

2013

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Defense Nuclear Facilities Safety Board

Agency Trend Report

United States Office of
Personnel Management

Defense Nuclear Facilities Safety Board

Trend Report

Response Summary

	Surveys Completed
2013 Governmentwide	376,577
2013 Defense Nuclear Facilities Safety Board	82
2012 Defense Nuclear Facilities Safety Board	85
2011 Defense Nuclear Facilities Safety Board	84
2010 Defense Nuclear Facilities Safety Board	68
2008 Defense Nuclear Facilities Safety Board	60
2006 Defense Nuclear Facilities Safety Board	74

This 2013 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

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

	N	Positive	Neutral	Negative
2013 Governmentwide	375,837	59.7%	17.6%	22.7%
2013 Defense Nuclear Facilities Safety Board	82	60.0%	20.8%	19.1%
2012 Defense Nuclear Facilities Safety Board	85	86.3%	8.7%	5.1%
2011 Defense Nuclear Facilities Safety Board	84	88.2%	6.1%	5.7%
2010 Defense Nuclear Facilities Safety Board	68	81.5%	12.7%	5.8%
2008 Defense Nuclear Facilities Safety Board	60	77.1%	14.9%	8.0%
2006 Defense Nuclear Facilities Safety Board	74	88.1%	8.1%	3.8%

Defense Nuclear Facilities Safety Board

Trend Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	372,941	70.0%	15.2%	14.8%
2013 Defense Nuclear Facilities Safety Board	82	59.5%	23.6%	16.9%
2012 Defense Nuclear Facilities Safety Board	84	83.8%	9.5%	6.8%
2011 Defense Nuclear Facilities Safety Board	84	91.2%	6.9%	2.0%
2010 Defense Nuclear Facilities Safety Board	68	84.6%	11.0%	4.5%
2008 Defense Nuclear Facilities Safety Board	60	76.6%	13.2%	10.2%
2006 Defense Nuclear Facilities Safety Board	74	80.4%	15.7%	3.9%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	370,376	55.7%	19.2%	25.2%
2013 Defense Nuclear Facilities Safety Board	81	44.3%	24.2%	31.5%
2012 Defense Nuclear Facilities Safety Board	85	61.6%	20.4%	18.0%
2011 Defense Nuclear Facilities Safety Board	84	67.7%	19.8%	12.5%
2010 Defense Nuclear Facilities Safety Board	68	62.7%	17.2%	20.1%
2008 Defense Nuclear Facilities Safety Board	60	64.4%	18.4%	17.2%
2006 Defense Nuclear Facilities Safety Board	74	68.8%	15.1%	16.2%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	373,824	70.3%	15.1%	14.6%
2013 Defense Nuclear Facilities Safety Board	82	63.8%	18.3%	17.9%
2012 Defense Nuclear Facilities Safety Board	83	86.3%	8.6%	5.1%
2011 Defense Nuclear Facilities Safety Board	84	86.9%	7.7%	5.4%
2010 Defense Nuclear Facilities Safety Board	68	80.7%	13.5%	5.9%
2008 Defense Nuclear Facilities Safety Board	60	82.9%	10.6%	6.5%
2006 Defense Nuclear Facilities Safety Board	74	74.2%	12.6%	13.2%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2013 Governmentwide	369,988	82.8%	11.0%	6.2%
2013 Defense Nuclear Facilities Safety Board	82	65.9%	24.3%	9.8%
2012 Defense Nuclear Facilities Safety Board	85	90.2%	5.9%	3.8%
2011 Defense Nuclear Facilities Safety Board	84	91.0%	8.0%	1.0%
2010 Defense Nuclear Facilities Safety Board	68	88.5%	8.4%	3.1%
2008 Defense Nuclear Facilities Safety Board	60	87.9%	10.3%	1.8%
2006 Defense Nuclear Facilities Safety Board	74	77.6%	14.2%	8.2%

Defense Nuclear Facilities Safety Board

Trend Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	372,218	79.2%	11.2%	9.5%
2013 Defense Nuclear Facilities Safety Board	82	47.7%	20.6%	31.7%
2012 Defense Nuclear Facilities Safety Board	85	73.0%	18.5%	8.5%
2011 Defense Nuclear Facilities Safety Board	84	82.1%	8.6%	9.3%
2010 Defense Nuclear Facilities Safety Board	68	81.5%	8.2%	10.3%
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	373,797	95.6%	2.8%	1.6%
2013 Defense Nuclear Facilities Safety Board	81	93.1%	6.9%	0.0%
2012 Defense Nuclear Facilities Safety Board	85	97.8%	2.2%	0.0%
2011 Defense Nuclear Facilities Safety Board	84	100.0%	0.0%	0.0%
2010 Defense Nuclear Facilities Safety Board	68	98.7%	0.0%	1.3%
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	374,956	90.4%	7.8%	1.8%
2013 Defense Nuclear Facilities Safety Board	82	77.4%	17.7%	4.9%
2012 Defense Nuclear Facilities Safety Board	84	94.0%	6.0%	0.0%
2011 Defense Nuclear Facilities Safety Board	84	91.3%	8.7%	0.0%
2010 Defense Nuclear Facilities Safety Board	67	94.2%	4.4%	1.4%
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	374,731	43.8%	16.7%	39.5%	915
2013 Defense Nuclear Facilities Safety Board	81	50.2%	18.1%	31.8%	1
2012 Defense Nuclear Facilities Safety Board	84	81.4%	11.3%	7.3%	0
2011 Defense Nuclear Facilities Safety Board	84	82.1%	10.8%	7.2%	0
2010 Defense Nuclear Facilities Safety Board	68	79.1%	9.2%	11.7%	0
2008 Defense Nuclear Facilities Safety Board	60	77.9%	14.1%	8.0%	0
2006 Defense Nuclear Facilities Safety Board	74	75.7%	9.5%	14.8%	0

