

United States Department of the Interior

NATIONAL PARK SERVICE Jefferson National Expansion Memorial 11 North Fourth Street St. Louis, Missouri 63102-1882

May 2, 2017

10.A.(JEFF)

Memorandum

To: All NPS Employees, Jefferson National Expansion Memorial

From: Superintendent, Jefferson National Expansion Memorial

Subject: 2016 Employee Viewpoint Survey Results

Attached are the park results from OPM's 2016 Employee Viewpoint Survey (EVS). The goal of the EVS is to provide managers with direct feedback in areas that impact workplace satisfaction, employee engagement, and performance in order to work together to improve our workplace culture. The EVS is the only consistent metric and strategic tool that NPS has to gauge the attitudes of our workforce in a confidential manner. However, it is only one piece of the puzzle and should be used alongside performance discussions, team meetings, focused conversations, and other data to understand employee motivation and commitment.

Compared to the Midwest Region as a whole, our park's scores were in the average range, with some stronger and weaker ratings in some categories. There is also three-year trend data for most of the 16 categories that can help determine in which areas we are generally improving, staying the same, or decreasing.

It is important that we review this report and discuss as a team what factors may be contributing to the scores and trends. To this end, I am establishing an Employee Viewpoint Task Force to develop a strategy to address employee concerns and recommend solutions. We will discuss this more at the staff meeting on Thursday.

Thank you for your continued support.

Michael M. Ward Superintendent

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Attachment

2016 Federal Employee Viewpoint Survey Results for: JEFFERSON NATIONAL EXPANSION MEMORIAL



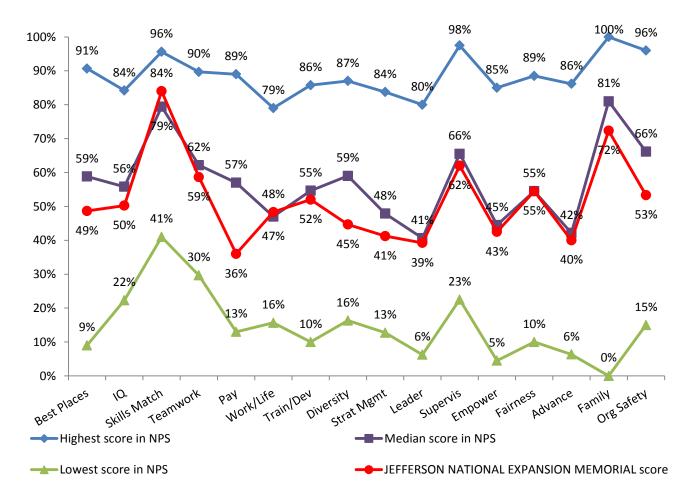
November 2016



Section I: Summary Dashboard – This section provides the summary scores for each of the fifteen categories surveyed that characterize healthy workplace environments and graphs them in comparison to the high, low, and median scores within NPS.

Results for: JEFFERSON NATIONAL EXPANSION MEMORIAL

Index	2016	2015	2014
Best Places to Work Index	49%	46%	66%
New Inclusion Quotient (IQ) Index	50%	48%	N/A
Employee Skills/Mission Match Index	84%	71%	73%
Teamwork Index	59%	50%	62%
Pay Index	36%	50%	56%
Work/Life Balance Index	48%	57%	58%
Training/Development Index	52%	46%	53%
Support for Diversity Index	45%	46%	56%
Strategic Management Index	41%	39%	52%
Effective Leadership - Leader Index	39%	25%	35%
Effective Leadership - Supervisor Index	62%	56%	64%
Effective Leadership - Empowerment Index	43%	36%	49%
Effective Leadership - Fairness Index	55%	52%	49%
Performance-Based Rewards & Advancement Index	40%	33%	41%
Family Friendly Culture Index	72%	70%	66%
Organizational Safety Index	53%	62%	66%



Section II - Index Results – This section details the individual questions that make up each Index and the percentage of individuals responding positively. "Positive" responses include both "Strongly Agree" and "Agree" responses.

Results for: JEFFERSON NATIONAL EXPANSION MEMORIAL

Best Places to Work Index		Percent Positive (2016)			
		Park/Office	MW	NPS	
Question	Index Score	49%	61%	56%	
40	I recommend my organization as a good place to work.	46%	61%	57%	
69	Considering everything, how satisfied are you with your job?	60%	66%	62%	
71	Considering everything, how satisfied are you with your organization?	40%	56%	50%	

New Inclusion Quotient (IQ) Index			Positive (•
INCW IIICI		Park/Office	MW	NPS
	Index Score		59% Positive (54%
IQ - Fairn	ess Index	Park/Office	MW	NPS
Question	Index Score	46%	48%	43%
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	23%	31%	28%
24	In my work unit, differences in performance are recognized in a meaningful way.	32%	37%	30%
25	Awards in my work unit depend on how well employees perform their jobs.	52%	47%	41%
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57%	55%	50%
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.	67%	71%	65%
IQ - Oper	nnes Index		Positive (
		Park/Office	MW EZO/	NPS
Question 32	Index Score Creativity and innovation are rewarded.	40% 26%	57% 42%	51% 34%
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	28%	54%	47%
45	My supervisor is committed to a workforce representative of all segments of society.	58%	70%	65%
55	Supervisors work well with employees of different backgrounds.	48%	62%	57%

IQ - Cooperative Index		Percent Park/Office	Positive (
Question	Index Score		MW 52%	NPS 46%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	40%	50%	43%
59	Managers support collaboration across work units to accomplish work objectives.	44%	53%	48%
IQ - Supp	ortive Index		Positive (
Question	Index Score	Park/Office 59%	MW 75%	NPS 73%
42	My supervisor supports my need to balance work and other life issues.	68%	82%	77%
46	My supervisor provides me with constructive suggestions to improve my job performance.	42%	59%	57%
48	My supervisor listens to what I have to say.	64%	75%	74%
49	My supervisor treats me with respect.	68%	79%	79%
50	In the last six months, my supervisor has talked with me about my performance.	52%	79%	76%
IQ - Emp	owering Index		Positive (
		Park/Office	MW	NPS
Question	Index Score	59%	59%	54%
2	I have enough information to do my job well.	72%	68%	63%
3	I feel encouraged to come up with new and better ways of doing things.	72%	61%	59%
11	My talents are used well in the workplace.	64%	61%	56%
30	Employees have a feeling of personal empowerment with respect to work processes.	29%	47%	39%

Employe	Employee Skills/Mission Match Index		Percent Positive (2016)		
Lilipioye	Employee Skins/Mission Match Muex		Park/Office	MW	NPS
Question		Index Score	84%	80%	77%
4	My work gives me a feeling of personal according	mplishment.	76%	76%	73%
5	I like the kind of work I do.		96%	87%	86%
11	My talents are used well in the workplace.		64%	61%	56%
12	I know how my work relates to the agency's g priorities.	goals and	88%	84%	80%
13	The work I do is important.		96%	93%	90%

Teamwork Index		Percent Positive (2016)		
Tealliwoi	Teamwork muex		MW	NPS
Question	Index Score	59%	65%	61%
20	The people I work with cooperate to get the job done.	64%	72%	70%
26	Employees in my work unit share job knowledge with each other.	72%	73%	71%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	40%	50%	43%

Day Inday	Indov		Percent Positive (201		
Pay Index		Park/Office	MW	NPS	
Question	Index Score	36%	61%	54%	
70	Considering everything, how satisfied are you with your pay?	36%	61%	54%	

