

**2014**

# **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
2014 Governmentwide	392,752
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>
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

This 2014 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.

The last column indicates whether or not there was a significant increase, decrease, or no change in positive percentages from the previous year. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2014 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2013 to 2014.

*Note:* The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '-' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

## My Work Experience

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	391,977	59.1%	17.4%	23.5%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>57.9%</b>	<b>21.5%</b>	<b>20.6%</b>	→
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%	

# 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	Difference from previous year
2014 Governmentwide	388,077	69.2%	15.2%	15.6%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>61.2%</b>	<b>17.5%</b>	<b>21.3%</b>	<b>→</b>
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	385,690	55.2%	19.0%	25.8%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>33.8%</b>	<b>20.5%</b>	<b>45.7%</b>	<b>↘</b>
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,314	69.6%	15.0%	15.4%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>55.9%</b>	<b>20.9%</b>	<b>23.2%</b>	<b>↘</b>
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%	

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### My Work Experience (continued)

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	384,679	82.2%	11.3%	6.5%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>71</b>	<b>70.3%</b>	<b>17.0%</b>	<b>12.7%</b>	<b>→</b>
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	387,941	78.8%	11.5%	9.7%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>43.4%</b>	<b>21.4%</b>	<b>35.2%</b>	<b>→</b>
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,516	95.6%	2.8%	1.6%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>91.8%</b>	<b>5.5%</b>	<b>2.7%</b>	<b>→</b>
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%	

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,789	90.2%	7.9%	1.9%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>72.9%</b>	<b>20.2%</b>	<b>6.9%</b>	<b>→</b>
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%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	390,739	44.8%	16.5%	38.7%	935	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>45.3%</b>	<b>19.5%</b>	<b>35.2%</b>	<b>1</b>	<b>→</b>
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	

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,209	56.5%	16.7%	26.8%	720	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>53.2%</b>	<b>13.7%</b>	<b>33.1%</b>	<b>1</b>	<b>→</b>
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	

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Work Experience (continued)

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,178	56.5%	17.2%	26.3%	1,880	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>71</b>	<b>45.4%</b>	<b>21.0%</b>	<b>33.7%</b>	<b>0</b>	<b>→</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,298	81.9%	10.7%	7.4%	1,540	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>66.3%</b>	<b>13.5%</b>	<b>20.2%</b>	<b>0</b>	<b>→</b>
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	

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	384,209	89.6%	7.1%	3.3%	1,147	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>72.4%</b>	<b>16.4%</b>	<b>11.2%</b>	<b>0</b>	<b>→</b>
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	

# 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	Difference from previous year
2014 Governmentwide	389,314	65.6%	14.3%	20.1%	1,736	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>77.2%</b>	<b>10.8%</b>	<b>12.0%</b>	<b>1</b>	<b>→</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,888	68.2%	14.9%	16.9%	4,845	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>50.4%</b>	<b>15.1%</b>	<b>34.5%</b>	<b>1</b>	<b>→</b>
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	

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	387,980	81.1%	12.5%	6.4%	1,810	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>69.0%</b>	<b>20.2%</b>	<b>10.8%</b>	<b>0</b>	<b>→</b>
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	

# 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	Difference from previous year
2014 Governmentwide	373,094	60.3%	19.3%	20.4%	16,950	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>66</b>	<b>69.3%</b>	<b>11.4%</b>	<b>19.3%</b>	<b>7</b>	<b>↘</b>
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	

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,903	49.6%	23.8%	26.5%	4,288	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>36.8%</b>	<b>14.9%</b>	<b>48.3%</b>	<b>1</b>	<b>→</b>
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	

**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	Difference from previous year
2014 Governmentwide	382,953	67.5%	14.6%	18.0%	8,987	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>44.9%</b>	<b>14.0%</b>	<b>41.1%</b>	<b>1</b>	<b>→</b>
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	

# 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	Difference from previous year
2014 Governmentwide	391,426	72.1%	14.2%	13.8%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>69.7%</b>	<b>16.3%</b>	<b>14.0%</b>	<b>→</b>
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%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	376,727	40.6%	26.4%	33.0%	14,985	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>69</b>	<b>37.2%</b>	<b>26.6%</b>	<b>36.2%</b>	<b>4</b>	<b>↘</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	362,631	32.0%	28.7%	39.3%	26,462	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>66</b>	<b>36.1%</b>	<b>27.7%</b>	<b>36.2%</b>	<b>7</b>	<b>→</b>
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	

