

Department of Energy

2011 Federal Employee Viewpoint Survey: Trend Report

Response Summary

	Surveys Completed
2011 Governmentwide	266,376
2011 Department of Energy	5,613
2010 Department of Energy	6,648
2008 Department of Energy	6,093
2006 Department of Energy	7,742

This 2011 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
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
2011 Department of Energy	5,611	65.7%	15.9%	18.3%
2010 Department of Energy	6,639	67.4%	15.5%	17.1%
2008 Department of Energy	6,092	65.7%	17.1%	17.2%
2006 Department of Energy	7,742	63.7%	17.4%	18.9%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
2011 Department of Energy	5,597	71.0%	15.0%	14.0%
2010 Department of Energy	6,636	72.4%	14.6%	13.0%
2008 Department of Energy	6,092	73.2%	15.6%	11.1%
2006 Department of Energy	7,742	72.8%	15.4%	11.9%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
2011 Department of Energy	5,598	60.1%	18.0%	21.9%
2010 Department of Energy	6,625	62.0%	17.2%	20.9%
2008 Department of Energy	6,092	63.3%	18.1%	18.6%
2006 Department of Energy	7,742	63.6%	17.8%	18.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
2011 Department of Energy	5,602	68.9%	15.6%	15.6%
2010 Department of Energy	6,641	70.8%	15.0%	14.1%
2008 Department of Energy	6,092	71.9%	14.5%	13.6%
2006 Department of Energy	7,742	70.4%	15.3%	14.3%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
2011 Department of Energy	5,603	81.9%	11.5%	6.5%
2010 Department of Energy	6,631	82.0%	11.4%	6.6%
2008 Department of Energy	6,093	81.9%	11.3%	6.7%
2006 Department of Energy	7,742	80.6%	12.7%	6.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
2011 Department of Energy	5,590	73.5%	14.3%	12.2%
2010 Department of Energy	6,623	74.9%	13.6%	11.4%
2008 Department of Energy	--	--	--	--
2006 Department of Energy	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
2011 Department of Energy	5,600	96.7%	2.2%	1.2%
2010 Department of Energy	6,624	96.7%	2.2%	1.1%
2008 Department of Energy	--	--	--	--
2006 Department of Energy	--	--	--	--

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
2011 Department of Energy	5,592	90.5%	7.6%	1.9%
2010 Department of Energy	6,625	89.9%	8.3%	1.7%
2008 Department of Energy	--	--	--	--
2006 Department of Energy	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
2011 Department of Energy	5,592	50.8%	17.8%	31.5%	14
2010 Department of Energy	6,617	52.2%	16.9%	30.9%	20
2008 Department of Energy	6,061	53.5%	18.0%	28.5%	30
2006 Department of Energy	7,681	49.8%	18.9%	31.3%	61

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
2011 Department of Energy	5,590	59.4%	16.8%	23.8%	11
2010 Department of Energy	6,619	59.1%	16.5%	24.4%	21
2008 Department of Energy	6,070	59.4%	17.4%	23.2%	22
2006 Department of Energy	7,700	60.5%	16.0%	23.5%	42

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
2011 Department of Energy	5,531	55.4%	16.8%	27.8%	59
2010 Department of Energy	6,561	57.9%	16.8%	25.3%	52
2008 Department of Energy	6,037	61.2%	16.4%	22.5%	56
2006 Department of Energy	7,659	60.2%	17.0%	22.8%	83

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
2011 Department of Energy	5,561	80.5%	11.4%	8.1%	33
2010 Department of Energy	6,612	82.0%	11.4%	6.6%	23
2008 Department of Energy	6,070	84.5%	9.7%	5.8%	23
2006 Department of Energy	7,699	83.1%	10.4%	6.5%	43

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
2011 Department of Energy	5,562	86.8%	8.8%	4.4%	30
2010 Department of Energy	6,563	87.3%	8.9%	3.8%	32
2008 Department of Energy	6,066	87.6%	8.6%	3.8%	27
2006 Department of Energy	7,722	87.2%	8.9%	3.9%	20

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
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
2011 Department of Energy	5,583	70.6%	13.7%	15.7%	18
2010 Department of Energy	6,613	71.5%	13.7%	14.8%	30
2008 Department of Energy	6,077	73.3%	14.2%	12.5%	16
2006 Department of Energy	7,708	73.4%	13.2%	13.4%	34