Work/Life Balance Index		Percent	•	
Question		Park/Office 48%	MW 50%	NPS 47%
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	29%	32%	29%
10	My workload is reasonable.	48%	35%	36%
42	My supervisor supports my need to balance work and other life issues.	68%	82%	77%

Training/Development Index		Percent Positive (2016) Park/Office MW N		
Question	Index Score	52%	57%	53%
1	I am given a real opportunity to improve my skills in my organization.	60%	63%	59%
2	I have enough information to do my job well.	72%	68%	63%
18	My training needs are assessed.	36%	46%	43%
68	How satisfied are you with the training you receive for your present job?	40%	51%	46%

Support for Diversity Index		Percent Positive (2016)		
		Park/Office	MW	NPS
Question	Index Score	45%	62%	56%
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	28%	54%	47%
45	My supervisor is committed to a workforce representative of all segments of society.	58%	70%	65%
55	Supervisors work well with employees of different backgrounds.	48%	62%	57%

Strategic Management Index		Percent Positive (2016)		
Strategic	- Management muex	Park/Office	MW	NPS
Question	Index Score	41%	52%	48%
21	My work unit is able to recruit people with the right skills.	33%	38%	36%
27	The skill level in my work unit has improved in the past year.	29%	53%	50%
29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	64%	66%	61%
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	39%	53%	45%

Effective Leadership - Leader Index		Percent Park/Office	2016) NPS	
Question	Index Score	39%	44%	39%
53	In my organization, leaders generate high levels of motivation and commitment in the workforce.	29%	36%	31%
54	My organization's leaders maintain high standards of honesty and integrity.	48%	47%	41%
61	I have a high level of respect for my organization's senior leaders.	36%	46%	43%
64	How satisfied are you with the information you receive from management on what's going on in your organization?	44%	45%	42%

Effective	Effective Leadership - Supervisor Index		Positive (2016)
Lilective	Leader Strip - Supervisor Index			NPS
Question	Index Score	62%	66%	64%
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76%	71%	68%
44	Discussions with my supervisor about my performance are worthwhile.	52%	62%	60%
47	Supervisors in my work unit support employee development.	56%	64%	63%
52	Overall, how good a job do you feel is being done by your immediate supervisor?	64%	67%	66%

Effoctivo	Effective Leadership - Empowerment Index		Percent Positive (2016)			
Ellective			MW	NPS		
Question	Index Score	43%	51%	43%		
30	Employees have a feeling of personal empowerment with respect to work processes.	29%	47%	39%		
63	How satisfied are you with your involvement in decisions that affect your work?	56%	55%	48%		

Effective Leadership - Fairness Index		Percent	(2016)	
Ellective	•		MW	NPS
Question	Index Score	55%	57%	53%
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	52%	59%	56%
37	Arbitrary action, personal favoritism and coercion for partisar political purposes are not tolerated.	57%	55%	50%

Performanc	Performance-Based Rewards & Advancement Index		Positive (e (2016) NPS	
Question	Index Score	Park/Office 40%	48%	42%	
15	My performance appraisal is a fair reflection of my performance.	60%	69%	64%	
22	Promotions in my work unit are based on merit.	32%	38%	32%	
31	Employees are recognized for providing high quality products and services.	38%	49%	42%	
32	Creativity and innovation are rewarded.	26%	42%	34%	
65	How satisfied are you with the recognition you receive for doing a good job?	56%	51%	44%	
67	How satisfied are you with your opportunity to get a better job in your organization?	28%	37%	32%	

Family F	Family-Friendly Culture Index*		Positive (2016)
ranning-Friendly Guitare index		Park/Office	MW	NPS
	Index Score*	72%	80%	78%
79	Satisfaction with telework*	-	82%	77%
80	Satisfaction with alternative work schedules (AWS)*	50%	87%	89%
81	Satisfaction with Health and Wellness Programs*	67%	74%	71%
82	Satisfaction with Employee Assistance Program (EAP)*	100%	78%	74%

^{*}NOTE: Items in this Index were answered only by people who said they participated in these programs.

Organiz	Organizational Safety Index		Percent Positive (2016			
Organiz	ational Salety index	Park/Office	MW	NPS		
	Index Score	53%	71%	65%		
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	40%	69%	64%		
35	Employees are protected from health and safety hazards on the job.	64%	80%	73%		
36	My organization has prepared employees for potential security threats.	56%	62%	57%		

Section III: Detailed Survey Results – This section provides each question and the percentage of positive (Strongly Agree + Agree), neutral (Neither Agree nor Disagree), and negative responses (Disagree + Strongly Disagree). It is important to note the scores in the neutral response - a high percentage here could mean employees are ambivalent or don't have enough information about the subject of the question.

Results for: JEFFERSON NATIONAL EXPANSION MEMORIAL

My Work Experience				
1. I am given a real opportunity to improve my skills in my organization.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	59.2%	16.3%	24.5%	
Midwest 2016	63.1%	15.4%	21.5%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	60.0%	20.0%	20.0%	
2. I have enough information to do my job well.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	62.8%	17.2%	20.1%	
Midwest 2016	67.7%	15.1%	17.2%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	72.0%	12.0%	16.0%	
3. I feel encouraged to come up with new and better ways of doing things.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	58.5%	16.7%	24.8%	
Midwest 2016	61.3%	16.5%	22.2%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	72.0%	12.0%	16.0%	
4. My work gives me a feeling of personal accomplishment.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	72.8%	13.3%	13.9%	
Midwest 2016	76.2%	10.9%	13.0%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	76.0%	12.0%	12.0%	
5. I like the kind of work I do.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	85.7%	8.9%	5.5%	
Midwest 2016	87.4%	7.7%	4.9%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	95.8%	4.2%	0.0%	
6. I know what is expected of me on the job.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	73.7%	13.6%	12.8%	
Midwest 2016	77.3%	10.4%	12.3%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	84.0%	12.0%	4.0%	
7. When needed I am willing to put in the extra effort to get a job done.				
The first the same from the grade of the grade g	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	95.2%	2.9%	1.9%	
Vidwest 2016	95.5%	3.2%	1.3%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	100.0%	0.0%	0.0%	
8. I am constantly looking for ways to do my job better.				
or rain constantly locating for mayor to do my job botton.	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	90.4%	7.8%	1.8%	
Midwest 2016	92.7%	6.2%	1.1%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	100.0%	0.2%	0.0%	
9. I have sufficient resources (for example, people, materials, budget) to get my jo		0.070	0.070	
3. Thave sumcient resources (for example, people, materials, budget) to get my ju		NEUTRAL	NEGATIVE	DNK
National Park Service 2016	28.6%	14.8%	56.6%	
Midwest 2016	31.8%	13.9%	54.3%	12 2
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	29.2%	20.8%	50.0%	1
10. My workload is reasonable.	23.2 /0	20.0 /0	JU.U /0	<u>'</u>
TO. IVIY WOTNICAU IS TEASUTIADIC.	DOSITIVE	NELITOAL	NEGATIVE	DNK
National Park Carrian 2016			NEGATIVE	
National Park Service 2016	36.4%	17.8%	45.7%	6
Midwest 2016	35.3%	17.3%	47.4%	1
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	48.0%	24.0%	28.0%	