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Work Unit (continued)

**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	Difference from previous year
2014 Governmentwide	354,178	28.2%	26.9%	44.9%	35,600	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>64</b>	<b>40.1%</b>	<b>22.0%</b>	<b>38.0%</b>	<b>8</b>	<b>↗</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	368,267	31.5%	28.4%	40.1%	22,310	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>70</b>	<b>30.1%</b>	<b>22.6%</b>	<b>47.2%</b>	<b>3</b>	<b>→</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,099	38.0%	25.7%	36.3%	25,833	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>67</b>	<b>33.3%</b>	<b>14.9%</b>	<b>51.8%</b>	<b>5</b>	<b>→</b>
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	

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	389,041	71.9%	14.6%	13.5%	1,704	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>73.1%</b>	<b>10.1%</b>	<b>16.8%</b>	<b>1</b>	<b>→</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,813	50.8%	30.2%	19.0%	15,161	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>68</b>	<b>31.8%</b>	<b>27.1%</b>	<b>41.1%</b>	<b>4</b>	<b>↘</b>
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	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,716	81.8%	14.6%	3.6%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>76.3%</b>	<b>20.9%</b>	<b>2.8%</b>	<b>→</b>
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%	

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Agency

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,647	68.5%	18.3%	13.2%	7,045	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>71</b>	<b>58.9%</b>	<b>27.5%</b>	<b>13.6%</b>	<b>2</b>	<b>↘</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,805	41.9%	25.7%	32.4%	8,728	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>21.5%</b>	<b>15.2%</b>	<b>63.2%</b>	<b>1</b>	<b>↘</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,902	44.6%	24.2%	31.2%	7,530	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>39.6%</b>	<b>23.9%</b>	<b>36.5%</b>	<b>1</b>	<b>↘</b>
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	

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### My Agency (continued)

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	371,008	34.8%	29.5%	35.7%	12,026	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>68</b>	<b>23.4%</b>	<b>27.0%</b>	<b>49.6%</b>	<b>4</b>	<b>→</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,757	19.6%	26.5%	54.0%	25,095	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>65</b>	<b>19.3%</b>	<b>33.2%</b>	<b>47.4%</b>	<b>7</b>	<b>↘</b>
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	

#### 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	Difference from previous year
2014 Governmentwide	354,225	55.5%	29.2%	15.4%	29,633	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>64</b>	<b>44.3%</b>	<b>38.0%</b>	<b>17.6%</b>	<b>9</b>	<b>↘</b>
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	

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,670	76.0%	13.7%	10.4%	5,777	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>91.9%</b>	<b>8.1%</b>	<b>0.0%</b>	<b>0</b>	<b>→</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,944	76.0%	14.4%	9.6%	5,237	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>73.4%</b>	<b>21.1%</b>	<b>5.5%</b>	<b>0</b>	<b>→</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	361,372	50.3%	23.1%	26.5%	21,762	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>68</b>	<b>42.5%</b>	<b>19.6%</b>	<b>37.8%</b>	<b>5</b>	<b>↘</b>
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	

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### My Agency (continued)

**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	Difference from previous year
2014 Governmentwide	347,433	65.2%	20.2%	14.6%	33,840	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>63</b>	<b>69.2%</b>	<b>15.0%</b>	<b>15.9%</b>	<b>10</b>	↘
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,864	73.0%	18.2%	8.8%	7,407	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>63.3%</b>	<b>23.1%</b>	<b>13.6%</b>	<b>0</b>	↘
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	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	383,760	62.1%	21.6%	16.4%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>33.0%</b>	<b>23.4%</b>	<b>43.5%</b>	↘
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%	

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Agency (continued)

**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	Difference from previous year
2014 Governmentwide	350,655	38.1%	28.5%	33.4%	33,370	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>71</b>	<b>38.2%</b>	<b>15.5%</b>	<b>46.3%</b>	<b>2</b>	<b>↘</b>
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	

### My Supervisor

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,621	77.3%	11.5%	11.2%	2,306	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>78.2%</b>	<b>15.0%</b>	<b>6.9%</b>	<b>0</b>	<b>→</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,066	64.3%	17.9%	17.8%	2,012	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>62.8%</b>	<b>14.9%</b>	<b>22.3%</b>	<b>0</b>	<b>→</b>
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	