Defense Nuclear Facilities Safety Board

Trend Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,621	57.5%	16.7%	25.8%	677
2013 Defense Nuclear Facilities Safety Board	81	58.2%	13.8%	28.0%	1
2012 Defense Nuclear Facilities Safety Board	85	77.2%	11.7%	11.1%	0
2011 Defense Nuclear Facilities Safety Board	84	80.5%	8.4%	11.1%	0
2010 Defense Nuclear Facilities Safety Board	67	75.1%	14.6%	10.3%	1
2008 Defense Nuclear Facilities Safety Board	60	75.1%	7.0%	17.9%	0
2006 Defense Nuclear Facilities Safety Board	74	72.8%	17.2%	10.0%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,841	57.3%	17.3%	25.4%	1,905
2013 Defense Nuclear Facilities Safety Board	80	46.1%	22.5%	31.4%	1
2012 Defense Nuclear Facilities Safety Board	83	68.9%	20.0%	11.1%	0
2011 Defense Nuclear Facilities Safety Board	84	75.5%	15.2%	9.3%	0
2010 Defense Nuclear Facilities Safety Board	67	74.8%	15.4%	9.8%	0
2008 Defense Nuclear Facilities Safety Board	60	69.2%	10.3%	20.6%	0
2006 Defense Nuclear Facilities Safety Board	74	65.3%	16.5%	18.2%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,620	82.5%	10.5%	7.0%	1,411
2013 Defense Nuclear Facilities Safety Board	81	71.2%	8.4%	20.3%	1
2012 Defense Nuclear Facilities Safety Board	84	80.0%	11.0%	9.0%	0
2011 Defense Nuclear Facilities Safety Board	84	86.0%	7.5%	6.4%	0
2010 Defense Nuclear Facilities Safety Board	67	83.8%	10.4%	5.8%	0
2008 Defense Nuclear Facilities Safety Board	60	86.2%	5.0%	8.9%	0
2006 Defense Nuclear Facilities Safety Board	74	81.7%	11.9%	6.4%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	369,703	90.0%	6.9%	3.1%	1,092
2013 Defense Nuclear Facilities Safety Board	81	75.4%	17.5%	7.1%	1
2012 Defense Nuclear Facilities Safety Board	85	91.7%	8.3%	0.0%	0
2011 Defense Nuclear Facilities Safety Board	82	92.1%	7.9%	0.0%	0
2010 Defense Nuclear Facilities Safety Board	67	92.7%	4.6%	2.7%	0
2008 Defense Nuclear Facilities Safety Board	59	94.7%	5.3%	0.0%	1
2006 Defense Nuclear Facilities Safety Board	74	85.2%	7.0%	7.7%	0

Defense Nuclear Facilities Safety Board *Trend Report*

My Work Experience (continued)

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
2013 Governmentwide	373,712	66.1%	14.3%	19.5%	1,514
2013 Defense Nuclear Facilities Safety Board	79	82.6%	13.8%	3.6%	3
2012 Defense Nuclear Facilities Safety Board	85	82.1%	8.3%	9.6%	0
2011 Defense Nuclear Facilities Safety Board	84	93.7%	3.2%	3.1%	0
2010 Defense Nuclear Facilities Safety Board	68	89.7%	9.0%	1.3%	0
2008 Defense Nuclear Facilities Safety Board	60	91.8%	4.9%	3.3%	0
2006 Defense Nuclear Facilities Safety Board	74	93.3%	4.0%	2.7%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	369,528	68.4%	15.2%	16.4%	5,283
2013 Defense Nuclear Facilities Safety Board	77	49.8%	22.4%	27.8%	5
2012 Defense Nuclear Facilities Safety Board	84	73.7%	15.1%	11.3%	1
2011 Defense Nuclear Facilities Safety Board	83	85.9%	12.1%	1.9%	1
2010 Defense Nuclear Facilities Safety Board	65	81.7%	12.0%	6.3%	1
2008 Defense Nuclear Facilities Safety Board	60	84.9%	6.8%	8.3%	0
2006 Defense Nuclear Facilities Safety Board	73	82.8%	12.2%	5.0%	1

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,151	81.5%	12.4%	6.1%	1,767
2013 Defense Nuclear Facilities Safety Board	82	68.8%	21.5%	9.6%	0
2012 Defense Nuclear Facilities Safety Board	84	70.0%	22.1%	7.9%	1
2011 Defense Nuclear Facilities Safety Board	84	77.1%	13.8%	9.1%	0
2010 Defense Nuclear Facilities Safety Board	68	74.0%	20.3%	5.7%	0
2008 Defense Nuclear Facilities Safety Board	60	76.5%	14.6%	8.9%	0
2006 Defense Nuclear Facilities Safety Board	74	80.1%	14.0%	6.0%	0

Defense Nuclear Facilities Safety Board

Trend Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	357,689	61.2%	19.4%	19.5%	16,155
2013 Defense Nuclear Facilities Safety Board	75	80.5%	11.7%	7.8%	7
2012 Defense Nuclear Facilities Safety Board	82	86.4%	10.6%	3.0%	2
2011 Defense Nuclear Facilities Safety Board	81	88.0%	8.3%	3.7%	3
2010 Defense Nuclear Facilities Safety Board	66	86.7%	10.2%	3.1%	2
2008 Defense Nuclear Facilities Safety Board	55	82.5%	11.1%	6.4%	5
2006 Defense Nuclear Facilities Safety Board	69	73.8%	21.0%	5.2%	5

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	370,252	49.8%	24.1%	26.1%	4,271
2013 Defense Nuclear Facilities Safety Board	80	38.4%	26.1%	35.5%	1
2012 Defense Nuclear Facilities Safety Board	85	63.7%	13.2%	23.1%	0
2011 Defense Nuclear Facilities Safety Board	84	69.0%	17.2%	13.9%	0
2010 Defense Nuclear Facilities Safety Board	67	59.4%	24.4%	16.2%	0
2008 Defense Nuclear Facilities Safety Board	60	53.8%	22.2%	24.0%	0
2006 Defense Nuclear Facilities Safety Board	74	52.6%	26.1%	21.3%	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	Positive	Neutral	Negative	NBJ
2013 Governmentwide	366,770	67.7%	14.6%	17.7%	9,032
2013 Defense Nuclear Facilities Safety Board	77	40.8%	24.9%	34.3%	5
2012 Defense Nuclear Facilities Safety Board	83	62.9%	19.7%	17.4%	2
2011 Defense Nuclear Facilities Safety Board	83	74.3%	12.8%	12.9%	1
2010 Defense Nuclear Facilities Safety Board	67	82.6%	7.4%	9.9%	1
2008 Defense Nuclear Facilities Safety Board	59	81.2%	8.4%	10.4%	1
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