	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	56.1%	16.2%	27.7%	11
Midwest 2016	60.7%	14.9%	24.4%	2
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	63.6%	18.2%	18.2%	-
12. I know how my work relates to the agency's goals and priorities.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	80.1%	10.8%	9.2%	12
Midwest 2016	83.8%	8.8%	7.3%	2
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	87.5%	8.3%	4.2%	-
13. The work I do is important.				
	POSITIVE		NEGATIVE	DNK
National Park Service 2016	90.5%	6.2%	3.4%	14
Midwest 2016	92.5%	4.6%	2.9%	2
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	95.8%	0.0%	4.2%	-
14. Physical conditions (for example, noise level, temperature, lighting, cleanline	ess in the workpla	ace) allow er	nployees to p	erform
their jobs well.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	64.5%	15.9%	19.6%	21
Midwest 2016	69.4%	13.9%	16.7%	5
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	40.0%	20.0%	40.0%	-
15. My performance appraisal is a fair reflection of my performance.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	64.4%	15.8%	19.7%	87
Midwest 2016	69.1%	15.3%	15.7%	7
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	60.0%	20.0%	20.0%	-
16. I am held accountable for achieving results.			_	
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	76.7%	13.9%	9.4%	30
Midwest 2016	80.1%	12.7%	7.1%	2
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	56.0%	24.0%	20.0%	-
17. I can disclose a suspected violation of any law, rule or regulation without fea	r of reprisal.			
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	55.7%	17.1%	27.2%	224
Midwest 2016	58.7%	15.1%	26.2%	22
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	52.2%	26.1%	21.7%	2
18. My training needs are assessed.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	43.4%	22.9%	33.7%	43
Midwest 2016	46.4%	22.8%	30.7%	1
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	36.0%	28.0%	36.0%	-
19. In my most recent performance appraisal, I understood what I had to do to b		28.0%		-
	e rated at differe	28.0% nt performar	nce levels (fo	r
19. In my most recent performance appraisal, I understood what I had to do to b example, Fully Successful, Outstanding).	e rated at differe	28.0% nt performar		-
19. In my most recent performance appraisal, I understood what I had to do to b example, Fully Successful, Outstanding). National Park Service 2016	e rated at differe	28.0% nt performar NEUTRAL 15.0%	nce levels (fo	r
19. In my most recent performance appraisal, I understood what I had to do to b example, Fully Successful, Outstanding).	e rated at differe POSITIVE	28.0% nt performar NEUTRAL	nce levels (fo	r NBJ
19. In my most recent performance appraisal, I understood what I had to do to b example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	POSITIVE 66.0%	28.0% nt performar NEUTRAL 15.0%	NEGATIVE 19.0%	- r NBJ 113
19. In my most recent performance appraisal, I understood what I had to do to b example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016	POSITIVE 66.0% 68.8%	28.0% Int performar NEUTRAL 15.0% 16.2%	NEGATIVE 19.0% 15.0%	- r NBJ 113
19. In my most recent performance appraisal, I understood what I had to do to b example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	POSITIVE 66.0% 68.8%	28.0% Int performar NEUTRAL 15.0% 16.2%	NEGATIVE 19.0% 15.0%	- r NBJ 113
19. In my most recent performance appraisal, I understood what I had to do to b example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 My Work Unit	POSITIVE 66.0% 68.8% 56.0%	28.0% Int performar NEUTRAL 15.0% 16.2% 24.0%	NEGATIVE 19.0% 15.0%	- r NBJ 113
19. In my most recent performance appraisal, I understood what I had to do to b example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 My Work Unit	POSITIVE 66.0% 68.8% 56.0%	28.0% Int performar NEUTRAL 15.0% 16.2% 24.0%	NEGATIVE 19.0% 15.0% 20.0%	- r NBJ 113
19. In my most recent performance appraisal, I understood what I had to do to b example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 My Work Unit 20. The people I work with cooperate to get the job done.	POSITIVE 66.0% 68.8% 56.0% POSITIVE	28.0% Int performar NEUTRAL 15.0% 16.2% 24.0% NEUTRAL	NEGATIVE 19.0% 15.0% 20.0% NEGATIVE	- r NBJ 113
19. In my most recent performance appraisal, I understood what I had to do to b example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 My Work Unit 20. The people I work with cooperate to get the job done. National Park Service 2016	POSITIVE 66.0% 68.8% 56.0% POSITIVE 70.2%	28.0% Int performar NEUTRAL 15.0% 16.2% 24.0% NEUTRAL 14.9%	NEGATIVE 19.0% 15.0% 20.0% NEGATIVE 14.8%	- r NBJ 113
19. In my most recent performance appraisal, I understood what I had to do to be example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 My Work Unit 20. The people I work with cooperate to get the job done. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	POSITIVE 66.0% 68.8% 56.0% POSITIVE 70.2% 71.6%	28.0% Int performar NEUTRAL 15.0% 16.2% 24.0% NEUTRAL 14.9% 14.1%	NEGATIVE 19.0% 15.0% 20.0% NEGATIVE 14.8% 14.3%	- r NBJ 113
19. In my most recent performance appraisal, I understood what I had to do to be example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 My Work Unit 20. The people I work with cooperate to get the job done. National Park Service 2016 Midwest 2016	POSITIVE 66.0% 68.8% 56.0% POSITIVE 70.2% 71.6% 64.0%	28.0% nt performar NEUTRAL 15.0% 16.2% 24.0% NEUTRAL 14.9% 14.1% 16.0%	NEGATIVE 19.0% 15.0% 20.0% NEGATIVE 14.8% 14.3%	- r NBJ 113
19. In my most recent performance appraisal, I understood what I had to do to be example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 My Work Unit 20. The people I work with cooperate to get the job done. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	POSITIVE 66.0% 68.8% 56.0% POSITIVE 70.2% 71.6% 64.0%	28.0% nt performar NEUTRAL 15.0% 16.2% 24.0% NEUTRAL 14.9% 14.1% 16.0%	NEGATIVE 19.0% 15.0% 20.0% NEGATIVE 14.8% 14.3% 20.0%	NBJ 113 7
19. In my most recent performance appraisal, I understood what I had to do to be example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 My Work Unit 20. The people I work with cooperate to get the job done. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 21. My work unit is able to recruit people with the right skills.	POSITIVE 66.0% 68.8% 56.0% POSITIVE 70.2% 71.6% 64.0% POSITIVE	28.0% Int performar NEUTRAL 15.0% 16.2% 24.0% NEUTRAL 14.9% 14.1% 16.0% NEUTRAL	NEGATIVE 19.0% 15.0% 20.0% NEGATIVE 14.8% 14.3% 20.0% NEGATIVE	NBJ 113 7 - DNK 95
19. In my most recent performance appraisal, I understood what I had to do to be example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 My Work Unit 20. The people I work with cooperate to get the job done. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 21. My work unit is able to recruit people with the right skills. National Park Service 2016	POSITIVE 70.2% 71.6% 64.0% POSITIVE 35.5%	28.0% Int performar NEUTRAL 15.0% 16.2% 24.0% NEUTRAL 14.9% 14.1% 16.0% NEUTRAL 22.3%	NEGATIVE 19.0% 15.0% 20.0% NEGATIVE 14.8% 14.3% 20.0% NEGATIVE 42.2%	NBJ 113 7 - DNK 95 17
19. In my most recent performance appraisal, I understood what I had to do to be example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 My Work Unit 20. The people I work with cooperate to get the job done. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 21. My work unit is able to recruit people with the right skills. National Park Service 2016 Midwest 2016 Midwest 2016	POSITIVE 66.0% 68.8% 56.0% POSITIVE 70.2% 71.6% 64.0% POSITIVE 35.5% 37.7%	28.0% Int performar NEUTRAL 15.0% 16.2% 24.0% NEUTRAL 14.9% 14.1% 16.0% NEUTRAL 22.3% 20.3%	NEGATIVE 19.0% 15.0% 20.0% NEGATIVE 14.8% 14.3% 20.0% NEGATIVE 42.2% 42.0%	NBJ 113 7 - DNK 95
19. In my most recent performance appraisal, I understood what I had to do to be example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 My Work Unit 20. The people I work with cooperate to get the job done. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 21. My work unit is able to recruit people with the right skills. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	POSITIVE 66.0% 68.8% 56.0% POSITIVE 70.2% 71.6% 64.0% POSITIVE 35.5% 37.7% 33.3%	28.0% Int performar NEUTRAL 15.0% 16.2% 24.0% NEUTRAL 14.9% 14.1% 16.0% NEUTRAL 22.3% 20.3% 4.2%	NEGATIVE 19.0% 15.0% 20.0% NEGATIVE 14.8% 14.3% 20.0% NEGATIVE 42.2% 42.0%	NBJ 113 7 - DNK 95 17
19. In my most recent performance appraisal, I understood what I had to do to be example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 My Work Unit 20. The people I work with cooperate to get the job done. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 21. My work unit is able to recruit people with the right skills. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	POSITIVE 66.0% 68.8% 56.0% POSITIVE 70.2% 71.6% 64.0% POSITIVE 35.5% 37.7% 33.3%	28.0% Int performar NEUTRAL 15.0% 16.2% 24.0% NEUTRAL 14.9% 14.1% 16.0% NEUTRAL 22.3% 20.3% 4.2%	NEGATIVE 19.0% 15.0% 20.0% NEGATIVE 14.8% 14.3% 20.0% NEGATIVE 42.2% 42.0% 62.5%	NBJ 113 7 - DNK 95 17 1
19. In my most recent performance appraisal, I understood what I had to do to be example, Fully Successful, Outstanding). National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 My Work Unit 20. The people I work with cooperate to get the job done. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 21. My work unit is able to recruit people with the right skills. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 22. Promotions in my work unit are based on merit.	POSITIVE 70.2% 71.6% 64.0% POSITIVE 70.2% 71.6% 64.0% POSITIVE 35.5% 37.7% 33.3% POSITIVE	28.0% Int performar NEUTRAL 15.0% 16.2% 24.0% NEUTRAL 14.9% 14.1% 16.0% NEUTRAL 22.3% 20.3% 4.2% NEUTRAL	NEGATIVE 19.0% 15.0% 20.0% NEGATIVE 14.8% 14.3% 20.0% NEGATIVE 42.2% 42.0% 62.5% NEGATIVE	NBJ 113 7 - DNK 95 17 1

