

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD  
TREND DATA FROM 2010 - 2015**

#	Question	Positive	2015	2014	2013	2012	2011	2010	Difference Between 2014 & 2015
1	I am given a real opportunity to improve my skills in my organization.	Positive	82.45%	57.90%	60.00%	86.30%	88.20%	81.50%	24.55%
2	I have enough information to do my job well.	Positive	75.07%	61.20%	59.50%	83.80%	91.20%	84.60%	13.87%
3	I feel encouraged to come up with new and better ways of doing things.	Positive	53.85%	33.80%	44.30%	61.60%	67.70%	62.70%	20.05%
4	My work gives me a feeling of personal accomplishment.	Positive	73.57%	55.90%	63.80%	86.30%	86.90%	80.70%	17.67%
5	I like the kind of work I do.	Positive	87.52%	70.30%	65.90%	90.20%	91.00%	88.50%	17.22%
6	I know what is expected of me on the job.	Positive	63.43%	43.40%	47.70%	73.00%	82.10%	81.50%	20.03%
7	When needed I am willing to put in the extra effort to get a job done.	Positive	97.37%	91.80%	93.10%	97.80%	100.00%	98.70%	5.57%
8	I am constantly looking for ways to do my job better.	Positive	91.39%	72.90%	77.40%	94.00%	91.30%	94.20%	18.49%
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	Positive	66.19%	45.30%	50.20%	81.40%	82.10%	79.10%	20.89%
10	My workload is reasonable.	Positive	64.68%	53.20%	58.20%	77.20%	80.50%	75.10%	11.48%
11	My talents are used well in the workplace.	Positive	58.93%	45.40%	46.10%	68.90%	75.50%	74.80%	13.53%
12	I know how my work relates to the agency's goals and priorities.	Positive	75.42%	66.30%	71.20%	80.00%	86.00%	83.80%	9.12%
13	The work I do is important.	Positive	87.55%	72.40%	75.40%	91.70%	92.10%	92.70%	15.15%
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	Positive	87.55%	77.20%	82.60%	82.10%	93.70%	89.70%	10.35%
15	My performance appraisal is a fair reflection of my performance.	Positive	67.40%	50.40%	49.80%	73.70%	85.90%	81.70%	17.00%
16	I am held accountable for achieving results.	Positive	75.08%	69.00%	68.80%	70.00%	77.10%	74.00%	6.08%
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Positive	70.56%	69.30%	80.50%	86.40%	88.00%	86.70%	1.26%
18	My training needs are assessed.	Positive	57.62%	36.80%	38.40%	63.70%	69.00%	59.40%	20.82%

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19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	Positive	58.36%	44.90%	40.80%	62.90%	74.30%	82.60%	13.46%
20	The people I work with cooperate to get the job done.	Positive	87.41%	69.70%	64.90%	82.20%	89.20%	81.00%	17.71%
21	My work unit is able to recruit people with the right skills.	Positive	45.14%	37.20%	46.40%	70.30%	80.00%	70.90%	7.94%
22	Promotions in my work unit are based on merit.	Positive	42.77%	36.10%	37.50%	51.40%	56.50%	59.10%	6.67%
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Positive	46.62%	40.10%	29.50%	35.60%	42.20%	37.30%	6.52%
24	In my work unit, differences in performance are recognized in a meaningful way.	Positive	48.23%	30.10%	31.20%	44.20%	51.70%	44.40%	18.13%
25	Awards in my work unit depend on how well employees perform their jobs.	Positive	47.90%	33.30%	37.70%	60.10%	69.60%	60.30%	14.60%
26	Employees in my work unit share job knowledge with each other.	Positive	87.11%	73.10%	75.30%	79.30%	88.90%	80.80%	14.01%
27	The skill level in my work unit has improved in the past year.	Positive	49.89%	31.80%	44.00%	57.30%	65.30%	50.80%	18.09%
28	How would you rate the overall quality of work done by your work unit?	Positive	93.77%	76.30%	77.40%	86.80%	89.60%	85.80%	17.47%
29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Positive	73.89%	58.90%	76.60%	83.70%	92.20%	83.90%	14.99%
30	Employees have a feeling of personal empowerment with respect to work processes.	Positive	30.92%	21.50%	30.50%	60.40%	66.20%	55.90%	9.42%
31	Employees are recognized for providing high quality products and services.	Positive	58.44%	39.60%	52.50%	73.70%	82.40%	62.40%	18.84%
32	Creativity and innovation are rewarded.	Positive	35.14%	23.40%	27.50%	55.00%	58.80%	47.60%	11.74%
33	Pay raises depend on how well employees perform their jobs.	Positive	35.03%	19.30%	26.40%	39.70%	57.30%	47.20%	15.73%

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34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	Positive	63.80%	44.30%	65.90%	75.20%	71.60%	52.60%	19.50%
35	Employees are protected from health and safety hazards on the job.	Positive	92.31%	91.90%	92.60%	98.00%	96.60%	98.70%	0.41%
36	My organization has prepared employees for potential security threats.	Positive	77.84%	73.40%	77.50%	87.20%	83.00%	77.70%	4.44%
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	Positive	47.50%	42.50%	66.10%	84.20%	89.80%	80.90%	5.00%
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.	Positive	78.96%	69.20%	80.80%	90.00%	88.00%	93.30%	9.76%
39	My agency is successful at accomplishing its mission.	Positive	59.52%	63.30%	72.10%	87.00%	93.40%	87.60%	-3.78%
40	I recommend my organization as a good place to work.	Positive	46.14%	33.00%	47.30%	77.20%	94.30%	88.60%	13.14%
41	I believe the results of this survey will be used to make my agency a better place to work.	Positive	41.55%	38.20%	47.70%	79.10%	73.70%	40.80%	3.35%
42	My supervisor supports my need to balance work and other life issues.	Positive	92.44%	78.20%	76.00%	88.80%	95.40%	91.40%	14.24%
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	Positive	85.82%	62.80%	65.70%	73.60%	80.40%	74.70%	23.02%
44	Discussions with my supervisor about my performance are worthwhile.	Positive	72.99%	54.80%	47.30%	59.40%	74.30%	76.20%	18.19%
45	My supervisor is committed to a workforce representative of all segments of society.	Positive	87.07%	68.50%	65.40%	77.70%	77.60%	73.50%	18.57%