Defense Nuclear Facilities Safety Board

Trend Report

My Work Unit

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

	N	Positive	Neutral	Negative
2013 Governmentwide	375,451	72.5%	14.3%	13.2%
2013 Defense Nuclear Facilities Safety Board	82	64.9%	18.4%	16.7%
2012 Defense Nuclear Facilities Safety Board	85	82.2%	12.8%	5.1%
2011 Defense Nuclear Facilities Safety Board	81	89.2%	7.7%	3.1%
2010 Defense Nuclear Facilities Safety Board	62	81.0%	12.7%	6.3%
2008 Defense Nuclear Facilities Safety Board	60	90.6%	3.4%	6.0%
2006 Defense Nuclear Facilities Safety Board	74	81.3%	9.1%	9.6%

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,026	40.2%	26.7%	33.1%	13,660
2013 Defense Nuclear Facilities Safety Board	77	46.4%	26.4%	27.2%	5
2012 Defense Nuclear Facilities Safety Board	84	70.3%	15.2%	14.5%	1
2011 Defense Nuclear Facilities Safety Board	82	80.0%	14.1%	5.9%	2
2010 Defense Nuclear Facilities Safety Board	68	70.9%	15.9%	13.2%	0
2008 Defense Nuclear Facilities Safety Board	58	67.3%	14.6%	18.1%	2
2006 Defense Nuclear Facilities Safety Board	72	50.4%	33.0%	16.6%	2

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	349,090	31.6%	29.5%	39.0%	24,611
2013 Defense Nuclear Facilities Safety Board	71	37.5%	28.6%	33.9%	11
2012 Defense Nuclear Facilities Safety Board	81	51.4%	35.2%	13.5%	3
2011 Defense Nuclear Facilities Safety Board	78	56.5%	32.2%	11.3%	6
2010 Defense Nuclear Facilities Safety Board	64	59.1%	20.9%	19.9%	4
2008 Defense Nuclear Facilities Safety Board	53	62.1%	23.2%	14.7%	7
2006 Defense Nuclear Facilities Safety Board	71	55.2%	25.4%	19.4%	3

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
2013 Governmentwide	341,154	28.0%	27.5%	44.6%	32,879
2013 Defense Nuclear Facilities Safety Board	72	29.5%	42.6%	27.9%	9
2012 Defense Nuclear Facilities Safety Board	77	35.6%	30.2%	34.2%	8
2011 Defense Nuclear Facilities Safety Board	76	42.2%	24.5%	33.3%	8
2010 Defense Nuclear Facilities Safety Board	56	37.3%	24.7%	38.0%	12
2008 Defense Nuclear Facilities Safety Board	50	37.3%	26.9%	35.8%	10
2006 Defense Nuclear Facilities Safety Board	67	24.0%	41.2%	34.8%	7

Defense Nuclear Facilities Safety Board

Trend Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	353,920	31.4%	29.0%	39.5%	20,703
2013 Defense Nuclear Facilities Safety Board	73	31.2%	24.5%	44.3%	8
2012 Defense Nuclear Facilities Safety Board	84	44.2%	30.5%	25.3%	1
2011 Defense Nuclear Facilities Safety Board	81	51.7%	20.9%	27.4%	3
2010 Defense Nuclear Facilities Safety Board	65	44.4%	28.1%	27.5%	3
2008 Defense Nuclear Facilities Safety Board	55	47.0%	23.9%	29.1%	5
2006 Defense Nuclear Facilities Safety Board	72	42.7%	32.8%	24.6%	2

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,157	37.7%	26.3%	36.1%	23,879
2013 Defense Nuclear Facilities Safety Board	73	37.7%	29.0%	33.2%	9
2012 Defense Nuclear Facilities Safety Board	85	60.1%	21.6%	18.3%	0
2011 Defense Nuclear Facilities Safety Board	80	69.6%	20.5%	10.0%	4
2010 Defense Nuclear Facilities Safety Board	68	60.3%	17.7%	22.0%	0
2008 Defense Nuclear Facilities Safety Board	56	72.3%	17.8%	9.9%	4
2006 Defense Nuclear Facilities Safety Board	74	58.5%	25.9%	15.6%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	373,151	71.8%	14.8%	13.4%	1,576
2013 Defense Nuclear Facilities Safety Board	80	75.3%	14.8%	9.9%	2
2012 Defense Nuclear Facilities Safety Board	83	79.3%	10.2%	10.5%	0
2011 Defense Nuclear Facilities Safety Board	84	88.9%	5.4%	5.7%	0
2010 Defense Nuclear Facilities Safety Board	66	80.8%	10.8%	8.4%	0
2008 Defense Nuclear Facilities Safety Board	60	75.5%	13.3%	11.2%	0
2006 Defense Nuclear Facilities Safety Board	74	81.8%	8.4%	9.9%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,810	52.3%	29.6%	18.1%	14,051
2013 Defense Nuclear Facilities Safety Board	76	44.0%	34.0%	22.0%	6
2012 Defense Nuclear Facilities Safety Board	83	57.3%	33.5%	9.2%	2
2011 Defense Nuclear Facilities Safety Board	82	65.3%	32.6%	2.1%	2
2010 Defense Nuclear Facilities Safety Board	67	50.8%	33.7%	15.5%	1
2008 Defense Nuclear Facilities Safety Board	56	55.1%	28.8%	16.1%	4
2006 Defense Nuclear Facilities Safety Board	72	40.1%	33.4%	26.5%	2

Defense Nuclear Facilities Safety Board

Trend Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	374,621	82.5%	14.3%	3.2%
2013 Defense Nuclear Facilities Safety Board	82	77.4%	16.7%	5.9%
2012 Defense Nuclear Facilities Safety Board	85	86.8%	10.4%	2.8%
2011 Defense Nuclear Facilities Safety Board	84	89.6%	9.3%	1.1%
2010 Defense Nuclear Facilities Safety Board	67	85.8%	14.2%	0.0%
2008 Defense Nuclear Facilities Safety Board	60	88.5%	7.1%	4.4%
2006 Defense Nuclear Facilities Safety Board	74	78.3%	19.0%	2.7%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,785	69.7%	18.1%	12.2%	5,883
2013 Defense Nuclear Facilities Safety Board	79	76.6%	10.1%	13.2%	3
2012 Defense Nuclear Facilities Safety Board	84	83.7%	9.1%	7.2%	0
2011 Defense Nuclear Facilities Safety Board	83	92.2%	5.5%	2.2%	1
2010 Defense Nuclear Facilities Safety Board	67	83.9%	14.8%	1.2%	1
2008 Defense Nuclear Facilities Safety Board	59	88.0%	10.4%	1.6%	1
2006 Defense Nuclear Facilities Safety Board	74	87.9%	4.0%	8.1%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,361	42.9%	26.0%	31.1%	8,232
2013 Defense Nuclear Facilities Safety Board	80	30.5%	26.4%	43.1%	2
2012 Defense Nuclear Facilities Safety Board	83	60.4%	19.9%	19.7%	2
2011 Defense Nuclear Facilities Safety Board	82	66.2%	21.8%	12.0%	2
2010 Defense Nuclear Facilities Safety Board	68	55.9%	29.3%	14.7%	0
2008 Defense Nuclear Facilities Safety Board	59	56.5%	19.6%	24.0%	1
2006 Defense Nuclear Facilities Safety Board	72	53.4%	29.0%	17.6%	2