23. In my work unit stone are taken to deal with a near performer who connect as will	not improve			
23. In my work unit, steps are taken to deal with a poor performer who cannot or will	•		NEGATIVE	DNK
National Park Service 2016	27.7%	25.7%	46.6%	344
Midwest 2016	31.2%	26.3%	42.5%	44
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	22.7%	27.3%	50.0%	3
24. In my work unit, differences in performance are recognized in a meaningful way.				
24. If the work drift, differences in performance are recognized in a meaningful way.		NEUTRAL	NEGATIVE	DNK
National Park Service 2016	30.1%	26.2%	43.8%	231
Midwest 2016	36.7%	26.7%	36.7%	29
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	31.8%	27.3%	40.9%	3
25. Awards in my work unit depend on how well employees perform their jobs.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	40.8%	23.2%	36.0%	291
Midwest 2016	47.4%	23.2%	29.4%	32
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	52.2%	8.7%	39.1%	2
26. Employees in my work unit share job knowledge with each other.				
, in the state of	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	70.5%	14.5%	15.0%	19
Midwest 2016	72.7%	13.5%	13.8%	2
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	72.0%	8.0%	20.0%	-
27. The skill level in my work unit has improved in the past year.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	50.4%	27.4%	22.2%	133
Midwest 2016	53.1%	27.4%	19.5%	21
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	29.2%	45.8%	25.0%	1
28. How would you rate the overall quality of work done by your work unit?				
, , , , , , , , , , , , , , , , , , ,	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	79.0%	15.9%	5.1%	
Midwest 2016	81.6%	14.3%	4.1%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	80.0%	12.0%	8.0%	
My Agency				
29. The workforce has the job-relevant knowledge and skills necessary to accomplise	ch organizatio	anal goals		
29. The workforce has the job-relevant knowledge and skills necessary to accomplis	_	_		
			NEGATIVE	DNK
National Park Service 2016			NEGATIVE 18.9%	DNK
National Park Service 2016 Midwest 2016	60.8%	20.3%	18.9%	69
Midwest 2016	60.8% 65.6%	20.3% 17.6%	18.9% 16.8%	69 8
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	60.8% 65.6% 64.0%	20.3%	18.9%	69
Midwest 2016	60.8% 65.6% 64.0% SSes.	20.3% 17.6% 24.0%	18.9% 16.8% 12.0%	69 8 -
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process.	60.8% 65.6% 64.0% Sses. POSITIVE	20.3% 17.6% 24.0% NEUTRAL	18.9% 16.8% 12.0% NEGATIVE	69 8 - DNK
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016	60.8% 65.6% 64.0% SSES. POSITIVE 39.0%	20.3% 17.6% 24.0% NEUTRAL 24.5%	18.9% 16.8% 12.0% NEGATIVE 36.6%	69 8 - DNK 80
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6%	20.3% 17.6% 24.0% NEUTRAL 24.5% 21.3%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1%	69 8 - DNK 80 9
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	60.8% 65.6% 64.0% SSES. POSITIVE 39.0%	20.3% 17.6% 24.0% NEUTRAL 24.5%	18.9% 16.8% 12.0% NEGATIVE 36.6%	69 8 - DNK 80
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2%	20.3% 17.6% 24.0% NEUTRAL 24.5% 21.3% 29.2%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7%	69 8 - DNK 80 9
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services.	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2%	20.3% 17.6% 24.0% NEUTRAL 24.5% 21.3% 29.2% NEUTRAL	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7%	69 8 - DNK 80 9 1
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2%	20.3% 17.6% 24.0% NEUTRAL 24.5% 21.3% 29.2% NEUTRAL 24.5%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4%	80 9 1 DNK 76
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0%	20.3% 17.6% 24.0% NEUTRAL 24.5% 21.3% 29.2% NEUTRAL 24.5% 25.5%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5%	80 9 1 DNK 76
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2%	20.3% 17.6% 24.0% NEUTRAL 24.5% 21.3% 29.2% NEUTRAL 24.5%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4%	80 9 1 DNK 76
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0% 37.5%	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 25.5% 29.2%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3%	80 9 1 DNK 76 10
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded.	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0% 37.5%	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 25.5% 29.2% NEUTRAL	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE	69 8
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded.	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0% 37.5% POSITIVE	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 29.2% NEUTRAL 27.9%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8%	69 8
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded. National Park Service 2016 Midwest 2016 Midwest 2016	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0% 37.5% POSITIVE 34.4% 41.7%	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 29.2% NEUTRAL 27.9% 28.2%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8% 30.1%	69 8 DNK 80 9 1 DNK 76 10 1 DNK 92 9
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0% 37.5% POSITIVE	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 29.2% NEUTRAL 27.9%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8%	69 8
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded. National Park Service 2016 Midwest 2016 Midwest 2016	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0% 37.5% POSITIVE 34.4% 41.7% 26.1%	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 25.5% 29.2% NEUTRAL 27.9% 28.2% 34.8%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8% 30.1% 39.1%	69 8
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 33. Pay raises depend on how well employees perform their jobs.	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0% 37.5% POSITIVE 34.4% 41.7% 26.1% POSITIVE	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 25.5% 29.2% NEUTRAL 27.9% 28.2% 34.8% NEUTRAL	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8% 30.1% 39.1% NEGATIVE	69 8
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 33. Pay raises depend on how well employees perform their jobs.	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0% 37.5% POSITIVE 34.4% 41.7% 26.1% POSITIVE	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 25.5% 29.2% NEUTRAL 27.9% 28.2% 34.8% NEUTRAL 24.9%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8% 30.1% 39.1% NEGATIVE	69 8 DNK 80 9 1 DNK 76 10 1 DNK 92 9 2 DNK
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 33. Pay raises depend on how well employees perform their jobs. National Park Service 2016 Midwest 2016 Midwest 2016 Midwest 2016	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0% 37.5% POSITIVE 34.4% 41.7% 26.1% POSITIVE 13.5% 19.6%	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 25.5% 29.2% NEUTRAL 27.9% 28.2% 34.8% NEUTRAL 24.9% 23.8%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8% 30.1% 39.1% NEGATIVE 61.7% 56.6%	69 8
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work processory. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 33. Pay raises depend on how well employees perform their jobs. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0% 37.5% POSITIVE 34.4% 41.7% 26.1% POSITIVE	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 25.5% 29.2% NEUTRAL 27.9% 28.2% 34.8% NEUTRAL 24.9% 23.8% 13.0%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8% 30.1% 39.1% NEGATIVE 61.7% 56.6% 60.9%	69 8 DNK 80 9 1 DNK 76 10 1 DNK 92 9 2 DNK
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 33. Pay raises depend on how well employees perform their jobs. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 34. Policies and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and programs promote diversity in the workpl	60.8% 65.6% 64.0% SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0% 37.5% POSITIVE 34.4% 41.7% 26.1% POSITIVE	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 25.5% 29.2% NEUTRAL 27.9% 28.2% 34.8% NEUTRAL 24.9% 23.8% 13.0%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8% 30.1% 39.1% NEGATIVE 61.7% 56.6% 60.9%	69 8
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work processory. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 33. Pay raises depend on how well employees perform their jobs. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	60.8% 65.6% 64.0% 6SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0% 37.5% POSITIVE 34.4% 41.7% 26.1% POSITIVE 13.5% 19.6% 26.1% g minorities a	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 25.5% 29.2% NEUTRAL 27.9% 28.2% 34.8% NEUTRAL 24.9% 23.8% 13.0% and women,	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8% 30.1% 39.1% NEGATIVE 61.7% 56.6% 60.9% training in	69 8
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 33. Pay raises depend on how well employees perform their jobs. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 34. Policies and programs promote diversity in the workplace (for example, recruiting awareness of diversity issues, mentoring).	60.8% 65.6% 64.0% 6SSES. POSITIVE 39.0% 46.6% 29.2% POSITIVE 42.2% 49.0% 37.5% POSITIVE 34.4% 41.7% 26.1% POSITIVE 13.5% 19.6% 26.1% g minorities a	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 25.5% 29.2% NEUTRAL 27.9% 28.2% 34.8% NEUTRAL 24.9% 13.0% and women, NEUTRAL	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8% 30.1% 39.1% NEGATIVE 61.7% 56.6% 60.9% training in NEGATIVE	69 8 DNK 80 9 1 DNK 76 10 1 DNK 92 9 2 DNK 304 40 2
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 33. Pay raises depend on how well employees perform their jobs. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 34. Policies and programs promote diversity in the workplace (for example, recruiting awareness of diversity issues, mentoring).	60.8% 65.6% 64.0% 65.6% 64.0% 6SSES. POSITIVE 39.0% 46.6% 49.0% 37.5% POSITIVE 34.4% 41.7% 26.1% POSITIVE 13.5% 19.6% 26.1% g minorities a POSITIVE 46.9%	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 25.5% 29.2% NEUTRAL 27.9% 28.2% 34.8% NEUTRAL 24.9% 23.8% 13.0% and women, NEUTRAL 28.6%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8% 30.1% 39.1% NEGATIVE 61.7% 66.6% 60.9% training in NEGATIVE 24.5%	69 8 DNK 80 9 1 DNK 76 10 1 DNK 92 9 2 DNK 304 40 2 DNK
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 33. Pay raises depend on how well employees perform their jobs. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 34. Policies and programs promote diversity in the workplace (for example, recruiting awareness of diversity issues, mentoring).	60.8% 65.6% 64.0% 65.6% 64.0% 6SSES. POSITIVE 39.0% 46.6% 49.2% 49.0% 37.5% POSITIVE 34.4% 41.7% 26.1% POSITIVE 13.5% 19.6% 26.1% g minorities a POSITIVE 46.9% 53.6%	20.3% 17.6% 24.0% NEUTRAL 24.5% 21.3% 29.2% NEUTRAL 24.5% 25.5% 29.2% NEUTRAL 27.9% 28.2% 34.8% NEUTRAL 24.9% 23.8% 13.0% and women, NEUTRAL 28.6% 26.4%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8% 30.1% 39.1% NEGATIVE 61.7% 66.6% 60.9% training in NEGATIVE 24.5% 20.0%	69 8 DNK 80 9 1 DNK 76 10 1 DNK 92 9 2 DNK 304 40 2
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 30. Employees have a feeling of personal empowerment with respect to work process National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 31. Employees are recognized for providing high quality products and services. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 32. Creativity and innovation are rewarded. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 33. Pay raises depend on how well employees perform their jobs. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 34. Policies and programs promote diversity in the workplace (for example, recruiting awareness of diversity issues, mentoring).	60.8% 65.6% 64.0% 65.6% 64.0% 6SSES. POSITIVE 39.0% 46.6% 49.0% 37.5% POSITIVE 34.4% 41.7% 26.1% POSITIVE 13.5% 19.6% 26.1% g minorities a POSITIVE 46.9%	20.3% 17.6% 24.0% NEUTRAL 24.5% 29.2% NEUTRAL 24.5% 25.5% 29.2% NEUTRAL 27.9% 28.2% 34.8% NEUTRAL 24.9% 23.8% 13.0% and women, NEUTRAL 28.6%	18.9% 16.8% 12.0% NEGATIVE 36.6% 32.1% 41.7% NEGATIVE 33.4% 25.5% 33.3% NEGATIVE 37.8% 30.1% 39.1% NEGATIVE 61.7% 66.6% 60.9% training in NEGATIVE 24.5%	69 8 DNK 80 9 1 DNK 76 10 1 DNK 92 9 2 DNK 304 40 2

