

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD  
TREND DATA FROM 2012 - 2016**

#	Question	Trend from 2015	% of Positive Responses					Difference Between 2015 & 2016
			2016	2015	2014	2013	2012	
1	I am given a real opportunity to improve my skills in my organization.	Negative	76.25%	82.45%	57.90%	60.00%	86.30%	-6%
2	I have enough information to do my job well.	Negative	73.45%	75.07%	61.20%	59.50%	83.80%	-2%
3	I feel encouraged to come up with new and better ways of doing things.	Negative	51.66%	53.85%	33.80%	44.30%	61.60%	-2%
4	My work gives me a feeling of personal accomplishment.	Negative	66.03%	73.57%	55.90%	63.80%	86.30%	-8%
5	I like the kind of work I do.	Negative	74.92%	87.52%	70.30%	65.90%	90.20%	-13%
6	I know what is expected of me on the job.	Negative	61.81%	63.43%	43.40%	47.70%	73.00%	-2%
7	When needed I am willing to put in the extra effort to get a job done.	Negative	96.18%	97.37%	91.80%	93.10%	97.80%	-1%
8	I am constantly looking for ways to do my job better.	Negative	88.96%	91.39%	72.90%	77.40%	94.00%	-2%
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	Negative	62.26%	66.19%	45.30%	50.20%	81.40%	-4%
10	My workload is reasonable.	Negative	61.00%	64.68%	53.20%	58.20%	77.20%	-4%
11	My talents are used well in the workplace.	Negative	55.90%	58.93%	45.40%	46.10%	68.90%	-3%
12	I know how my work relates to the agency's goals and priorities.	Positive	77.90%	75.42%	66.30%	71.20%	80.00%	2%
13	The work I do is important.	Negative	82.69%	87.55%	72.40%	75.40%	91.70%	-5%
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	Negative	82.23%	87.55%	77.20%	82.60%	82.10%	-5%
15	My performance appraisal is a fair reflection of my performance.	Positive	73.04%	67.40%	50.40%	49.80%	73.70%	6%
16	I am held accountable for achieving results.	Positive	81.85%	75.08%	69.00%	68.80%	70.00%	7%
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Positive	71.27%	70.56%	69.30%	80.50%	86.40%	1%
18	My training needs are assessed.	Positive	58.67%	57.62%	36.80%	38.40%	63.70%	1%
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).	Positive	60.09%	58.36%	44.90%	40.80%	62.90%	2%
20	The people I work with cooperate to get the job done.	Negative	82.20%	87.41%	69.70%	64.90%	82.20%	-5%
21	My work unit is able to recruit people with the right skills.	Positive	54.02%	45.14%	37.20%	46.40%	70.30%	9%
22	Promotions in my work unit are based on merit.	Positive	66.67%	42.77%	36.10%	37.50%	51.40%	24%
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Positive	47.62%	46.62%	40.10%	29.50%	35.60%	1%
24	In my work unit, differences in performance are recognized in a meaningful way.	Negative	41.20%	48.23%	30.10%	31.20%	44.20%	-7%
25	Awards in my work unit depend on how well employees perform their jobs.	Negative	45.64%	47.90%	33.30%	37.70%	60.10%	-2%
26	Employees in my work unit share job knowledge with each other.	Negative	83.69%	87.11%	73.10%	75.30%	79.30%	-3%

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27	The skill level in my work unit has improved in the past year.	Positive	57.12%	49.89%	31.80%	44.00%	57.30%	7%
28	How would you rate the overall quality of work done by your work unit?	Negative	82.26%	93.77%	76.30%	77.40%	86.80%	-12%
29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Negative	65.78%	73.89%	58.90%	76.60%	83.70%	-8%
30	Employees have a feeling of personal empowerment with respect to work processes.	Positive	36.91%	30.92%	21.50%	30.50%	60.40%	6%
31	Employees are recognized for providing high quality products and services.	Negative	53.13%	58.44%	39.60%	52.50%	73.70%	-5%
32	Creativity and innovation are rewarded.	Negative	32.62%	35.14%	23.40%	27.50%	55.00%	-3%
33	Pay raises depend on how well employees perform their jobs.	Positive	42.16%	35.03%	19.30%	26.40%	39.70%	7%
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	Positive	64.96%	63.80%	44.30%	65.90%	75.20%	1%
35	Employees are protected from health and safety hazards on the job.	Negative	86.66%	92.31%	91.90%	92.60%	98.00%	-6%
36	My organization has prepared employees for potential security threats.	Negative	69.09%	77.84%	73.40%	77.50%	87.20%	-9%
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	Positive	53.18%	47.50%	42.50%	66.10%	84.20%	6%
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.	Neutral	78.95%	78.96%	69.20%	80.80%	90.00%	0%
39	My agency is successful at accomplishing its mission.	Positive	65.62%	59.52%	63.30%	72.10%	87.00%	6%
40	I recommend my organization as a good place to work.	Positive	52.66%	46.14%	33.00%	47.30%	77.20%	7%
41	I believe the results of this survey will be used to make my agency a better place to work.	Negative	37.79%	41.55%	38.20%	47.70%	79.10%	-4%
42	My supervisor supports my need to balance work and other life issues.	Negative	90.86%	92.44%	78.20%	76.00%	88.80%	-2%
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	Negative	68.12%	85.82%	62.80%	65.70%	73.60%	-18%
44	Discussions with my supervisor about my performance are worthwhile.	Negative	61.50%	72.99%	54.80%	47.30%	59.40%	-11%
45	My supervisor is committed to a workforce representative of all segments of society.	Negative	76.73%	87.07%	68.50%	65.40%	77.70%	-10%
46	My supervisor provides me with constructive suggestions to improve my job performance.	Negative	66.47%	77.12%	49.50%	49.60%	51.20%	-11%
47	Supervisors in my work unit support employee development.	Negative	83.46%	86.93%	69.90%	59.30%	82.80%	-3%
48	My supervisor listens to what I have to say.	Negative	82.54%	87.23%	72.20%	63.40%	80.20%	-5%
49	My supervisor treats me with respect.	Negative	88.79%	93.59%	74.70%	70.50%	87.60%	-5%