Defense Nuclear Facilities Safety Board *Trend Report*

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,183	45.6%	24.5%	29.9%	7,290
2013 Defense Nuclear Facilities Safety Board	81	52.5%	17.0%	30.4%	1
2012 Defense Nuclear Facilities Safety Board	84	73.7%	20.1%	6.3%	0
2011 Defense Nuclear Facilities Safety Board	84	82.4%	14.4%	3.2%	0
2010 Defense Nuclear Facilities Safety Board	67	62.4%	19.9%	17.6%	1
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	355,365	35.5%	29.9%	34.7%	11,534
2013 Defense Nuclear Facilities Safety Board	79	27.5%	37.6%	34.9%	3
2012 Defense Nuclear Facilities Safety Board	82	55.0%	27.8%	17.2%	3
2011 Defense Nuclear Facilities Safety Board	83	58.8%	28.8%	12.3%	1
2010 Defense Nuclear Facilities Safety Board	68	47.6%	25.5%	26.9%	0
2008 Defense Nuclear Facilities Safety Board	59	49.3%	29.0%	21.8%	1
2006 Defense Nuclear Facilities Safety Board	71	47.9%	29.9%	22.2%	3

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	341,941	18.6%	26.7%	54.7%	24,285
2013 Defense Nuclear Facilities Safety Board	71	26.4%	33.8%	39.8%	11
2012 Defense Nuclear Facilities Safety Board	76	39.7%	33.3%	27.0%	9
2011 Defense Nuclear Facilities Safety Board	75	57.3%	27.8%	15.0%	9
2010 Defense Nuclear Facilities Safety Board	58	47.2%	28.4%	24.3%	9
2008 Defense Nuclear Facilities Safety Board	51	61.5%	24.7%	13.9%	9
2006 Defense Nuclear Facilities Safety Board	71	52.9%	21.3%	25.7%	3

Defense Nuclear Facilities Safety Board *Trend Report*

My Agency (continued)

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
2013 Governmentwide	340,531	55.2%	29.8%	15.0%	27,416
2013 Defense Nuclear Facilities Safety Board	73	65.9%	28.9%	5.2%	9
2012 Defense Nuclear Facilities Safety Board	81	75.2%	19.3%	5.5%	4
2011 Defense Nuclear Facilities Safety Board	79	71.6%	24.8%	3.6%	5
2010 Defense Nuclear Facilities Safety Board	63	52.6%	28.3%	19.2%	5
2008 Defense Nuclear Facilities Safety Board	58	72.1%	15.0%	13.0%	2
2006 Defense Nuclear Facilities Safety Board	71	57.2%	29.0%	13.8%	3

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,330	76.1%	13.9%	10.0%	5,220
2013 Defense Nuclear Facilities Safety Board	80	92.6%	5.1%	2.4%	2
2012 Defense Nuclear Facilities Safety Board	85	98.0%	2.0%	0.0%	0
2011 Defense Nuclear Facilities Safety Board	83	96.6%	3.4%	0.0%	0
2010 Defense Nuclear Facilities Safety Board	68	98.7%	1.3%	0.0%	0
2008 Defense Nuclear Facilities Safety Board	60	96.9%	1.4%	1.6%	0
2006 Defense Nuclear Facilities Safety Board	74	96.2%	2.6%	1.2%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	361,939	75.9%	14.7%	9.4%	5,179
2013 Defense Nuclear Facilities Safety Board	79	77.5%	14.7%	7.8%	2
2012 Defense Nuclear Facilities Safety Board	83	87.2%	5.2%	7.6%	2
2011 Defense Nuclear Facilities Safety Board	84	83.0%	14.1%	2.9%	0
2010 Defense Nuclear Facilities Safety Board	68	77.7%	16.5%	5.9%	0
2008 Defense Nuclear Facilities Safety Board	60	92.1%	6.5%	1.4%	0
2006 Defense Nuclear Facilities Safety Board	73	87.2%	10.0%	2.8%	1

Defense Nuclear Facilities Safety Board *Trend Report*

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	346,836	50.7%	23.4%	25.9%	20,370
2013 Defense Nuclear Facilities Safety Board	77	66.1%	17.6%	16.3%	5
2012 Defense Nuclear Facilities Safety Board	82	84.2%	12.5%	3.3%	3
2011 Defense Nuclear Facilities Safety Board	74	89.8%	10.2%	0.0%	9
2010 Defense Nuclear Facilities Safety Board	63	80.9%	10.6%	8.5%	5
2008 Defense Nuclear Facilities Safety Board	56	87.9%	5.4%	6.6%	4
2006 Defense Nuclear Facilities Safety Board	66	71.3%	21.9%	6.7%	8

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
2013 Governmentwide	334,239	65.4%	20.4%	14.3%	31,656
2013 Defense Nuclear Facilities Safety Board	75	80.8%	12.9%	6.3%	7
2012 Defense Nuclear Facilities Safety Board	81	90.0%	8.7%	1.3%	4
2011 Defense Nuclear Facilities Safety Board	77	88.0%	10.4%	1.6%	6
2010 Defense Nuclear Facilities Safety Board	64	93.3%	4.9%	1.8%	4
2008 Defense Nuclear Facilities Safety Board	52	92.7%	3.5%	3.7%	8
2006 Defense Nuclear Facilities Safety Board	66	87.2%	9.8%	3.0%	8

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,459	74.4%	17.6%	8.0%	6,811
2013 Defense Nuclear Facilities Safety Board	81	72.1%	14.3%	13.6%	1
2012 Defense Nuclear Facilities Safety Board	84	87.0%	8.0%	5.0%	0
2011 Defense Nuclear Facilities Safety Board	84	93.4%	6.6%	0.0%	0
2010 Defense Nuclear Facilities Safety Board	67	87.6%	11.2%	1.2%	0
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

