%	28.7%	43.5%	40,868
Department of the Interior	24,213	26.0%	30.9%	43.1%	2,037
United States Geological Survey	3,261	37.2%	30.7%	32.1%	285

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
Governmentwide	553,893	58.7%	27.2%	14.2%	44,578
Department of the Interior	24,632	55.6%	27.9%	16.5%	1,637
United States Geological Survey	3,234	55.0%	28.8%	16.2%	311

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,760	76.7%	13.0%	10.4%	8,514
Department of the Interior	25,981	79.7%	12.3%	7.9%	336
United States Geological Survey	3,515	83.9%	11.3%	4.8%	45

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,468	79.9%	12.2%	7.9%	5,683
Department of the Interior	25,811	70.3%	17.4%	12.3%	418
United States Geological Survey	3,454	76.0%	16.2%	7.9%	90

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,071	56.2%	21.2%	22.5%	32,457
Department of the Interior	24,912	56.1%	20.7%	23.3%	1,362
United States Geological Survey	3,313	64.6%	19.6%	15.8%	240

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
Governmentwide	548,380	70.3%	17.5%	12.1%	48,839
Department of the Interior	24,099	69.9%	17.3%	12.8%	2,136
United States Geological Survey	3,203	79.3%	14.2%	6.6%	343

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,036	77.3%	15.2%	7.4%	9,565
Department of the Interior	25,820	70.8%	18.7%	10.6%	469
United States Geological Survey	3,480	81.0%	14.4%	4.7%	72

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

	N	Positive	Neutral	Negative
Governmentwide	598,080	66.8%	18.8%	14.4%
Department of the Interior	26,278	66.4%	19.4%	14.2%
United States Geological Survey	3,556	72.1%	17.6%	10.4%

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
Governmentwide	556,743	41.3%	26.9%	31.7%	41,714
Department of the Interior	24,420	38.4%	28.7%	32.9%	1,871
United States Geological Survey	3,315	41.1%	30.3%	28.6%	240

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,388	82.1%	9.0%	8.9%	2,930
Department of the Interior	26,120	85.1%	7.7%	7.2%	108
United States Geological Survey	3,533	88.9%	6.4%	4.7%	16

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,721	70.9%	15.1%	14.0%	3,093
Department of the Interior	26,068	72.3%	14.5%	13.3%	135
United States Geological Survey	3,522	75.7%	14.0%	10.3%	26

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,625	68.1%	16.2%	15.7%	5,679
Department of the Interior	25,897	69.1%	15.8%	15.2%	287
United States Geological Survey	3,509	71.1%	15.9%	13.1%	37

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	552,306	71.9%	19.5%	8.6%	43,178
Department of the Interior	24,086	71.8%	19.8%	8.4%	2,115
United States Geological Survey	3,174	73.6%	20.5%	5.9%	374

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,663	67.1%	17.3%	15.6%	3,241
Department of the Interior	26,026	65.6%	18.3%	16.2%	179
United States Geological Survey	3,513	67.7%	18.7%	13.6%	30

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,801	71.0%	15.6%	13.4%	8,065
Department of the Interior	25,861	73.1%	14.6%	12.2%	335
United States Geological Survey	3,483	75.8%	15.2%	9.1%	56

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	594,429	79.6%	10.5%	9.9%
Department of the Interior	26,171	79.7%	10.4%	10.0%
United States Geological Survey	3,538	84.1%	8.4%	7.6%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	594,280	84.3%	8.5%	7.1%
Department of the Interior	26,156	83.6%	8.6%	7.8%
United States Geological Survey	3,538	87.9%	6.3%	5.8%

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

	N	Positive	Neutral	Negative
Governmentwide	594,433	82.0%	8.6%	9.4%
Department of the Interior	26,168	82.3%	8.4%	9.3%
United States Geological Survey	3,541	87.7%	6.6%	5.7%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	594,262	72.0%	14.2%	13.8%
Department of the Interior	26,166	71.1%	14.5%	14.3%
United States Geological Survey	3,543	76.0%	12.9%	11.2%

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

	N	Positive	Neutral	Negative
Governmentwide	594,144	74.1%	15.8%	10.1%
Department of the Interior	26,155	72.9%	16.3%	10.8%
United States Geological Survey	3,541	77.1%	14.9%	8.0%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,889	45.0%	24.0%	31.1%	13,376
Department of the Interior	25,348	35.0%	25.5%	39.5%	699
United States Geological Survey	3,422	33.2%	28.0%	38.8%	105