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,309	61.6%	19.2%	19.2%	4,317	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>54.8%</b>	<b>17.3%</b>	<b>27.8%</b>	<b>0</b>	<b>→</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	349,672	66.2%	23.1%	10.7%	31,868	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>57</b>	<b>68.5%</b>	<b>20.7%</b>	<b>10.8%</b>	<b>16</b>	<b>→</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	379,197	60.5%	20.4%	19.1%	2,159	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>49.5%</b>	<b>20.3%</b>	<b>30.1%</b>	<b>0</b>	<b>→</b>
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	

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### My Supervisor (continued)

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,678	63.1%	19.3%	17.6%	6,028	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>71</b>	<b>69.9%</b>	<b>10.3%</b>	<b>19.8%</b>	<b>2</b>	<b>↗</b>
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	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,761	75.0%	12.7%	12.2%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>72.2%</b>	<b>15.1%</b>	<b>12.6%</b>	<b>↗</b>
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%	

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,603	80.2%	10.6%	9.2%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>74.7%</b>	<b>16.9%</b>	<b>8.4%</b>	<b>→</b>
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%	

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,812	77.3%	10.3%	12.4%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>90.4%</b>	<b>5.6%</b>	<b>4.0%</b>	<b>↗</b>
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%	

51. *I have trust and confidence in my supervisor.*

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,967	65.4%	17.2%	17.4%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>62.7%</b>	<b>13.9%</b>	<b>23.4%</b>	<b>→</b>
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,129	68.9%	18.6%	12.5%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>73</b>	<b>60.1%</b>	<b>19.4%</b>	<b>20.5%</b>	<b>→</b>
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%	

# Defense Nuclear Facilities Safety Board

## Trend Report

### Leadership

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,179	37.5%	25.2%	37.3%	6,901	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>71</b>	<b>17.6%</b>	<b>11.7%</b>	<b>70.6%</b>	<b>2</b>	<b>→</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,007	49.5%	25.5%	25.0%	22,553	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>69</b>	<b>32.5%</b>	<b>32.0%</b>	<b>35.4%</b>	<b>4</b>	<b>↘</b>
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	

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,441	63.1%	22.9%	14.0%	21,209	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>66</b>	<b>53.4%</b>	<b>27.0%</b>	<b>19.6%</b>	<b>7</b>	<b>→</b>
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	

# Defense Nuclear Facilities Safety Board

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,472	58.2%	21.5%	20.3%	4,914	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>71</b>	<b>40.1%</b>	<b>21.1%</b>	<b>38.9%</b>	<b>1</b>	<b>↘</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	351,864	58.0%	25.2%	16.8%	25,427	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>70</b>	<b>55.7%</b>	<b>20.0%</b>	<b>24.3%</b>	<b>2</b>	<b>→</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,473	49.9%	23.9%	26.2%	13,214	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>70</b>	<b>40.1%</b>	<b>20.2%</b>	<b>39.8%</b>	<b>2</b>	<b>→</b>
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	

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,241	53.5%	24.0%	22.5%	13,338	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>71</b>	<b>54.4%</b>	<b>15.7%</b>	<b>29.8%</b>	<b>1</b>	<b>→</b>
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	

**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	Difference from previous year
2014 Governmentwide	355,344	56.0%	24.5%	19.4%	22,457	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>69</b>	<b>30.1%</b>	<b>26.1%</b>	<b>43.8%</b>	<b>3</b>	<b>↘</b>
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,771	50.1%	25.1%	24.9%	5,069	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>71</b>	<b>23.4%</b>	<b>29.3%</b>	<b>47.3%</b>	<b>1</b>	<b>↘</b>
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	

# Defense Nuclear Facilities Safety Board

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	342,150	52.3%	28.3%	19.4%	35,524	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>68</b>	<b>51.5%</b>	<b>32.5%</b>	<b>16.0%</b>	<b>4</b>	<b>→</b>
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	

### My Satisfaction

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,988	48.4%	24.0%	27.6%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>34.2%</b>	<b>23.2%</b>	<b>42.6%</b>	<b>↘</b>
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,120	45.6%	24.5%	29.9%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>31.5%</b>	<b>20.7%</b>	<b>47.8%</b>	<b>↘</b>
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%	