Defense Nuclear Facilities Safety Board

Trend Report

My Agency (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	367,707	63.2%	21.4%	15.4%
2013 Defense Nuclear Facilities Safety Board	82	47.3%	23.8%	29.0%
2012 Defense Nuclear Facilities Safety Board	85	77.2%	16.1%	6.7%
2011 Defense Nuclear Facilities Safety Board	84	94.3%	2.2%	3.4%
2010 Defense Nuclear Facilities Safety Board	68	88.6%	5.7%	5.7%
2008 Defense Nuclear Facilities Safety Board	60	76.7%	14.0%	9.3%
2006 Defense Nuclear Facilities Safety Board	74	68.4%	16.2%	15.4%

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
2013 Governmentwide	335,303	38.3%	28.8%	33.0%	32,630
2013 Defense Nuclear Facilities Safety Board	78	47.7%	20.6%	31.7%	4
2012 Defense Nuclear Facilities Safety Board	82	79.1%	10.5%	10.4%	3
2011 Defense Nuclear Facilities Safety Board	81	73.7%	20.3%	6.0%	3
2010 Defense Nuclear Facilities Safety Board	66	40.8%	33.8%	25.4%	2
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	364,464	77.2%	11.8%	11.0%	2,159
2013 Defense Nuclear Facilities Safety Board	81	76.0%	12.1%	11.9%	1
2012 Defense Nuclear Facilities Safety Board	84	88.8%	4.7%	6.5%	1
2011 Defense Nuclear Facilities Safety Board	84	95.4%	1.4%	3.2%	0
2010 Defense Nuclear Facilities Safety Board	68	91.4%	6.0%	2.6%	0
2008 Defense Nuclear Facilities Safety Board	60	89.9%	1.9%	8.3%	0
2006 Defense Nuclear Facilities Safety Board	72	93.9%	3.8%	2.4%	2

Defense Nuclear Facilities Safety Board

Trend Report

My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	364,224	64.7%	17.9%	17.4%	1,703
2013 Defense Nuclear Facilities Safety Board	80	65.7%	18.2%	16.0%	1
2012 Defense Nuclear Facilities Safety Board	85	73.6%	14.6%	11.9%	0
2011 Defense Nuclear Facilities Safety Board	84	80.4%	16.0%	3.6%	0
2010 Defense Nuclear Facilities Safety Board	67	74.7%	17.2%	8.2%	1
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,838	61.4%	19.7%	19.0%	3,744
2013 Defense Nuclear Facilities Safety Board	80	47.3%	19.9%	32.8%	0
2012 Defense Nuclear Facilities Safety Board	84	59.4%	17.7%	22.9%	1
2011 Defense Nuclear Facilities Safety Board	84	74.3%	10.9%	14.8%	0
2010 Defense Nuclear Facilities Safety Board	65	76.2%	8.8%	15.0%	2
2008 Defense Nuclear Facilities Safety Board	60	65.0%	22.3%	12.8%	0
2006 Defense Nuclear Facilities Safety Board	74	69.2%	21.7%	9.1%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	335,808	64.6%	24.5%	11.0%	29,552
2013 Defense Nuclear Facilities Safety Board	64	65.4%	25.7%	8.9%	17
2012 Defense Nuclear Facilities Safety Board	71	77.7%	16.5%	5.7%	12
2011 Defense Nuclear Facilities Safety Board	72	77.6%	17.5%	4.9%	12
2010 Defense Nuclear Facilities Safety Board	64	73.5%	24.7%	1.8%	3
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	363,407	60.3%	20.8%	18.8%	1,849
2013 Defense Nuclear Facilities Safety Board	79	49.6%	23.5%	26.9%	0
2012 Defense Nuclear Facilities Safety Board	85	51.2%	25.8%	23.0%	0
2011 Defense Nuclear Facilities Safety Board	84	65.0%	24.0%	11.0%	0
2010 Defense Nuclear Facilities Safety Board	68	70.1%	17.4%	12.6%	0
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

Defense Nuclear Facilities Safety Board *Trend Report*

My Supervisor/Team Leader (continued)

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	361,042	64.0%	19.0%	17.0%	4,398
2013 Defense Nuclear Facilities Safety Board	80	59.3%	23.5%	17.2%	1
2012 Defense Nuclear Facilities Safety Board	85	82.8%	12.0%	5.2%	0
2011 Defense Nuclear Facilities Safety Board	82	88.1%	9.4%	2.5%	1
2010 Defense Nuclear Facilities Safety Board	67	79.5%	18.8%	1.7%	0
2008 Defense Nuclear Facilities Safety Board	60	77.6%	12.6%	9.8%	0
2006 Defense Nuclear Facilities Safety Board	74	90.6%	5.7%	3.7%	0

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2013 Governmentwide	365,387	74.4%	13.1%	12.5%
2013 Defense Nuclear Facilities Safety Board	81	63.4%	12.2%	24.4%
2012 Defense Nuclear Facilities Safety Board	85	80.2%	10.3%	9.5%
2011 Defense Nuclear Facilities Safety Board	84	87.9%	8.6%	3.5%
2010 Defense Nuclear Facilities Safety Board	68	87.0%	8.9%	4.1%
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2013 Governmentwide	364,519	79.7%	11.0%	9.4%
2013 Defense Nuclear Facilities Safety Board	81	70.5%	7.6%	21.9%
2012 Defense Nuclear Facilities Safety Board	85	87.6%	7.2%	5.2%
2011 Defense Nuclear Facilities Safety Board	84	94.3%	3.3%	2.4%
2010 Defense Nuclear Facilities Safety Board	68	91.5%	4.7%	3.8%
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	364,501	76.7%	10.5%	12.8%
2013 Defense Nuclear Facilities Safety Board	80	85.5%	8.3%	6.1%
2012 Defense Nuclear Facilities Safety Board	85	92.8%	6.2%	1.0%
2011 Defense Nuclear Facilities Safety Board	83	87.0%	6.0%	7.1%
2010 Defense Nuclear Facilities Safety Board	67	91.9%	3.8%	4.3%
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