25. Employage are protected from health and cafety hazards on the ich				
35. Employees are protected from health and safety hazards on the job.	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	72.6%	14.8%	12.6%	45
Midwest 2016	80.5%	11.8%	7.8%	4
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	64.0%	8.0%	28.0%	-
36. My organization has prepared employees for potential security threats.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	57.2%	22.3%	20.4%	84
Midwest 2016	62.2%	21.0%	16.8%	7
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	56.0%	24.0%	20.0%	-
37. Arbitrary action, personal favoritism and coercion for partisan political purposes				
		NEUTRAL	NEGATIVE	DNK
National Park Service 2016	49.9%	21.3%	28.8%	225
Midwest 2016	55.3%	21.5%	23.1%	23
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	56.5%	21.7%	21.7%	2
38. Prohibited Personnel Practices (for example, illegally discriminating for or again				а
person's right to compete for employment, knowingly violating veterans' preference				
			NEGATIVE	DNK
National Park Service 2016	64.7%	18.0%	17.3%	337
Midwest 2016	71.5%	14.3%	14.3%	26
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	66.7%	8.3%	25.0%	1
39. My agency is successful at accomplishing its mission.	DOOLTIVE.	NEUTDAL	NEGATIVE	DAUG
N (NEGATIVE	DNK
National Park Service 2016	62.2%	22.1%	15.7%	72
Midwest 2016	67.9%	18.3% 24.0%	13.8%	8
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	48.0%	24.0%	28.0%	
40. I recommend my organization as a good place to work.	DOSITIVE.	NEUTDAL	NECATIVE	
N. (NEGATIVE	
National Park Service 2016	57.0%	22.3%	20.6%	
Midwest 2016	60.7%	21.6%	17.8%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	45.8%	29.2%	25.0%	
41. I believe the results of this survey will be used to make my agency a better place		NEUTDAL	NEGATIVE	DNK
National Park Service 2016	30.6%	25.9%	43.5%	355
Midwest 2016	34.4%	25.7%	39.9%	39
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	20.8%	29.2%	50.0%	1
My Supervisor/Team Leader	20.070	23.270	30.070	
42. My supervisor supports my need to balance work and other life issues.	DOSITIVE.	NEUTDAL	NECATIVE	DNIK
National Park Service 2016			NEGATIVE	DNK
Midwest 2016	77.4% 81.9%	10.5% 9.2%	12.0%	22
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	68.0%	8.0%	8.9% 24.0%	1
43. My supervisor provides me with opportunities to demonstrate my leadership sk		0.070	24.070	
45. My supervisor provides the with opportunities to demonstrate my leadership sk		NEUTRAL	NEGATIVE	DNK
National Park Service 2016	67.7%	15.1%	17.2%	23
Midwest 2016	70.8%	15.1%	14.2%	3
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	76.0%	4.0%	20.0%	
44. Discussions with my supervisor about my performance are worthwhile.	70.070	4.070	20.070	
44. Discussions with my supervisor about my performance are worthwine.	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	59.8%	19.3%	20.9%	67
Midwest 2016	62.3%	20.4%	17.3%	8
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	52.0%	24.0%	24.0%	
45. My supervisor is committed to a workforce representative of all segments of so		,	, , ,	
sup s. ricor to committee to a monatorio reprocentative of all cognitite of se	POSITIVE	NEUTRAI	NEGATIVE	DNK
National Park Service 2016	64.8%	23.3%	11.9%	358
Midwest 2016	70.4%	20.4%	9.1%	33
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	58.3%	20.8%	20.8%	-
46. My supervisor provides me with constructive suggestions to improve my job pe			_0.070	
Supervisor provided the man constructive daggestions to improve my job pe		NFUTRAI	NEGATIVE	DNK
National Park Service 2016	57.2%	21.7%	21.2%	35
Midwest 2016	58.7%	22.0%	19.3%	2
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	41.7%	25.0%	33.3%	<u> </u>
			/ -	