# Defense Nuclear Facilities Safety Board

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	373,823	44.6%	24.5%	31.0%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>71</b>	<b>30.9%</b>	<b>25.0%</b>	<b>44.1%</b>	<b>↘</b>
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,396	39.6%	30.4%	30.0%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>15.7%</b>	<b>33.5%</b>	<b>50.8%</b>	<b>↘</b>
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,391	33.1%	28.1%	38.8%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>71</b>	<b>25.5%</b>	<b>33.7%</b>	<b>40.9%</b>	<b>→</b>
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%	

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,483	49.8%	24.3%	25.9%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>71</b>	<b>44.9%</b>	<b>32.7%</b>	<b>22.4%</b>	<b>→</b>
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,286	64.1%	18.6%	17.3%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>71</b>	<b>42.3%</b>	<b>18.3%</b>	<b>39.5%</b>	<b>→</b>
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,805	55.8%	17.9%	26.3%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>48.7%</b>	<b>26.3%</b>	<b>25.0%</b>	<b>↘</b>
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%	

# Defense Nuclear Facilities Safety Board

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,127	54.5%	22.8%	22.7%	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>29.8%</b>	<b>19.0%</b>	<b>51.2%</b>	<b>↘</b>
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%	

### Work/Life

72. *Have you been notified whether or not you are eligible to telework?*

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2014 Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>83.7%</b>	<b>14.9%</b>	<b>0.0%</b>	<b>1.4%</b>
2013 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2012 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2011 Defense Nuclear Facilities Safety Board	--	--	--	--	--
2010 Defense Nuclear Facilities Safety Board	--	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2014 Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>1.4%</b>	<b>22.0%</b>	<b>13.5%</b>	<b>32.3%</b>
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	--	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

(continued)

# Defense Nuclear Facilities Safety Board

## Trend Report

### Work/Life (continued)

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

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
2014 Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>12.4%</b>	<b>1.4%</b>	<b>2.8%</b>	<b>14.3%</b>
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	--	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

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

	N	Yes	No	Not Available To Me
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>3.8%</b>	<b>20.3%</b>	<b>75.9%</b>
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	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

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
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>27.1%</b>	<b>61.6%</b>	<b>11.3%</b>
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	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

# Defense Nuclear Facilities Safety Board

## Trend Report

### Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2014 Governmentwide	368,151	14.3%	80.3%	5.4%
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>8.5%</b>	<b>86.0%</b>	<b>5.5%</b>
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	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

#### 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
2014 Governmentwide	372,753	3.9%	78.7%	17.4%
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>0.0%</b>	<b>66.9%</b>	<b>33.1%</b>
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	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

#### 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
2014 Governmentwide	373,277	2.5%	79.8%	17.7%
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>72</b>	<b>2.7%</b>	<b>69.9%</b>	<b>27.4%</b>
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	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

# Defense Nuclear Facilities Safety Board

## Trend Report

### Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	167,341	76.6%	14.0%	9.5%	7,571	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>50</b>	<b>75.1%</b>	<b>20.4%</b>	<b>4.4%</b>	<b>0</b>	<b>→</b>
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	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	138,977	89.1%	7.5%	3.4%	3,202	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>3</b>	<b>65.7%</b>	<b>34.3%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
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	--	--	--	--	--	

\*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	Difference from previous year
2014 Governmentwide	100,599	79.5%	16.7%	3.8%	7,562	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>20</b>	<b>84.3%</b>	<b>15.7%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
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	--	--	--	--	--	

\*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)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	52,178	74.1%	21.6%	4.3%	8,882	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>6</b>	<b>83.6%</b>	<b>16.4%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
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	--	--	--	--	--	

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

**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	Difference from previous year
2014 Governmentwide	10,509	71.7%	23.9%	4.4%	4,356	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>0</b>	<b>--</b>
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	--	--	--	--	--	

\*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	Difference from previous year
2014 Governmentwide	7,385	67.6%	29.5%	2.9%	3,459	
<b>2014 Defense Nuclear Facilities Safety Board</b>	<b>2</b>	<b>50.8%</b>	<b>49.2%</b>	<b>0.0%</b>	<b>0</b>	<b>--</b>
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	--	--	--	--	--	

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