Defense Nuclear Facilities Safety Board

Trend Report

My Supervisor/Team Leader (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2013 Governmentwide	364,718	65.8%	17.2%	17.0%
2013 Defense Nuclear Facilities Safety Board	81	61.0%	8.3%	30.7%
2012 Defense Nuclear Facilities Safety Board	85	72.5%	12.5%	15.0%
2011 Defense Nuclear Facilities Safety Board	83	83.0%	11.2%	5.8%
2010 Defense Nuclear Facilities Safety Board	65	80.5%	11.0%	8.5%
2008 Defense Nuclear Facilities Safety Board	60	73.2%	16.0%	10.8%
2006 Defense Nuclear Facilities Safety Board	74	78.7%	16.3%	5.0%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	364,643	68.4%	18.8%	12.7%
2013 Defense Nuclear Facilities Safety Board	81	59.4%	17.4%	23.2%
2012 Defense Nuclear Facilities Safety Board	84	72.0%	16.8%	11.2%
2011 Defense Nuclear Facilities Safety Board	84	79.4%	15.0%	5.6%
2010 Defense Nuclear Facilities Safety Board	68	81.0%	15.0%	4.0%
2008 Defense Nuclear Facilities Safety Board	60	67.9%	22.8%	9.3%
2006 Defense Nuclear Facilities Safety Board	74	73.6%	20.1%	6.3%

Leadership

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	358,319	40.8%	26.2%	33.0%	3,649
2013 Defense Nuclear Facilities Safety Board	80	20.6%	32.1%	47.3%	0
2012 Defense Nuclear Facilities Safety Board	83	56.5%	18.7%	24.8%	1
2011 Defense Nuclear Facilities Safety Board	83	67.7%	17.4%	14.8%	1
2010 Defense Nuclear Facilities Safety Board	67	55.8%	27.2%	17.0%	0
2008 Defense Nuclear Facilities Safety Board	60	54.5%	24.3%	21.3%	0
2006 Defense Nuclear Facilities Safety Board	74	42.3%	33.5%	24.2%	0

Defense Nuclear Facilities Safety Board

Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	349,438	53.6%	23.6%	22.8%	12,164
2013 Defense Nuclear Facilities Safety Board	78	64.6%	19.9%	15.6%	3
2012 Defense Nuclear Facilities Safety Board	83	88.1%	8.8%	3.1%	1
2011 Defense Nuclear Facilities Safety Board	83	89.3%	7.1%	3.6%	0
2010 Defense Nuclear Facilities Safety Board	68	84.2%	12.2%	3.7%	0
2008 Defense Nuclear Facilities Safety Board	59	78.7%	16.4%	4.9%	1
2006 Defense Nuclear Facilities Safety Board	74	76.8%	13.3%	9.9%	0

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	344,622	62.8%	22.6%	14.6%	15,793
2013 Defense Nuclear Facilities Safety Board	75	59.0%	19.9%	21.1%	6
2012 Defense Nuclear Facilities Safety Board	78	84.6%	10.8%	4.6%	5
2011 Defense Nuclear Facilities Safety Board	76	87.6%	11.1%	1.3%	8
2010 Defense Nuclear Facilities Safety Board	67	81.1%	14.8%	4.2%	1
2008 Defense Nuclear Facilities Safety Board	57	79.6%	15.3%	5.1%	3
2006 Defense Nuclear Facilities Safety Board	73	76.4%	14.6%	8.9%	1

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	357,806	61.2%	20.3%	18.6%	3,047
2013 Defense Nuclear Facilities Safety Board	80	52.1%	13.8%	34.1%	1
2012 Defense Nuclear Facilities Safety Board	84	72.0%	16.2%	11.8%	0
2011 Defense Nuclear Facilities Safety Board	84	74.9%	14.7%	10.3%	0
2010 Defense Nuclear Facilities Safety Board	67	69.3%	14.4%	16.3%	0
2008 Defense Nuclear Facilities Safety Board	60	72.1%	11.1%	16.7%	0
2006 Defense Nuclear Facilities Safety Board	73	62.2%	19.0%	18.9%	1

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	340,114	60.7%	23.8%	15.5%	20,067
2013 Defense Nuclear Facilities Safety Board	76	48.5%	19.4%	32.1%	5
2012 Defense Nuclear Facilities Safety Board	80	70.8%	17.5%	11.7%	3
2011 Defense Nuclear Facilities Safety Board	80	69.7%	17.2%	13.1%	4
2010 Defense Nuclear Facilities Safety Board	63	66.8%	17.9%	15.2%	4
2008 Defense Nuclear Facilities Safety Board	55	75.1%	14.6%	10.3%	5
2006 Defense Nuclear Facilities Safety Board	69	61.1%	27.1%	11.8%	5

Defense Nuclear Facilities Safety Board

Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,863	52.3%	23.0%	24.7%	9,912
2013 Defense Nuclear Facilities Safety Board	78	45.5%	17.9%	36.6%	3
2012 Defense Nuclear Facilities Safety Board	82	69.3%	20.5%	10.1%	1
2011 Defense Nuclear Facilities Safety Board	83	68.7%	16.4%	14.9%	1
2010 Defense Nuclear Facilities Safety Board	67	70.4%	18.5%	11.1%	1
2008 Defense Nuclear Facilities Safety Board	59	72.0%	11.7%	16.3%	1
2006 Defense Nuclear Facilities Safety Board	74	52.0%	32.6%	15.4%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,160	56.1%	23.0%	20.9%	10,380
2013 Defense Nuclear Facilities Safety Board	79	56.2%	15.0%	28.8%	2
2012 Defense Nuclear Facilities Safety Board	83	75.9%	15.5%	8.6%	1
2011 Defense Nuclear Facilities Safety Board	84	81.4%	11.9%	6.7%	0
2010 Defense Nuclear Facilities Safety Board	68	73.2%	18.6%	8.2%	0
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	342,315	57.0%	24.3%	18.6%	18,440
2013 Defense Nuclear Facilities Safety Board	80	51.5%	24.5%	24.0%	1
2012 Defense Nuclear Facilities Safety Board	82	73.6%	20.9%	5.5%	1
2011 Defense Nuclear Facilities Safety Board	83	77.5%	16.1%	6.4%	0
2010 Defense Nuclear Facilities Safety Board	68	67.3%	23.5%	9.2%	0
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	356,566	52.3%	23.8%	23.9%	4,307
2013 Defense Nuclear Facilities Safety Board	80	44.4%	24.7%	30.9%	1
2012 Defense Nuclear Facilities Safety Board	84	77.7%	11.4%	10.9%	0
2011 Defense Nuclear Facilities Safety Board	84	85.3%	6.6%	8.1%	0
2010 Defense Nuclear Facilities Safety Board	68	78.9%	14.1%	7.0%	0
2008 Defense Nuclear Facilities Safety Board	60	76.6%	12.6%	10.8%	0
2006 Defense Nuclear Facilities Safety Board	74	64.3%	22.2%	13.5%	0