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50	In the last six months, my supervisor has talked with me about my performance.	Negative	88.65%	96.20%	90.40%	85.50%	92.80%	-8%
51	I have trust and confidence in my supervisor.	Negative	74.23%	83.31%	62.70%	61.00%	72.50%	-9%
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Negative	75.38%	85.99%	60.10%	59.40%	72.00%	-11%
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Positive	25.40%	20.41%	17.60%	20.60%	56.50%	5%
54	My organization's senior leaders maintain high standards of honesty and integrity.	Positive	39.09%	29.60%	32.50%	64.60%	88.10%	9%
55	Supervisors work well with employees of different backgrounds.	Negative	57.66%	67.45%	53.40%	59.00%	84.60%	-10%
56	Managers communicate the goals and priorities of the organization.	Negative	53.06%	57.15%	40.10%	52.10%	72.00%	-4%
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Negative	59.03%	64.94%	55.70%	48.50%	70.80%	-6%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Negative	42.40%	45.35%	40.10%	45.50%	69.30%	-3%
59	Managers support collaboration across work units to accomplish work objectives.	Negative	49.78%	57.13%	54.40%	56.20%	75.90%	-7%
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Negative	43.51%	46.07%	30.10%	51.50%	73.60%	-3%
61	I have a high level of respect for my organization's senior leaders.	Positive	32.88%	26.56%	23.40%	44.40%	77.70%	6%
62	Senior leaders demonstrate support for Work/Life programs.	Negative	71.62%	74.91%	51.50%	59.90%	90.90%	-3%
63	How satisfied are you with your involvement in decisions that affect your work?	Positive	48.30%	46.93%	34.20%	44.10%	66.00%	1%
64	How satisfied are you with the information you receive from management on what's going on in your organization?	Negative	42.23%	48.11%	31.50%	43.40%	72.20%	-6%
65	How satisfied are you with the recognition you receive for doing a good job?	Positive	54.35%	53.01%	30.90%	43.50%	61.00%	1%
66	How satisfied are you with the policies and practices of your senior leaders?	Negative	28.64%	30.52%	15.70%	30.40%	71.00%	-2%
67	How satisfied are you with your opportunity to get a better job in your organization?	Positive	46.59%	33.26%	25.50%	28.90%	51.40%	13%
68	How satisfied are you with the training you receive for your present job?	Negative	66.54%	67.41%	44.90%	43.70%	72.60%	-1%
69	Considering everything, how satisfied are you with your job?	Positive	62.88%	56.91%	42.30%	47.20%	80.80%	6%
70	Considering everything, how satisfied are you with your pay?	Positive	74.85%	72.24%	48.70%	54.80%	78.70%	3%
71	Considering everything, how satisfied are you with your organization?	Positive	48.35%	43.96%	29.80%	44.20%	80.00%	4%

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72	Have you been notified whether or not you are eligible to telework?	Positive	92.48%	85.09%	83.70%	--	--	7%
73	Please select the response below that BEST describes your current teleworking situation.	Positive	4.79%	3.93%	1.40%	1.40%	1.10%	1%
74	Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	Negative	26.51%	33.27%	3.80%	6.20%	9.60%	-7%
75	Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	Positive	32.06%	21.74%	27.10%	34.70%	32.10%	10%
76	Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	Negative	7.56%	9.92%	8.50%	9.10%	7.30%	-2%
77	Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	Positive	1.51%	0.00%	0.00%	0.00%	0.00%	2%
78	Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	Positive	1.45%	0.00%	2.70%	0.00%	1.20%	1%
79	How satisfied are you with the following Work/Life programs in your agency? Telework*	Positive	92.84%	90.72%	75.10%	68.40%	78.50%	2%
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*	Positive	100.00%	96.33%	65.70%	40.60%	48.40%	4%
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)*	Positive	91.69%	88.49%	84.30%	81.20%	100.00%	3%
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*	Negative	80.81%	100.00%	83.60%	54.10%	83.20%	-19%
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)*	Positive	31.30%	0.00%	--	--	--	31%
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*	Neutral	0.00%	0.00%	50.80%	--	0.00%	0%

\* the results for this item only include employees who indicated they participated in this program