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
2011 Department of Energy	5,524	63.4%	16.5%	20.1%	78
2010 Department of Energy	6,567	63.0%	15.4%	21.6%	67
2008 Department of Energy	5,965	62.3%	20.6%	17.1%	127
2006 Department of Energy	7,641	64.6%	19.7%	15.8%	101

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
2011 Department of Energy	5,561	81.5%	13.0%	5.4%	27
2010 Department of Energy	6,593	82.0%	12.3%	5.7%	33
2008 Department of Energy	6,056	83.5%	11.8%	4.7%	37
2006 Department of Energy	7,703	81.2%	13.1%	5.7%	39

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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
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
2011 Department of Energy	5,334	62.3%	17.9%	19.8%	263
2010 Department of Energy	6,321	61.7%	19.3%	19.0%	305
2008 Department of Energy	5,576	57.2%	23.5%	19.4%	517
2006 Department of Energy	7,046	53.5%	24.9%	21.5%	696

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
2011 Department of Energy	5,497	48.3%	24.0%	27.7%	76
2010 Department of Energy	6,530	50.4%	24.2%	25.4%	59
2008 Department of Energy	6,014	53.9%	24.7%	21.4%	79
2006 Department of Energy	7,641	51.6%	25.0%	23.4%	101

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
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
2011 Department of Energy	5,527	59.8%	15.0%	25.2%	68
2010 Department of Energy	6,592	59.2%	14.8%	26.1%	46
2008 Department of Energy	5,932	60.7%	18.6%	20.7%	159
2006 Department of Energy	--	--	--	--	--

My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
2011 Department of Energy	5,301	76.8%	12.5%	10.6%
2010 Department of Energy	6,468	77.1%	12.9%	10.0%
2008 Department of Energy	6,092	86.2%	7.6%	6.2%
2006 Department of Energy	7,742	86.0%	7.6%	6.4%

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
2011 Department of Energy	5,408	45.3%	24.8%	29.9%	194
2010 Department of Energy	6,390	47.3%	24.9%	27.8%	245
2008 Department of Energy	5,939	49.1%	26.1%	24.9%	154
2006 Department of Energy	7,457	43.7%	28.4%	28.0%	285

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
2011 Department of Energy	5,246	37.0%	28.1%	35.0%	351
2010 Department of Energy	6,239	39.1%	27.8%	33.1%	395
2008 Department of Energy	5,789	40.4%	26.8%	32.8%	304
2006 Department of Energy	7,357	38.2%	27.5%	34.3%	385

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
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
2011 Department of Energy	5,133	28.2%	29.0%	42.8%	470
2010 Department of Energy	6,067	29.0%	29.2%	41.8%	562
2008 Department of Energy	5,588	27.7%	30.4%	41.8%	505
2006 Department of Energy	7,137	26.8%	29.8%	43.4%	605

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
2011 Department of Energy	5,319	32.5%	29.6%	37.9%	283
2010 Department of Energy	6,276	34.8%	28.6%	36.6%	350
2008 Department of Energy	5,772	31.9%	33.0%	35.2%	321
2006 Department of Energy	7,361	29.9%	32.8%	37.4%	381

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
2011 Department of Energy	5,266	40.5%	26.0%	33.5%	326
2010 Department of Energy	6,287	41.5%	25.5%	33.0%	336
2008 Department of Energy	5,817	44.8%	25.9%	29.3%	275
2006 Department of Energy	7,403	41.8%	26.6%	31.6%	339

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
2011 Department of Energy	5,567	72.6%	14.0%	13.4%	27
2010 Department of Energy	6,589	72.9%	14.2%	12.9%	37
2008 Department of Energy	6,067	74.5%	13.0%	12.5%	25
2006 Department of Energy	7,703	74.1%	13.7%	12.2%	39

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
2011 Department of Energy	5,420	53.8%	29.4%	16.8%	164
2010 Department of Energy	6,366	55.8%	28.2%	16.1%	243
2008 Department of Energy	5,936	53.6%	27.9%	18.5%	157
2006 Department of Energy	7,534	49.1%	30.5%	20.5%	208

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
2011 Department of Energy	5,587	82.9%	14.1%	2.9%
2010 Department of Energy	6,623	83.3%	14.0%	2.7%
2008 Department of Energy	6,092	84.8%	12.3%	3.0%
2006 Department of Energy	7,742	85.2%	12.0%	2.8%