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,779	56.1%	23.1%	20.8%	36,043
Department of the Interior	24,238	43.9%	25.9%	30.2%	1,771
United States Geological Survey	3,206	48.3%	26.5%	25.2%	314

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	558,822	70.2%	18.6%	11.2%	28,605
Department of the Interior	24,211	66.7%	21.3%	12.0%	1,685
United States Geological Survey	3,169	70.1%	21.2%	8.7%	331

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,748	64.6%	18.6%	16.8%	7,863
Department of the Interior	25,553	58.2%	21.0%	20.7%	391
United States Geological Survey	3,449	59.7%	22.1%	18.2%	59

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,057	63.9%	21.6%	14.5%	36,249
Department of the Interior	23,973	56.5%	25.3%	18.1%	2,013
United States Geological Survey	3,188	61.0%	24.4%	14.6%	330

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,161	57.7%	20.5%	21.8%	19,711
Department of the Interior	25,186	53.0%	22.1%	24.9%	839
United States Geological Survey	3,396	53.2%	23.0%	23.9%	127

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,154	61.3%	20.3%	18.4%	20,010
Department of the Interior	25,039	58.4%	21.1%	20.5%	884
United States Geological Survey	3,376	59.9%	20.9%	19.2%	135

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Leadership (continued)

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
Governmentwide	557,336	62.5%	21.4%	16.1%	31,586
Department of the Interior	24,524	58.7%	23.4%	17.9%	1,455
United States Geological Survey	3,316	59.9%	24.0%	16.1%	201

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,632	57.2%	22.6%	20.2%	8,840
Department of the Interior	25,450	44.8%	26.9%	28.3%	518
United States Geological Survey	3,444	45.4%	27.6%	27.0%	77

62. Senior leaders demonstrate support for Work-Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,505	58.8%	24.0%	17.2%	46,639
Department of the Interior	23,002	55.8%	27.3%	17.0%	2,980
United States Geological Survey	2,914	58.6%	28.9%	12.5%	605

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	585,087	54.8%	21.9%	23.3%
Department of the Interior	25,896	54.9%	21.4%	23.7%
United States Geological Survey	3,506	56.0%	21.4%	22.6%

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

	N	Positive	Neutral	Negative
Governmentwide	584,983	52.3%	22.4%	25.3%
Department of the Interior	25,859	48.9%	23.5%	27.5%
United States Geological Survey	3,503	51.2%	23.5%	25.3%

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

	N	Positive	Neutral	Negative
Governmentwide	584,700	53.4%	22.5%	24.1%
Department of the Interior	25,852	55.5%	22.8%	21.7%
United States Geological Survey	3,505	58.4%	22.2%	19.4%

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	584,390	46.8%	28.4%	24.8%
Department of the Interior	25,849	37.4%	31.2%	31.3%
United States Geological Survey	3,509	36.5%	33.4%	30.1%

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

	N	Positive	Neutral	Negative
Governmentwide	584,169	40.7%	27.0%	32.3%
Department of the Interior	25,835	39.0%	28.8%	32.3%
United States Geological Survey	3,503	39.9%	31.1%	29.0%

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

	N	Positive	Neutral	Negative
Governmentwide	584,592	56.7%	22.3%	21.1%
Department of the Interior	25,863	57.4%	22.5%	20.1%
United States Geological Survey	3,507	56.8%	26.0%	17.2%

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

	N	Positive	Neutral	Negative
Governmentwide	584,624	68.6%	16.5%	14.9%
Department of the Interior	25,885	68.8%	16.5%	14.7%
United States Geological Survey	3,511	71.1%	16.2%	12.7%

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

	N	Positive	Neutral	Negative
Governmentwide	584,219	63.3%	16.2%	20.5%
Department of the Interior	25,807	63.6%	16.4%	20.0%
United States Geological Survey	3,504	62.1%	17.1%	20.8%

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

	N	Positive	Neutral	Negative
Governmentwide	581,919	61.0%	20.1%	18.9%
Department of the Interior	25,765	59.0%	21.4%	19.6%
United States Geological Survey	3,497	63.1%	20.7%	16.2%

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Performance

72. Currently, in my work unit poor performers usually:

	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-perform	Leave Work Unit - Removed or Transferred	Leave Work Unit - Quit	No Poor Performers In Work Unit	Do Not Know
Governmentwide	461,560	17.1%	55.5%	8.1%	2.1%	17.1%	123,151
Department of the Interior	20,937	15.4%	51.7%	7.5%	3.0%	22.3%	4,939
United States Geological Survey	2,797	17.6%	45.6%	7.6%	4.0%	25.2%	712

Partial Government Shutdown

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?