47. Supervisors in my work unit support employee development.	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	63.1%	17.5%	19.5%	71
Midwest 2016	63.9%	20.5%	15.7%	7
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	56.0%	24.0%	20.0%	-
48. My supervisor listens to what I have to say.	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	74.3%	12.0%	13.7%	
Midwest 2016	74.5%	12.3%	13.2%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	64.0%	12.0%	24.0%	
49. My supervisor treats me with respect.				
To. My supervisor treate the warrespect.	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	78.8%	10.1%	11.1%	
Midwest 2016	78.8%	11.2%	10.0%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	68.0%	12.0%	20.0%	
50. In the last six months, my supervisor has talked with me about my performance.		NEUTRAL	NEGATIVE	
National Park Service 2016	76.1%	9.8%	14.0%	
Midwest 2016	78.8%	8.7%	12.5%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	52.0%	12.0%	36.0%	
51. I have trust and confidence in my supervisor.	J2.0 /0	12.070	55.070	
or. Thave trust and confidence in my supervisor.	POSITIVE	NEUTRAL	NEGATIVE	
National Dark Caprice 2040				
National Park Service 2016 Midwest 2016	63.3%	17.0% 15.7%	19.7% 19.4%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	64.9% 52.0%	20.0%	28.0%	
		20.0%	20.0%	
52. Overall, how good a job do you feel is being done by your immediate supervisor		NEUTRAL	NEGATIVE	
National Park Service 2016	65.6%	19.2%	15.2%	
Midwest 2016	66.6%	19.6%	13.8%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	64.0%	16.0%	20.0%	
Leadership				
53. In my organization, senior leaders generate high levels of motivation and comm	itmont in the	workforce		
33. III my organization, senior leaders generate high levels of motivation and commi			NEGATIVE	DNK
National Park Service 2016	31.2%	24.6%	44.2%	
Midwest 2016	36.4%	23.5%	44.2%	73 9
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	29.2%	16.7%	54.2%	1
54. My organization's senior leaders maintain high standards of honesty and integri		10.7 /6	J4.2 /6	- 1
54. My organization's senior leaders maintain high standards or nonesty and integri		NEUTDAL	NEGATIVE	DNK
National Dark Camina 2010				
National Park Service 2016	41.4%	24.8%	33.8%	260
Midwest 2016	46.9%	22.0%	31.1% 40.0%	22
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	48.0%	12.0%	40 0%	
			10.070	-
55. Supervisors work well with employees of different backgrounds.	DOCITIVE		•	- DNIZ
		NEUTRAL	NEGATIVE	DNK
National Park Service 2016	57.1%	NEUTRAL 25.0%	NEGATIVE 17.9%	338
National Park Service 2016 Midwest 2016	57.1% 62.4%	NEUTRAL 25.0% 24.4%	NEGATIVE 17.9% 13.2%	338 34
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	57.1%	NEUTRAL 25.0%	NEGATIVE 17.9%	338
National Park Service 2016 Midwest 2016	57.1% 62.4% 48.0%	NEUTRAL 25.0% 24.4% 36.0%	17.9% 13.2% 16.0%	338 34 -
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 56. Managers communicate the goals and priorities of the organization.	57.1% 62.4% 48.0% POSITIVE	NEUTRAL 25.0% 24.4% 36.0% NEUTRAL	NEGATIVE 17.9% 13.2% 16.0% NEGATIVE	338 34 - DNK
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 56. Managers communicate the goals and priorities of the organization. National Park Service 2016	57.1% 62.4% 48.0% POSITIVE 47.7%	NEUTRAL 25.0% 24.4% 36.0% NEUTRAL 22.6%	NEGATIVE 17.9% 13.2% 16.0% NEGATIVE 29.7%	338 34 - DNK 65
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 56. Managers communicate the goals and priorities of the organization. National Park Service 2016 Midwest 2016	57.1% 62.4% 48.0% POSITIVE 47.7% 54.6%	NEUTRAL 25.0% 24.4% 36.0% NEUTRAL 22.6% 20.9%	NEGATIVE 17.9% 13.2% 16.0% NEGATIVE 29.7% 24.6%	338 34 - DNK 65 9
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 56. Managers communicate the goals and priorities of the organization. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	57.1% 62.4% 48.0% POSITIVE 47.7% 54.6% 40.0%	NEUTRAL 25.0% 24.4% 36.0% NEUTRAL 22.6% 20.9% 16.0%	NEGATIVE 17.9% 13.2% 16.0% NEGATIVE 29.7%	338 34 - DNK 65
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 56. Managers communicate the goals and priorities of the organization. National Park Service 2016 Midwest 2016	57.1% 62.4% 48.0% POSITIVE 47.7% 54.6% 40.0% oals and obje	NEUTRAL 25.0% 24.4% 36.0% NEUTRAL 22.6% 20.9% 16.0% actives.	NEGATIVE 17.9% 13.2% 16.0% NEGATIVE 29.7% 24.6% 44.0%	338 34 - DNK 65 9
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 56. Managers communicate the goals and priorities of the organization. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 57. Managers review and evaluate the organization's progress toward meeting its g	57.1% 62.4% 48.0% POSITIVE 47.7% 54.6% 40.0% oals and obje	NEUTRAL 25.0% 24.4% 36.0% NEUTRAL 22.6% 20.9% 16.0% cctives. NEUTRAL	NEGATIVE 17.9% 13.2% 16.0% NEGATIVE 29.7% 24.6% 44.0% NEGATIVE	338 34 - DNK 65 9 -
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 56. Managers communicate the goals and priorities of the organization. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 57. Managers review and evaluate the organization's progress toward meeting its g	57.1% 62.4% 48.0% POSITIVE 47.7% 54.6% 40.0% oals and obje POSITIVE 44.5%	NEUTRAL 25.0% 24.4% 36.0% NEUTRAL 22.6% 20.9% 16.0% cctives. NEUTRAL 29.0%	NEGATIVE 17.9% 13.2% 16.0% NEGATIVE 29.7% 24.6% 44.0% NEGATIVE 26.5%	338 34 - DNK 65 9
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 56. Managers communicate the goals and priorities of the organization. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 57. Managers review and evaluate the organization's progress toward meeting its g National Park Service 2016 Midwest 2016	57.1% 62.4% 48.0% POSITIVE 47.7% 54.6% 40.0% oals and obje	NEUTRAL 25.0% 24.4% 36.0% NEUTRAL 22.6% 20.9% 16.0% cctives. NEUTRAL	NEGATIVE 17.9% 13.2% 16.0% NEGATIVE 29.7% 24.6% 44.0% NEGATIVE	338 34 DNK 65 9 DNK 429 43
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 56. Managers communicate the goals and priorities of the organization. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 57. Managers review and evaluate the organization's progress toward meeting its g National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	57.1% 62.4% 48.0% POSITIVE 47.7% 54.6% 40.0% oals and obje POSITIVE 44.5% 52.6% 39.1%	NEUTRAL 25.0% 24.4% 36.0% NEUTRAL 22.6% 20.9% 16.0% actives. NEUTRAL 29.0% 25.5% 34.8%	NEGATIVE 17.9% 13.2% 16.0% NEGATIVE 29.7% 24.6% 44.0% NEGATIVE 26.5% 21.9% 26.1%	338 34 DNK 65 9 DNK 429 43 2
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 56. Managers communicate the goals and priorities of the organization. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 57. Managers review and evaluate the organization's progress toward meeting its g National Park Service 2016 Midwest 2016	57.1% 62.4% 48.0% POSITIVE 47.7% 54.6% 40.0% oals and obje POSITIVE 44.5% 52.6% 39.1%	NEUTRAL 25.0% 24.4% 36.0% NEUTRAL 22.6% 20.9% 16.0% actives. NEUTRAL 29.0% 25.5% 34.8%	NEGATIVE 17.9% 13.2% 16.0% NEGATIVE 29.7% 24.6% 44.0% NEGATIVE 26.5% 21.9% 26.1%	338 34 DNK 65 9 DNK 429 43 2
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 56. Managers communicate the goals and priorities of the organization. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 57. Managers review and evaluate the organization's progress toward meeting its g National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	57.1% 62.4% 48.0% POSITIVE 47.7% 54.6% 40.0% oals and obje POSITIVE 44.5% 52.6% 39.1% out projects, g	NEUTRAL 25.0% 24.4% 36.0% NEUTRAL 22.6% 20.9% 16.0% ectives. NEUTRAL 29.0% 25.5% 34.8% goals, neede	NEGATIVE 17.9% 13.2% 16.0% NEGATIVE 29.7% 24.6% 44.0% NEGATIVE 26.5% 21.9% 26.1%	338 34 DNK 65 9 DNK 429 43 2
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 56. Managers communicate the goals and priorities of the organization. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 57. Managers review and evaluate the organization's progress toward meeting its g National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	57.1% 62.4% 48.0% POSITIVE 47.7% 54.6% 40.0% oals and obje POSITIVE 44.5% 52.6% 39.1% out projects, g	NEUTRAL 25.0% 24.4% 36.0% NEUTRAL 22.6% 20.9% 16.0% ectives. NEUTRAL 29.0% 25.5% 34.8% goals, neede	NEGATIVE 17.9% 13.2% 16.0% NEGATIVE 29.7% 24.6% 44.0% NEGATIVE 26.5% 21.9% 26.1% dresources)	338 34 DNK 65 9 DNK 429 43 2
National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 56. Managers communicate the goals and priorities of the organization. National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 57. Managers review and evaluate the organization's progress toward meeting its g National Park Service 2016 Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 58. Managers promote communication among different work units (for example, above	57.1% 62.4% 48.0% POSITIVE 47.7% 54.6% 40.0% oals and obje POSITIVE 44.5% 52.6% 39.1% out projects, g POSITIVE	NEUTRAL 25.0% 24.4% 36.0% NEUTRAL 22.6% 20.9% 16.0% ctives. NEUTRAL 29.0% 25.5% 34.8% goals, neede NEUTRAL	NEGATIVE 17.9% 13.2% 16.0% NEGATIVE 29.7% 24.6% 44.0% NEGATIVE 26.5% 21.9% 26.1% ad resources) NEGATIVE	338 34 - DNK 65 9 - DNK 429 43 2