My Agency

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
2011 Department of Energy	5,423	72.7%	16.2%	11.1%	101
2010 Department of Energy	6,474	73.8%	16.4%	9.8%	100
2008 Department of Energy	6,050	75.5%	14.3%	10.2%	42
2006 Department of Energy	7,671	75.0%	13.8%	11.2%	71

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
2011 Department of Energy	5,402	44.5%	25.7%	29.8%	121
2010 Department of Energy	6,408	46.8%	25.6%	27.6%	171
2008 Department of Energy	5,960	47.6%	26.8%	25.6%	132
2006 Department of Energy	7,579	46.6%	26.7%	26.7%	163

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
2011 Department of Energy	5,449	50.1%	24.2%	25.6%	75
2010 Department of Energy	6,463	51.3%	25.0%	23.6%	115
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
2011 Department of Energy	5,391	38.9%	29.8%	31.4%	120
2010 Department of Energy	6,396	40.4%	30.5%	29.1%	174
2008 Department of Energy	5,964	43.1%	29.2%	27.7%	129
2006 Department of Energy	7,593	40.8%	29.0%	30.2%	149

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
2011 Department of Energy	5,196	22.9%	29.2%	47.9%	326
2010 Department of Energy	6,200	26.1%	29.1%	44.8%	377
2008 Department of Energy	5,749	27.8%	31.0%	41.2%	342
2006 Department of Energy	7,373	23.7%	30.6%	45.8%	369

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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
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
2011 Department of Energy	5,209	60.6%	25.4%	14.0%	309
2010 Department of Energy	6,205	63.0%	24.5%	12.5%	364
2008 Department of Energy	5,802	68.4%	20.9%	10.7%	290
2006 Department of Energy	7,346	65.0%	23.7%	11.3%	396

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
2011 Department of Energy	5,466	86.2%	8.8%	5.0%	50
2010 Department of Energy	6,514	86.2%	9.3%	4.4%	53
2008 Department of Energy	6,039	87.2%	8.2%	4.6%	54
2006 Department of Energy	7,663	85.9%	9.0%	5.2%	79

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
2011 Department of Energy	5,457	80.7%	13.4%	5.9%	50
2010 Department of Energy	6,488	80.5%	13.7%	5.8%	76
2008 Department of Energy	6,005	80.6%	13.1%	6.3%	88
2006 Department of Energy	7,619	78.0%	14.4%	7.7%	123

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
2011 Department of Energy	5,255	52.1%	22.5%	25.4%	255
2010 Department of Energy	6,210	53.3%	22.8%	23.9%	354
2008 Department of Energy	5,572	55.8%	22.6%	21.7%	521
2006 Department of Energy	7,106	49.9%	25.6%	24.5%	636

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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
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
2011 Department of Energy	5,073	67.0%	18.5%	14.6%	428
2010 Department of Energy	6,044	66.8%	19.3%	13.9%	511
2008 Department of Energy	5,476	68.3%	19.4%	12.2%	617
2006 Department of Energy	6,967	66.9%	20.2%	12.9%	775

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
2011 Department of Energy	5,415	78.0%	15.8%	6.2%	79
2010 Department of Energy	6,396	77.3%	16.0%	6.6%	101
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
2011 Department of Energy	5,500	63.1%	20.7%	16.2%
2010 Department of Energy	6,558	66.5%	20.4%	13.1%
2008 Department of Energy	6,093	64.6%	18.5%	16.9%
2006 Department of Energy	7,742	61.8%	19.8%	18.4%

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
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
2011 Department of Energy	5,080	37.1%	31.1%	31.8%	430
2010 Department of Energy	5,952	37.0%	32.5%	30.4%	616
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

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Trend Report

My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
2011 Department of Energy	5,450	81.7%	10.1%	8.2%	37
2010 Department of Energy	6,510	81.0%	10.8%	8.2%	43
2008 Department of Energy	6,059	82.1%	10.5%	7.4%	34
2006 Department of Energy	7,691	83.7%	10.1%	6.2%	51

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
2011 Department of Energy	5,461	66.0%	17.4%	16.6%	19
2010 Department of Energy	6,510	67.0%	16.8%	16.2%	37
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
2011 Department of Energy	5,448	59.8%	19.9%	20.3%	33
2010 Department of Energy	6,488	61.0%	18.9%	20.0%	57
2008 Department of Energy	6,016	57.0%	22.4%	20.7%	77
2006 Department of Energy	7,657	58.4%	21.5%	20.2%	85