	N	No Impact On Working/Pay Status	No Work And No Pay Until After Shutdown	Worked Some But No Pay Until After Shutdown	Worked Entire Shutdown But No Pay Until After	Other
Governmentwide	583,875	53.7%	18.2%	6.7%	17.3%	4.1%
Department of the Interior	25,849	17.4%	57.8%	13.1%	6.8%	4.9%
United States Geological Survey	3,498	4.2%	75.5%	16.1%	1.6%	2.6%

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?

	N	No Impact	Slightly Negative Impact	Moderately Negative Impact	Very Negative Impact	Extremely Negative Impact
Governmentwide	576,262	44.9%	16.0%	16.7%	12.1%	10.3%
Department of the Interior	25,069	14.9%	14.3%	26.6%	24.6%	19.5%
United States Geological Survey	3,375	7.2%	12.4%	30.9%	29.2%	20.3%

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Partial Government Shutdown (continued)

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)

	N	Unmanage-able Workload	Missed Deadlines	Unrecover-able Loss of Work	Reduced Customer Service	Delayed Work
Governmentwide	324,309	29.6%	45.8%	20.7%	47.9%	66.7%
Department of the Interior	21,239	48.3%	71.6%	38.6%	60.3%	85.1%
United States Geological Survey	3,134	52.8%	78.9%	42.1%	53.8%	91.2%

If the response to item 74 was "It had no impact", item 75 was skipped.

(continued)

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply) (continued)

	N	Reduced Work Quality	Cutback Of Critical Work	Time Lost Restarting Work	Unmet Statutory Requirements	Other
Governmentwide	324,309	31.9%	25.4%	42.0%	12.4%	27.3%
Department of the Interior	21,239	38.4%	35.5%	67.3%	17.9%	17.5%
United States Geological Survey	3,134	33.3%	30.9%	76.3%	8.6%	14.6%

If the response to item 74 was "It had no impact", item 75 was skipped.

76. Are you looking for another job because of the partial government shutdown?

	N	Looking Specifically Because Of Shutdown	Looking But Shutdown Is Only One Of The Reasons	Looking But Shutdown Had No Influence	Not Looking Currently
Governmentwide	579,912	1.5%	8.0%	19.8%	70.7%
Department of the Interior	25,699	1.8%	11.0%	16.8%	70.5%
United States Geological Survey	3,479	1.9%	12.9%	9.4%	75.8%

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.

	N	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Support Required
Governmentwide	464,251	23.9%	40.3%	22.0%	7.7%	6.1%	117,730
Department of the Interior	24,076	20.4%	42.7%	21.1%	9.2%	6.6%	1,735
United States Geological Survey	3,392	16.7%	46.0%	22.8%	9.2%	5.3%	104

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Work-Life

78. Please select the response below that BEST describes your current teleworking schedule.

	N	Very Infrequently	Telework			
			Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	579,351	14.5%	5.9%	15.9%	5.2%	2.0%
Department of the Interior	25,750	23.6%	9.5%	17.0%	3.5%	2.4%
United States Geological Survey	3,492	26.3%	13.9%	22.4%	5.0%	2.6%

(continued)

78. Please select the response below that BEST describes your current teleworking schedule. (continued)

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	579,351	27.0%	3.5%	13.5%	12.5%
Department of the Interior	25,750	18.5%	2.8%	8.6%	14.2%
United States Geological Survey	3,492	5.9%	2.0%	7.8%	14.0%

79. How satisfied are you with the Telework program in your agency?

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of the Interior	19,490	64.7%	22.3%	13.0%	1,827	4,065	359
United States Geological Survey	2,939	74.8%	16.5%	8.7%	276	240	34

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):