Defense Nuclear Facilities Safety Board

Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	328,520	53.7%	27.6%	18.7%	32,091
2013 Defense Nuclear Facilities Safety Board	78	59.9%	26.0%	14.0%	3
2012 Defense Nuclear Facilities Safety Board	83	90.9%	6.4%	2.7%	1
2011 Defense Nuclear Facilities Safety Board	80	95.2%	2.2%	2.6%	4
2010 Defense Nuclear Facilities Safety Board	67	72.2%	15.4%	12.4%	1
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	358,999	49.5%	24.2%	26.3%
2013 Defense Nuclear Facilities Safety Board	81	44.1%	25.2%	30.7%
2012 Defense Nuclear Facilities Safety Board	84	66.0%	19.8%	14.2%
2011 Defense Nuclear Facilities Safety Board	83	78.0%	14.2%	7.7%
2010 Defense Nuclear Facilities Safety Board	67	79.0%	11.4%	9.6%
2008 Defense Nuclear Facilities Safety Board	60	71.6%	13.7%	14.6%
2006 Defense Nuclear Facilities Safety Board	74	58.7%	22.8%	18.5%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	358,403	47.6%	23.9%	28.5%
2013 Defense Nuclear Facilities Safety Board	81	43.4%	18.0%	38.6%
2012 Defense Nuclear Facilities Safety Board	84	72.2%	14.0%	13.8%
2011 Defense Nuclear Facilities Safety Board	82	77.2%	15.5%	7.3%
2010 Defense Nuclear Facilities Safety Board	68	68.1%	13.0%	18.9%
2008 Defense Nuclear Facilities Safety Board	60	68.1%	12.6%	19.4%
2006 Defense Nuclear Facilities Safety Board	74	51.8%	23.5%	24.7%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,371	45.4%	24.7%	29.9%
2013 Defense Nuclear Facilities Safety Board	81	43.5%	22.2%	34.3%
2012 Defense Nuclear Facilities Safety Board	84	61.0%	22.8%	16.2%
2011 Defense Nuclear Facilities Safety Board	83	70.9%	20.9%	8.2%
2010 Defense Nuclear Facilities Safety Board	68	71.0%	14.0%	15.0%
2008 Defense Nuclear Facilities Safety Board	60	60.2%	20.2%	19.5%
2006 Defense Nuclear Facilities Safety Board	74	55.7%	24.2%	20.1%

Defense Nuclear Facilities Safety Board

Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,560	41.3%	29.7%	28.9%
2013 Defense Nuclear Facilities Safety Board	81	30.4%	24.4%	45.2%
2012 Defense Nuclear Facilities Safety Board	84	71.0%	20.6%	8.4%
2011 Defense Nuclear Facilities Safety Board	83	81.3%	10.1%	8.6%
2010 Defense Nuclear Facilities Safety Board	68	68.4%	17.6%	14.0%
2008 Defense Nuclear Facilities Safety Board	60	63.0%	19.5%	17.6%
2006 Defense Nuclear Facilities Safety Board	74	54.5%	17.1%	28.5%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,563	33.6%	28.7%	37.7%
2013 Defense Nuclear Facilities Safety Board	81	28.9%	38.9%	32.2%
2012 Defense Nuclear Facilities Safety Board	84	51.4%	33.7%	14.9%
2011 Defense Nuclear Facilities Safety Board	83	54.1%	30.8%	15.1%
2010 Defense Nuclear Facilities Safety Board	68	52.6%	30.3%	17.1%
2008 Defense Nuclear Facilities Safety Board	60	47.1%	31.5%	21.3%
2006 Defense Nuclear Facilities Safety Board	74	43.4%	32.7%	23.9%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,694	49.7%	24.6%	25.7%
2013 Defense Nuclear Facilities Safety Board	81	43.7%	32.2%	24.1%
2012 Defense Nuclear Facilities Safety Board	84	72.6%	16.6%	10.9%
2011 Defense Nuclear Facilities Safety Board	83	78.5%	15.4%	6.1%
2010 Defense Nuclear Facilities Safety Board	68	66.9%	22.0%	11.1%
2008 Defense Nuclear Facilities Safety Board	60	56.8%	28.3%	14.9%
2006 Defense Nuclear Facilities Safety Board	74	71.4%	20.3%	8.3%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,338	64.9%	18.5%	16.5%
2013 Defense Nuclear Facilities Safety Board	81	47.2%	22.3%	30.5%
2012 Defense Nuclear Facilities Safety Board	84	80.8%	10.2%	8.9%
2011 Defense Nuclear Facilities Safety Board	83	87.6%	12.4%	0.0%
2010 Defense Nuclear Facilities Safety Board	68	83.0%	8.5%	8.4%
2008 Defense Nuclear Facilities Safety Board	60	81.3%	7.5%	11.2%
2006 Defense Nuclear Facilities Safety Board	74	66.2%	23.3%	10.5%

Defense Nuclear Facilities Safety Board

Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,967	53.5%	18.2%	28.3%
2013 Defense Nuclear Facilities Safety Board	81	54.8%	15.6%	29.6%
2012 Defense Nuclear Facilities Safety Board	84	78.7%	10.6%	10.7%
2011 Defense Nuclear Facilities Safety Board	82	86.7%	8.1%	5.2%
2010 Defense Nuclear Facilities Safety Board	68	88.8%	8.7%	2.5%
2008 Defense Nuclear Facilities Safety Board	60	78.4%	10.3%	11.3%
2006 Defense Nuclear Facilities Safety Board	74	72.2%	16.1%	11.7%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	358,271	55.6%	22.7%	21.7%
2013 Defense Nuclear Facilities Safety Board	80	44.2%	19.7%	36.0%
2012 Defense Nuclear Facilities Safety Board	84	80.0%	11.5%	8.4%
2011 Defense Nuclear Facilities Safety Board	83	87.2%	12.8%	0.0%
2010 Defense Nuclear Facilities Safety Board	68	79.7%	12.5%	7.8%
2008 Defense Nuclear Facilities Safety Board	60	71.3%	14.4%	14.3%
2006 Defense Nuclear Facilities Safety Board	74	60.0%	17.2%	22.8%