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46	My supervisor provides me with constructive suggestions to improve my job performance.	Positive	77.12%	49.50%	49.60%	51.20%	65.00%	70.10%	27.62%
47	Supervisors in my work unit support employee development.	Positive	86.93%	69.90%	59.30%	82.80%	88.10%	79.50%	17.03%
48	My supervisor listens to what I have to say.	Positive	87.23%	72.20%	63.40%	80.20%	87.90%	87.00%	15.03%
49	My supervisor treats me with respect.	Positive	93.59%	74.70%	70.50%	87.60%	94.30%	91.50%	18.89%
50	In the last six months, my supervisor has talked with me about my performance.	Positive	96.20%	90.40%	85.50%	92.80%	87.00%	91.90%	5.80%
51	I have trust and confidence in my supervisor.	Positive	83.31%	62.70%	61.00%	72.50%	83.00%	80.50%	20.61%
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Positive	85.99%	60.10%	59.40%	72.00%	79.40%	81.00%	25.89%
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Positive	20.41%	17.60%	20.60%	56.50%	67.70%	55.80%	2.81%
54	My organization's senior leaders maintain high standards of honesty and integrity.	Positive	29.60%	32.50%	64.60%	88.10%	89.30%	84.20%	-2.90%
55	Supervisors work well with employees of different backgrounds.	Positive	67.45%	53.40%	59.00%	84.60%	87.60%	81.10%	14.05%
56	Managers communicate the goals and priorities of the organization.	Positive	57.15%	40.10%	52.10%	72.00%	74.90%	69.30%	17.05%
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Positive	64.94%	55.70%	48.50%	70.80%	69.70%	66.80%	9.24%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Positive	45.35%	40.10%	45.50%	69.30%	68.70%	70.40%	5.25%
59	Managers support collaboration across work units to accomplish work objectives.	Positive	57.13%	54.40%	56.20%	75.90%	81.40%	73.20%	2.73%
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Positive	46.07%	30.10%	51.50%	73.60%	77.50%	67.30%	15.97%
61	I have a high level of respect for my organization's senior leaders.	Positive	26.56%	23.40%	44.40%	77.70%	85.30%	78.90%	3.16%

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62	Senior leaders demonstrate support for Work/Life programs.	Positive	74.91%	51.50%	59.90%	90.90%	95.20%	72.20%	23.41%
63	How satisfied are you with your involvement in decisions that affect your work?	Positive	46.93%	34.20%	44.10%	66.00%	78.00%	79.00%	12.73%
64	How satisfied are you with the information you receive from management on what's going on in your organization?	Positive	48.11%	31.50%	43.40%	72.20%	77.20%	68.10%	16.61%
65	How satisfied are you with the recognition you receive for doing a good job?	Positive	53.01%	30.90%	43.50%	61.00%	70.90%	71.00%	22.11%
66	How satisfied are you with the policies and practices of your senior leaders?	Positive	30.52%	15.70%	30.40%	71.00%	81.30%	68.40%	14.82%
67	How satisfied are you with your opportunity to get a better job in your organization?	Positive	33.26%	25.50%	28.90%	51.40%	54.10%	52.60%	7.76%
68	How satisfied are you with the training you receive for your present job?	Positive	67.41%	44.90%	43.70%	72.60%	78.50%	66.90%	22.51%
69	Considering everything, how satisfied are you with your job?	Positive	56.91%	42.30%	47.20%	80.80%	87.60%	83.00%	14.61%
70	Considering everything, how satisfied are you with your pay?	Positive	72.24%	48.70%	54.80%	78.70%	86.70%	88.80%	23.54%
71	Considering everything, how satisfied are you with your organization?	Positive	43.96%	29.80%	44.20%	80.00%	87.20%	79.70%	14.16%
72	Have you been notified whether or not you are eligible to telework?	Positive	85.09%	83.70%	--	--	--	--	1.39%
73	Please select the response below that BEST describes your current teleworking situation.	Positive	3.93%	1.40%	1.40%	1.10%	0.00%	--	2.53%
74	Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	Positive	33.27%	3.80%	6.20%	9.60%	5.60%	--	29.47%
75	Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	Positive	21.74%	27.10%	34.70%	32.10%	30.80%	--	-5.36%
76	Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	Positive	9.92%	8.50%	9.10%	7.30%	9.40%	--	1.42%

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77	Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	Positive	0.00%	0.00%	0.00%	0.00%	0.00%	--	0.00%
78	Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	Positive	0.00%	2.70%	0.00%	1.20%	0.00%	--	-2.70%
79	How satisfied are you with the following Work/Life programs in your agency? Telework*	Positive	90.72%	75.10%	68.40%	78.50%	63.20%	--	15.62%
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*	Positive	96.33%	65.70%	40.60%	48.40%	39.30%	--	30.63%
81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*	Positive	88.49%	84.30%	81.20%	100.00%	90.00%	--	4.19%
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*	Positive	100.00%	83.60%	54.10%	83.20%	89.40%	--	16.40%
83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*	Positive	0.00%	--	--	--	--	--	
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*	Positive	0.00%	50.80%	--	0.00%	--	--	

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