	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Department of the Interior	25,599	59.9%	28.7%	9.5%	2.7%	0.2%	28.9%
United States Geological Survey	3,459	61.2%	24.8%	7.0%	3.2%	0.0%	30.2%

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Work-Life (continued)

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	410,019	77.9%	15.2%	6.9%	71,628	75,146	22,071
Department of the Interior	20,989	82.8%	12.5%	4.7%	2,292	1,920	479
United States Geological Survey	2,843	87.5%	10.0%	2.5%	463	103	73

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	387,606	65.8%	26.8%	7.4%	98,937	44,796	45,335
Department of the Interior	17,572	60.8%	30.1%	9.1%	3,707	2,519	1,751
United States Geological Survey	2,078	63.0%	30.4%	6.7%	702	374	311

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	282,014	45.4%	49.0%	5.7%	221,222	15,633	56,971
Department of the Interior	13,892	44.3%	48.6%	7.1%	9,515	401	1,725
United States Geological Survey	1,407	42.7%	50.1%	7.2%	1,586	59	416

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	190,221	31.2%	62.6%	6.2%	248,558	65,987	70,671
Department of the Interior	7,565	24.7%	67.4%	7.8%	10,387	4,298	3,231
United States Geological Survey	818	28.2%	63.3%	8.5%	1,555	599	495

Department of the Interior
United States Geological Survey
1st Level Subagency Report

Work-Life (continued)

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	158,590	21.6%	74.1%	4.3%	244,230	59,125	111,402
Department of the Interior	6,365	16.3%	78.5%	5.2%	10,337	3,733	4,965
United States Geological Survey	612	16.2%	79.4%	4.4%	1,544	506	793

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Employment Demographics

Where do you work?

	%
Headquarters	23.1%
Field	76.9%

What is your supervisory status?

	%
Senior Leader	0.7%
Manager	7.3%
Supervisor	17.3%
Team Leader	19.1%
Non-Supervisor	55.5%

What is your pay category/grade?

	%
Federal Wage System	0.3%
GS 1-6	5.2%
GS 7-12	56.8%
GS 13-15	36.5%
Senior Executive Service	0.2%
Senior Level (SL) or Scientific or Professional (ST)	0.6%
Other	0.3%

What is your US military service status?

	%
No Prior Military Service	87.1%
Currently in National Guard or Reserves	0.7%
Retired	2.8%
Separated or Discharged	9.4%

Note: Percentages for demographic questions are unweighted.

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Employment Demographics (continued)

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

	%
Less than 1 year	2.0%
1 to 3 years	8.8%
4 to 5 years	6.7%
6 to 10 years	15.9%
11 to 14 years	13.2%
15 to 20 years	15.1%
More than 20 years	38.3%

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

	%
Less than 1 year	2.5%
1 to 3 years	11.4%
4 to 5 years	7.9%
6 to 10 years	16.3%
11 to 14 years	13.8%
15 to 20 years	14.6%
More than 20 years	33.4%

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

	%
No	71.5%
Yes, to retire	5.6%
Yes, to take another job within the Federal Government	11.6%
Yes, to take another job outside the Federal Government	6.1%
Yes, other	5.2%

I am planning to retire:

	%
Within one year	3.6%
Between one and three years	10.3%
Between three and five years	9.9%
Five or more years	76.2%

Note: Percentages for demographic questions are unweighted.

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	4.6%
No	95.4%

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

	%
White	92.2%
Black or African American	2.4%
All other races	5.3%

What is your age group?

	%
29 years and under	7.3%
30-39 years old	21.2%
40-49 years old	27.0%
50-59 years old	29.5%
60 years or older	15.1%

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

	%
Less than High School/ High School Diploma/ GED	1.4%
Certification/ Some College/ Associate's Degree	10.9%
Bachelor's Degree	35.4%
Advanced Degrees (Post Bachelor's Degree)	52.3%

Are you an individual with a disability?

	%
Yes	6.7%
No	93.3%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

Department of the Interior
United States Geological Survey
1st Level Subagency Report

My Personal Demographics (continued)

Are you:

	%
Male	61.1%
Female	38.9%

Are you transgender?

	%
Yes	0.3%
No	99.7%

Which one of the following do you consider yourself to be?

	%
Straight, that is not gay or lesbian	94.8%
Gay or Lesbian	1.8%
Bisexual	1.6%
Something else	1.7%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.