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
2011 Department of Energy	4,982	65.4%	24.8%	9.7%	488
2010 Department of Energy	5,907	65.9%	24.1%	10.0%	641
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
2011 Department of Energy	5,451	59.8%	20.7%	19.5%	22
2010 Department of Energy	6,500	58.6%	21.6%	19.8%	38
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

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My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
2011 Department of Energy	5,419	66.9%	17.8%	15.4%	46
2010 Department of Energy	6,463	67.8%	17.9%	14.2%	73
2008 Department of Energy	6,054	69.7%	16.8%	13.5%	39
2006 Department of Energy	7,693	67.6%	17.6%	14.8%	49

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
2011 Department of Energy	5,473	75.9%	12.4%	11.7%
2010 Department of Energy	6,552	76.6%	12.4%	11.0%
2008 Department of Energy	--	--	--	--
2006 Department of Energy	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
2011 Department of Energy	5,458	80.3%	10.3%	9.4%
2010 Department of Energy	6,540	80.6%	10.5%	8.9%
2008 Department of Energy	--	--	--	--
2006 Department of Energy	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
2011 Department of Energy	5,468	83.3%	7.5%	9.2%
2010 Department of Energy	6,539	83.0%	8.2%	8.8%
2008 Department of Energy	--	--	--	--
2006 Department of Energy	--	--	--	--

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
2011 Department of Energy	5,438	65.7%	17.2%	17.1%
2010 Department of Energy	6,522	66.6%	16.8%	16.6%
2008 Department of Energy	6,093	66.0%	16.9%	17.1%
2006 Department of Energy	7,742	65.6%	16.7%	17.8%

Department of Energy

Trend Report

My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
2011 Department of Energy	5,454	68.1%	19.2%	12.7%
2010 Department of Energy	6,540	68.6%	18.8%	12.6%
2008 Department of Energy	6,093	68.3%	19.0%	12.7%
2006 Department of Energy	7,742	68.0%	19.3%	12.8%

Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
2011 Department of Energy	5,382	39.0%	26.4%	34.6%	48
2010 Department of Energy	6,425	40.5%	27.3%	32.2%	64
2008 Department of Energy	6,047	37.5%	28.5%	34.0%	46
2006 Department of Energy	7,686	35.0%	29.0%	35.9%	56

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
2011 Department of Energy	5,267	53.6%	22.9%	23.5%	161
2010 Department of Energy	6,288	54.4%	23.8%	21.7%	206
2008 Department of Energy	5,911	51.8%	24.7%	23.5%	182
2006 Department of Energy	7,518	48.6%	26.4%	24.9%	224

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
2011 Department of Energy	5,220	61.2%	22.9%	16.0%	214
2010 Department of Energy	6,220	62.9%	22.6%	14.5%	274
2008 Department of Energy	5,883	69.9%	18.9%	11.2%	210
2006 Department of Energy	7,504	66.7%	20.7%	12.6%	238

Department of Energy

Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
2011 Department of Energy	5,382	60.3%	19.8%	19.9%	36
2010 Department of Energy	6,426	62.3%	20.0%	17.7%	57
2008 Department of Energy	6,052	62.4%	19.9%	17.7%	41
2006 Department of Energy	7,701	60.2%	21.1%	18.8%	41

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
2011 Department of Energy	5,153	62.5%	22.5%	15.0%	270
2010 Department of Energy	6,140	63.5%	22.6%	13.9%	331
2008 Department of Energy	5,797	63.6%	22.5%	13.9%	296
2006 Department of Energy	7,425	62.4%	23.4%	14.2%	317

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
2011 Department of Energy	5,302	51.9%	21.8%	26.4%	123
2010 Department of Energy	6,328	52.7%	23.0%	24.3%	158
2008 Department of Energy	5,975	59.2%	20.9%	19.9%	117
2006 Department of Energy	7,601	57.1%	21.6%	21.4%	141

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
2011 Department of Energy	5,261	55.4%	22.4%	22.2%	134
2010 Department of Energy	6,294	57.3%	23.0%	19.8%	162
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

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
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
2011 Department of Energy	5,254	54.1%	25.1%	20.8%	161
2010 Department of Energy	6,252	55.4%	25.7%	19.0%	223
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

Department of Energy

Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
2011 Department of Energy	5,374	49.4%	23.7%	26.9%	40
2010 Department of Energy	6,349	50.6%	24.3%	25.1%	61
2008 Department of Energy	6,070	49.8%	23.1%	27.1%	22
2006 Department of Energy	7,721	47.4%	23.7%	28.9%	21