59. Managers support collaboration across work units to accomplish work objectives		NEUTRAL	NEGATIVE	DNK
National Park Service 2016	48.5%	22.5%	29.1%	140
Midwest 2016	53.4%	22.6%	24.0%	9
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	44.0%	20.0%	36.0%	-
60. Overall, how good a job do you feel is being done by the manager directly above	your immed	liate supervi	sor?	
	-		NEGATIVE	DNK
National Park Service 2016	49.1%	26.6%	24.3%	300
Midwest 2016	52.6%	23.1%	24.3%	29
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	50.0%	12.5%	37.5%	1
61. I have a high level of respect for my organization's senior leaders.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	42.6%	26.0%	31.3%	58
Midwest 2016	45.7%	24.5%	29.8%	6
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	36.0%	20.0%	44.0%	-
62. Senior leaders demonstrate support for Work/Life programs.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2016	48.9%	27.0%	24.2%	419
Midwest 2016	55.8%	24.3%	19.9%	52
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	40.0%	20.0%	40.0%	5
My Satisfaction				
63. How satisfied are you with your involvement in decisions that affect your work?				
So. From Sudicined and you man your involvement in decisions that affect your work!	POSITIVE	NEITEAL	NEGATIVE	
National Park Service 2016	47.9%	21.1%	31.0%	
Midwest 2016	54.8%	17.2%	28.1%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	56.0%	8.0%	36.0%	
64. How satisfied are you with the information you receive from management on what				
04. How satisfied are you with the information you receive from management on wha		-	NEGATIVE	
National Park Service 2016				
	41.8%	22.1%	36.1%	
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	45.2% 44.0%	23.0% 16.0%	31.8% 40.0%	
	44.070	10.070	40.070	
65. How satisfied are you with the recognition you receive for doing a good job?	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	43.9%	24.1%	32.0%	
Midwest 2016	51.1%	22.9%	26.0%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	56.0%	16.0%	28.0%	
66. How satisfied are you with the policies and practices of your senior leaders?				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	33.6%	29.6%	36.8%	
Midwest 2016	38.7%	28.7%	32.6%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	40.0%	20.0%	40.0%	
67. How satisfied are you with your opportunity to get a better job in your organization				
orrespondently to got a bottor job in your organization		NEUTRAL	NEGATIVE	
National Park Service 2016	32.0%	26.3%	41.7%	
Midwest 2016	36.6%	25.7%	37.7%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	28.0%	36.0%	36.0%	
68. How satisfied are you with the training you receive for your present job?	20.070	50.070	30.070	
oo. How satisfied are you with the training you receive for your present Job?	DOSITIVE	NEUTDAI	NEGATIVE	
National Park Sanijas 2016				
National Park Service 2016	45.6%	24.3%	30.1%	
Midwest 2016	51.0%	24.6%	24.4%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	40.0%	28.0%	32.0%	
69. Considering everything, how satisfied are you with your job?	DOCITIVE	NEUTDAY	NECATIVE	
National Park Caping 2046			NEGATIVE	
National Park Service 2016	62.0%	17.7%	20.3%	
Midwest 2016	65.6%	16.2%	18.3%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016 70. Considering even thing, how estinfied are you with your pay?	60.0%	12.0%	28.0%	
70. Considering everything, how satisfied are you with your pay?	DOCITIVE	NICHTO A	NICO ATIVE	
			NEGATIVE	
National Park Service 2016	54.2%	17.8%	28.1%	
Midwest 2016 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	61.5% 36.0%	14.1% 28.0%	24.4% 36.0%	