Work/Life

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	No	Not Sure
2013 Governmentwide	358,004	39.1%	55.8%	5.0%
2013 Defense Nuclear Facilities Safety Board	81	78.7%	18.8%	2.5%
2012 Defense Nuclear Facilities Safety Board	83	73.6%	24.5%	1.9%
2011 Defense Nuclear Facilities Safety Board	83	79.2%	17.5%	3.3%
2010 Defense Nuclear Facilities Safety Board	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

Defense Nuclear Facilities Safety Board Trend Report

Work/Life (continued)

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2013 Governmentwide	351,757	3.3%	9.2%	4.0%	10.2%
2013 Defense Nuclear Facilities Safety Board	81	1.4%	20.2%	7.2%	31.6%
2012 Defense Nuclear Facilities Safety Board	84	1.1%	16.2%	11.1%	30.9%
2011 Defense Nuclear Facilities Safety Board	82	0.0%	15.4%	4.3%	37.1%
2010 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

(continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2013 Governmentwide	351,757	34.1%	5.5%	21.2%	12.5%
2013 Defense Nuclear Facilities Safety Board	81	7.7%	0.0%	8.7%	23.2%
2012 Defense Nuclear Facilities Safety Board	84	20.0%	1.2%	4.2%	15.3%
2011 Defense Nuclear Facilities Safety Board	82	15.9%	1.0%	2.5%	23.8%
2010 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

Defense Nuclear Facilities Safety Board

Trend Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2013 Governmentwide	355,682	32.6%	45.2%	22.2%
2013 Defense Nuclear Facilities Safety Board	81	6.2%	26.2%	67.5%
2012 Defense Nuclear Facilities Safety Board	83	9.6%	23.2%	67.3%
2011 Defense Nuclear Facilities Safety Board	83	5.6%	22.9%	71.6%
2010 Defense Nuclear Facilities Safety Board	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

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

	N	Yes	No	Not Available To Me
2013 Governmentwide	354,458	28.2%	59.4%	12.4%
2013 Defense Nuclear Facilities Safety Board	80	34.7%	62.5%	2.8%
2012 Defense Nuclear Facilities Safety Board	84	32.1%	58.4%	9.4%
2011 Defense Nuclear Facilities Safety Board	82	30.8%	59.6%	9.6%
2010 Defense Nuclear Facilities Safety Board	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

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

	N	Yes	No	Not Available To Me
2013 Governmentwide	351,827	14.3%	80.0%	5.7%
2013 Defense Nuclear Facilities Safety Board	77	9.1%	90.9%	0.0%
2012 Defense Nuclear Facilities Safety Board	84	7.3%	85.0%	7.7%
2011 Defense Nuclear Facilities Safety Board	82	9.4%	83.0%	7.6%
2010 Defense Nuclear Facilities Safety Board	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

Defense Nuclear Facilities Safety Board

Trend Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2013 Governmentwide	356,035	3.9%	78.7%	17.4%
2013 Defense Nuclear Facilities Safety Board	81	0.0%	68.3%	31.7%
2012 Defense Nuclear Facilities Safety Board	84	0.0%	60.6%	39.4%
2011 Defense Nuclear Facilities Safety Board	83	0.0%	76.7%	23.3%
2010 Defense Nuclear Facilities Safety Board	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

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

	N	Yes	No	Not Available To Me
2013 Governmentwide	356,650	2.6%	79.7%	17.7%
2013 Defense Nuclear Facilities Safety Board	80	0.0%	74.3%	25.7%
2012 Defense Nuclear Facilities Safety Board	83	1.2%	60.7%	38.2%
2011 Defense Nuclear Facilities Safety Board	83	0.0%	79.8%	20.2%
2010 Defense Nuclear Facilities Safety Board	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	147,505	75.6%	15.3%	9.1%	8,017
2013 Defense Nuclear Facilities Safety Board	46	68.4%	12.8%	18.7%	2
2012 Defense Nuclear Facilities Safety Board	54	78.5%	13.7%	7.8%	0
2011 Defense Nuclear Facilities Safety Board	44	63.2%	30.4%	6.3%	6
2010 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

Defense Nuclear Facilities Safety Board

Trend Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	134,642	88.7%	7.9%	3.4%	3,316
2013 Defense Nuclear Facilities Safety Board	5	40.6%	38.2%	21.3%	0
2012 Defense Nuclear Facilities Safety Board	9	48.4%	30.9%	20.7%	0
2011 Defense Nuclear Facilities Safety Board	4	39.3%	60.7%	0.0%	0
2010 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

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	Positive	Neutral	Negative	NBJ
2013 Governmentwide	95,574	79.6%	16.9%	3.6%	7,496
2013 Defense Nuclear Facilities Safety Board	28	81.2%	14.8%	3.9%	1
2012 Defense Nuclear Facilities Safety Board	24	100.0%	0.0%	0.0%	3
2011 Defense Nuclear Facilities Safety Board	26	90.0%	10.0%	0.0%	0
2010 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	50,775	74.1%	21.8%	4.1%	8,526
2013 Defense Nuclear Facilities Safety Board	9	54.1%	45.9%	0.0%	2
2012 Defense Nuclear Facilities Safety Board	6	83.2%	0.0%	16.8%	1
2011 Defense Nuclear Facilities Safety Board	9	89.4%	10.6%	0.0%	1
2010 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

Defense Nuclear Facilities Safety Board *Trend Report*

Work/Life (continued)

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	Positive	Neutral	Negative	NBJ
2013 Governmentwide	10,108	70.3%	25.9%	3.8%	4,459
2013 Defense Nuclear Facilities Safety Board	0	--	--	--	0
2012 Defense Nuclear Facilities Safety Board	0	--	--	--	0
2011 Defense Nuclear Facilities Safety Board	0	--	--	--	0
2010 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	7,391	66.3%	31.3%	2.3%	3,445
2013 Defense Nuclear Facilities Safety Board	0	--	--	--	1
2012 Defense Nuclear Facilities Safety Board	1	0.0%	100.0%	0.0%	1
2011 Defense Nuclear Facilities Safety Board	0	--	--	--	0
2010 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2008 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2006 Defense Nuclear Facilities Safety Board	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*