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
2011 Department of Energy	5,007	54.6%	25.4%	20.0%	406
2010 Department of Energy	5,919	56.1%	27.0%	17.0%	552
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
2011 Department of Energy	5,399	51.3%	23.5%	25.2%
2010 Department of Energy	6,473	54.1%	23.4%	22.5%
2008 Department of Energy	6,092	55.2%	21.6%	23.3%
2006 Department of Energy	7,742	54.7%	20.9%	24.3%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
2011 Department of Energy	5,404	47.6%	24.2%	28.2%
2010 Department of Energy	6,476	48.5%	25.0%	26.5%
2008 Department of Energy	6,092	50.5%	23.6%	25.9%
2006 Department of Energy	7,742	48.7%	22.9%	28.3%

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Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
2011 Department of Energy	5,399	49.3%	24.5%	26.3%
2010 Department of Energy	6,470	51.9%	23.3%	24.8%
2008 Department of Energy	6,093	52.6%	22.6%	24.8%
2006 Department of Energy	7,742	50.6%	23.3%	26.2%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
2011 Department of Energy	5,391	40.3%	29.2%	30.5%
2010 Department of Energy	6,467	41.9%	29.7%	28.4%
2008 Department of Energy	6,092	42.4%	28.7%	28.9%
2006 Department of Energy	7,742	39.2%	29.0%	31.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
2011 Department of Energy	5,400	34.3%	29.7%	35.9%
2010 Department of Energy	6,455	38.4%	30.3%	31.3%
2008 Department of Energy	6,092	38.6%	29.8%	31.6%
2006 Department of Energy	7,742	35.2%	30.6%	34.1%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
2011 Department of Energy	5,396	53.2%	24.6%	22.2%
2010 Department of Energy	6,468	53.5%	25.6%	20.9%
2008 Department of Energy	6,092	56.0%	25.8%	18.3%
2006 Department of Energy	7,742	52.1%	26.5%	21.5%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
2011 Department of Energy	5,384	65.5%	17.8%	16.7%
2010 Department of Energy	6,468	67.7%	17.9%	14.3%
2008 Department of Energy	6,093	67.1%	17.4%	15.5%
2006 Department of Energy	7,742	66.1%	17.7%	16.2%

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Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
2011 Department of Energy	5,395	66.8%	16.6%	16.6%
2010 Department of Energy	6,466	72.7%	14.9%	12.4%
2008 Department of Energy	6,091	66.6%	16.9%	16.5%
2006 Department of Energy	7,742	68.2%	15.8%	16.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
2011 Department of Energy	5,384	57.3%	21.1%	21.6%
2010 Department of Energy	6,462	59.9%	20.7%	19.4%
2008 Department of Energy	6,091	58.4%	20.6%	21.0%
2006 Department of Energy	7,742	56.1%	21.8%	22.2%

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
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
2011 Department of Energy	5,389	49.1%	45.2%	5.7%
2010 Department of Energy	--	--	--	--
2008 Department of Energy	--	--	--	--
2006 Department of Energy	--	--	--	--

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
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
2011 Department of Energy	5,305	0.8%	6.7%	6.0%	22.9%
2010 Department of Energy	--	--	--	--	--
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

(continued)

Department of Energy

Trend Report

Work/Life (continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
2011 Department of Energy	5,305	18.2%	4.8%	21.9%	18.8%
2010 Department of Energy	--	--	--	--	--
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

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

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
2011 Department of Energy	5,388	58.2%	34.2%	7.6%
2010 Department of Energy	--	--	--	--
2008 Department of Energy	--	--	--	--
2006 Department of Energy	--	--	--	--

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
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
2011 Department of Energy	5,368	36.8%	57.1%	6.1%
2010 Department of Energy	--	--	--	--
2008 Department of Energy	--	--	--	--
2006 Department of Energy	--	--	--	--

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

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
2011 Department of Energy	5,358	14.3%	83.1%	2.6%
2010 Department of Energy	--	--	--	--
2008 Department of Energy	--	--	--	--
2006 Department of Energy	--	--	--	--

Department of Energy

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
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
2011 Department of Energy	5,350	2.2%	82.6%	15.2%
2010 Department of Energy	--	--	--	--
2008 Department of Energy	--	--	--	--
2006 Department of Energy	--	--	--	--

