

United States Department of the Interior

NATIONAL PARK SERVICE Gateway Arch National Park 11 North Fourth Street St. Louis, Missouri 63102-1882

May 21, 2018

10.A(JEFF)

Memorandum

To: All NPS Employees, Gateway Arch National Park

From: Superintendent, Gateway Arch National Park

Subject: Results of 2017 Employee Viewpoint Survey

Attached is the park report for the 2017 Employee Viewpoint Survey. Thank you to everyone who participated in last year's survey, and I encourage everyone to participate in the 2018 survey which is currently ongoing. Compared to the 2016 survey results, in 2017 we saw improvement in some areas and decline in other areas but overall, we continue to trend slightly lower than the median service-wide average.

Last year we formed a Park Employee Viewpoint Task Force to study the survey results and propose possible solutions to improve employee satisfaction. Task Force members initially concentrated on communication as a topic of discussion and as a result, we have made improvements in how much and how often we disseminate important information. In the coming year we plan to expand the Task Force to include partner employees as a way to broaden our understanding of issues that affect overall employee satisfaction at the park.

I encourage you to discuss the results with coworkers and your supervisor, and forward your comments and suggestions to any Task Force member. Thank you for your support as always.

Michael M. Ward

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Attachment

2017 Employee Viewpoint Survey

2017 Federal Employee Viewpoint Survey Results for: Jefferson National Expansion Memorial



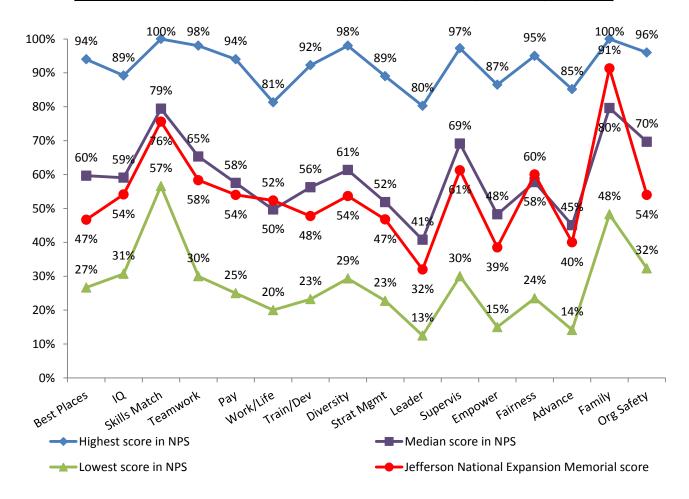
December 2017



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	2017	2016	2015
Best Places to Work Index	47%	49%	46%
New Inclusion Quotient (IQ) Index	54%	50%	48%
Employee Skills/Mission Match Index	76%	84%	71%
Teamwork Index	58%	59%	50%
Pay Index	54%	36%	50%
Work/Life Balance Index	52%	48%	57%
Training/Development Index	48%	52%	46%
Support for Diversity Index	54%	45%	46%
Strategic Management Index	47%	41%	39%
Effective Leadership - Leader Index	32%	39%	25%
Effective Leadership - Supervisor Index	61%	62%	56%
Effective Leadership - Empowerment Index	39%	43%	36%
Effective Leadership - Fairness Index	60%	55%	52%
Performance-Based Rewards & Advancement Index	40%	40%	33%
Family Friendly Culture Index	91%	72%	70%
Organizational Safety Index	54%	53%	62%



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

Roct Blac	Best Places to Work Index		Percent Positive (2017)		
Dest Flat	Les to work index	Park/Office	MW	NPS	
Question	Index Score	47%	62%	59%	
40	I recommend my organization as a good place to work.	43%	64%	61%	
69	Considering everything, how satisfied are you with your job?	58%	66%	64%	
71	Considering everything, how satisfied are you with your organization?	39%	57%	53%	

Move Indi	usion Quotiont (IQ) Index	Percent	Positive (2	2017)
new incl	usion Quotient (IQ) Index	Park/Office	MW	NPS
	Index Score	54%	62%	58%
<mark>Q - Fair</mark> n	ess Index	Percent Park/Office	Positive (2	2017) NPS
Question	Index Score	48%	53%	46%
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28%	36%	31%
24	In my work unit, differences in performance are recognized in a meaningful way.	32%	40%	35%
25	Awards in my work unit depend on how well employees perform their jobs.	38%	49%	46%
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	66%	62%	52%
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.	78%	76%	67%
Q - Oper	nnes Index		Positive (2	
Question		Park/Office	MW FO9/	NPS
32	Index Score	47%	59%	54%
34	Creativity and innovation are rewarded. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in	29% 43%	45% 55%	38% 49%
-	awareness of diversity issues, mentoring).			
45	My supervisor is committed to a workforce representative of all segments of society.	65%	72%	68%
55	Supervisors work well with employees of different backgrounds.	53%	65%	62%