71. Considering everything, how satisfied are you with your organization?	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2016	50.4%	22.0%	27.7%	
Midwest 2016	56.0%	18.4%	25.6%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	40.0%	24.0%	36.0%	
72. Have you been notified whether or not you are eligible to telework?				
	YES-	YES-Not		Not
	Eligible	Eligible	NO	Sure
National Park Service 2016	46.4%	20.3%	24.3%	9.0%
Midwest 2016	49.5%	21.4%	22.4%	6.7%
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	8.3%	41.7%	45.8%	4.2%
73. Please select the response below that BEST describes your teleworking situal	NPS	MW	Park/Office	
talawark 3 or mara days par wook	2.8%	2.3%	0.0%	
telework 3 or more days per week. I telework 1 or 2 work days per week.	10.0%	7.9%	0.0%	
I telework, but no more than 1 or 2 days per month.		4.6%	0.0%	
I telework, but no more than 1 or 2 days per month. I telework very infrequently, on an unscheduled or short-term basis.	6.6% 18.8%	21.4%	0.0%	
I do NOT telework because I have to be physically present on the job.	35.5%	35.5%	80.0%	
I do NOT telework because I have technical issues.	3.6%	2.1%	0.0%	
I do NOT telework because I did not receive approval to do so.	11.8%	13.7%	16.0%	
I do NOT telework because I choose not to telework.	10.8%	12.5%	4.0%	
74. Do you participate in Alternative work schedules (AWS)?	10.070	12.070	1.070	
The you participate in the matter from conformation (thro).	YES	NO	NOT AVAIL	ABLE
National Park Service 2016	46.4%	36.1%	17.5%	
Midwest 2016	44.4%	38.4%	17.2%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	16.0%	48.0%	36.0%	
75. Do you participate in Health and Wellness Programs (for example, exercise, r	medical screenii	ng, quit smo	king program	ıs)?
	YES	NO	NOT AVAIL	
National Park Service 2016	28.1%	51.0%	20.8%	
Midwest 2016	25.2%	49.5%	25.2%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	12.0%	56.0%	32.0%	
76. Do you participate in the Employee Assistance Program (EAP)?				
	YES	NO	NOT AVAIL	ABLE
National Park Service 2016	24.2%	73.5%	2.4%	
Midwest 2016	26.5%	71.5%	1.9%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	24.0%	72.0%	4.0%	
77. Do you participate in Child care programs (for example, daycare, parenting classes)	asses, parentin YES	g support gr NO	oups)? NOT AVAIL	ABLE
National Park Service 2016	1.4%	69.1%	29.5%	
Midwest 2016	1.3%	65.7%	32.9%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	0.0%	52.0%	48.0%	
78. Do you participate in Elder care programs (for example, support groups, spea				
	YES	NO	NOT AVAIL	ABLE
National Park Service 2016	1.5%	70.2%	28.4%	
Midwest 2016	2.1%	65.1%	32.8%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	0.0%	56.0%	44.0%	
Work/Life				
79. How satisfied are you with the Telework program in your agency?*				
	POSITIVE	NEUTRAL	NEGATIVE	NBJ
National Park Service 2016	76.7%	14.0%	9.4%	6
Midwest 2016	82.3%	9.4%	8.3%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016		-	•	-
Results for this item only include employees who indicated that they participated in the Telework pro	ů .			
80. How satisfied are you with the Alternative Work Schedules (AWS) program in		NEUTRAL	NEGATIVE	NBJ
National Park Service 2016	89.2%	7.9%	3.0%	4
Midwest 2016	87.0%	8.1%	4.9%	
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	50.0%	50.0%	0.0%	
* Results for this item only include employees who indicated that they participated in the Alternative W				

81. How satisfied are you with the Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) in your agency?*

	POSITIVE	NEUTRAL	NEGATIVE	NBJ
National Park Service 2016	71.4%	21.7%	6.9%	77
Midwest 2016	74.0%	21.3%	4.7%	5
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	66.7%	33.3%	0.0%	-

* Results for this item only include employees who indicated that they participated in Health and Wellness Programs on item #75.

82. How satisfied are you		

	- 3 - 1	, , ,	- ,		_	
			POSITIVE	NEUTRAL	NEGATIVE	NBJ
National Park Service 2016			74.4%	20.5%	5.1%	106
Midwest 2016			77.9%	19.8%	2.3%	14
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016			100.0%	0.0%	0.0%	1

^{*} Results for this item only include employees who indicated that they participated in the Employee Assistance Program on item #76.

83. How satisfied are you with the Child Care Programs (for example, daycare, parenting classes, parenting support groups) in your agency?*

	POSITIVE	NEUTRAL	NEGATIVE	NBJ
National Park Service 2016	57.0%	40.3%	2.7%	25
Midwest 2016	100.0%	0.0%	0.0%	4
JEFFERSON NATIONAL EXPANSION MEMORIAL 2016	-	-	-	-

^{*} Results for this item only include employees who indicated that they participated in Child Care Programs on item #77.

84. How satisfied are you with the Elder Care Programs (for example, support groups	s, speakers)	in your age	ncy?*	
	POSITIVE	NEUTRAL	NEGATIVE	NBJ
National Park Service 2016	50.8%	47.0%	2.3%	30

 National Park Service 2016
 50.8%
 47.0%
 2.3%
 30

 Midwest 2016
 75.0%
 25.0%
 0.0%
 5

 JEFFERSON NATIONAL EXPANSION MEMORIAL 2016
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^{*} Results for this item only include employees who indicated they participate in Elder Care Programs on item #78.