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
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
2011 Department of Energy	5,347	2.5%	82.4%	15.1%
2010 Department of Energy	--	--	--	--
2008 Department of Energy	--	--	--	--
2006 Department of Energy	--	--	--	--

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

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
2011 Department of Energy	3,715	44.2%	29.0%	26.8%	1,667
2010 Department of Energy	4,550	40.1%	33.6%	26.3%	1,877
2008 Department of Energy	3,806	38.3%	28.7%	33.0%	2,287
2006 Department of Energy	4,704	38.9%	31.9%	29.2%	3,038

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

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
2011 Department of Energy	4,413	77.8%	15.0%	7.3%	950
2010 Department of Energy	5,736	78.7%	14.3%	7.0%	709
2008 Department of Energy	5,313	75.9%	13.5%	10.5%	780
2006 Department of Energy	6,825	77.5%	13.1%	9.5%	917

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Trend Report

Work/Life (continued)

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
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
2011 Department of Energy	3,720	61.0%	30.6%	8.5%	1,649
2010 Department of Energy	5,438	63.9%	25.5%	10.6%	1,008
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

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

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
2011 Department of Energy	2,629	47.4%	48.3%	4.4%	2,745
2010 Department of Energy	3,935	53.8%	40.2%	6.0%	2,510
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

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
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
2011 Department of Energy	1,680	23.0%	66.5%	10.5%	3,694
2010 Department of Energy	2,450	25.0%	61.7%	13.2%	3,993
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

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
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
2011 Department of Energy	1,615	18.9%	72.4%	8.7%	3,747
2010 Department of Energy	2,439	22.2%	67.0%	10.8%	3,991
2008 Department of Energy	--	--	--	--	--
2006 Department of Energy	--	--	--	--	--

Department of Energy

Trend Report

Demographic Questions

85. Where do you work?

	<i>N</i>	<i>%</i>
Headquarters	2,255	42.2%
Field	3,086	57.8%

86. What is your supervisory status?

	<i>N</i>	<i>%</i>
Non-Supervisor	3,785	70.4%
Team Leader	782	14.5%
Supervisor	474	8.8%
Manager	186	3.5%
Executive	152	2.8%

87. Are you:

	<i>N</i>	<i>%</i>
Male	3,236	60.6%
Female	2,103	39.4%

88. Are you Hispanic or Latino?

	<i>N</i>	<i>%</i>
Yes	349	6.6%
No	4,948	93.4%

89. Race

	<i>N</i>	<i>%</i>
American Indian or Alaska Native	95	1.8%
Asian	178	3.5%
Black or African American	462	9.0%
Native Hawaiian or Other Pacific Islander	22	0.4%
White	4,231	82.1%
Two or more races (Not Hispanic or Latino)	168	3.3%

Department of Energy

Trend Report

Demographic Questions

90. What is your age group?

	<i>N</i>	<i>%</i>
25 and under	90	1.7%
26-29	202	3.8%
30-39	742	14.0%
40-49	1,405	26.5%
50-59	2,111	39.9%
60 or older	745	14.1%

91. What is your pay category/grade?

	<i>N</i>	<i>%</i>
Federal Wage System	250	4.7%
GS 1-6	35	0.7%
GS 7-12	1,387	26.0%
GS 13-15	3,053	57.2%
Senior Executive Service	137	2.6%
Senior Level (SL) or Scientific or Professional (ST)	31	0.6%
Other	440	8.3%

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

	<i>N</i>	<i>%</i>
Less than 1 year	92	1.7%
1 to 3 years	789	14.8%
4 to 5 years	435	8.2%
6 to 10 years	787	14.8%
11 to 14 years	419	7.9%
15 to 20 years	597	11.2%
More than 20 years	2,198	41.3%

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

	<i>N</i>	<i>%</i>
Less than 1 year	150	2.8%
1 to 3 years	1,158	21.7%
4 to 5 years	568	10.7%
6 to 10 years	829	15.6%
11 to 20 years	1,223	22.9%
More than 20 years	1,402	26.3%

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Trend Report

Demographic Questions

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

	<i>N</i>	<i>%</i>
No	3,554	66.7%
Yes, to retire	402	7.5%
Yes, to take another job within the Federal Government	860	16.1%
Yes, to take another job outside the Federal Government	276	5.2%
Yes, other	236	4.4%

95. I am planning to retire:

	<i>N</i>	<i>%</i>
Within one year	235	4.4%
Between one and three years	696	13.1%
Between three and five years	594	11.2%
Five or more years	3,768	71.2%