IQ - Cooperative Index			Positive (
Question	Index Score	Park/Office 39%	MW 58%	NPS 51%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	37%	56%	48%
59	Managers support collaboration across work units to accomplish work objectives.	41%	60%	54%
IQ - Supp	ortive Index	Percent Park/Office	Positive (MW	2017) NPS
Question	Index Score	74%	75%	75%
42	My supervisor supports my need to balance work and other life issues.	74%	79%	80%
46	My supervisor provides me with constructive suggestions to improve my job performance.	57%	60%	60%
48	My supervisor listens to what I have to say.	81%	77%	77%
49	My supervisor treats me with respect.	88%	81%	80%
50	In the last six months, my supervisor has talked with me about my performance.	69%	79%	79%
IQ - Emp	owering Index		Positive (
		Park/Office	MW	NPS
Question	Index Score	51%	61%	57%
2	I have enough information to do my job well.	62%	70%	65%
3	I feel encouraged to come up with new and better ways of doing things.	55%	64%	61%
11	My talents are used well in the workplace.	54%	63%	58%
30	Employees have a feeling of personal empowerment with respect to work processes.	34%	48%	43%

Employe	Employee Skills/Mission Match Index		Percent Positive (2017)		
Lilipioye	Employee Skiiis/Mission Match Muex		Park/Office	MW	NPS
Question		Index Score	76%	81%	78%
4	My work gives me a feeling of personal acco	mplishment.	70%	77%	74%
5	I like the kind of work I do.		88%	89%	86%
11	My talents are used well in the workplace.		54%	63%	58%
12	I know how my work relates to the agency's optionities.	goals and	83%	87%	82%
13	The work I do is important.		83%	92%	91%

Teamwork Index		Percent Positive (2017)		
Tealliwoi	realliwork index		MW	NPS
Question	Index Score	58%	69%	65%
20	The people I work with cooperate to get the job done.	67%	76%	73%
26	Employees in my work unit share job knowledge with each other.	71%	74%	72%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	37%	56%	48%

Pay Index		Percent Positive (2017)		
ray illue		Park/Office	MW	NPS
Question	Index Score	54%	61%	56%
70	Considering everything, how satisfied are you with your pay?	54%	61%	56%

Work/Life Balance Index		Percent Positive (2017)			
		Park/Office 52%	MW 529/	NPS 50%	
Question	index Score	32 %	53%	50%	
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	33%	36%	30%	
10	My workload is reasonable.	50%	42%	40%	
42	My supervisor supports my need to balance work and other life issues.	74%	79%	80%	

Training/	Training/Development Index		Percent Positive (2017) Park/Office MW NF		
Question	Index Score		59%	56%	
1	I am given a real opportunity to improve my skills in my organization.	51%	65%	62%	
2	I have enough information to do my job well.	62%	70%	65%	
18	My training needs are assessed.	40%	49%	47%	
68	How satisfied are you with the training you receive for your present job?	38%	53%	49%	

Support for Diversity Index		Percent Positive (2017)		
		Park/Office	MW	NPS
Question	Index Score	54%	64%	60%
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	43%	55%	49%
45	My supervisor is committed to a workforce representative of all segments of society.	65%	72%	68%
55	Supervisors work well with employees of different backgrounds.	53%	65%	62%

Strategic Management Index		Percent Positive (2017)		
Strategic	management muex	Park/Office	MW	NPS
Question	Index Score	47%	57%	51%
21	My work unit is able to recruit people with the right skills.	28%	44%	37%
27	The skill level in my work unit has improved in the past year.	43%	55%	53%
29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71%	70%	65%
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	45%	57%	50%

Effective	Effective Leadership - Leader Index		Percent Positive (2017) Park/Office MW NPS		
Question	Index Score		45%	40%	
53	In my organization, leaders generate high levels of motivation and commitment in the workforce.	24%	37%	32%	
54	My organization's leaders maintain high standards of honesty and integrity.	34%	44%	40%	
61	I have a high level of respect for my organization's senior leaders.	38%	47%	43%	
64	How satisfied are you with the information you receive from management on what's going on in your organization?	32%	52%	47%	

Effective Leadership - Supervisor Index		Percent Positive (2017)				
Lilective	Leader Ship - Supervisor index	Park/Office	MW	NPS		
Question	Index Score	61%	68%	67%		
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	64%	71%	70%		
44	Discussions with my supervisor about my performance are worthwhile.	64%	65%	63%		
47	Supervisors in my work unit support employee development.	50%	67%	67%		
52	Overall, how good a job do you feel is being done by your immediate supervisor?	67%	69%	69%		

Effoctivo	Effective Leadership - Empowerment Index			(2017)
Lifective LeaderShip - Linpowerment index		Park/Office	MW	NPS
Question	Index Score	39%	52%	48%
30	Employees have a feeling of personal empowerment with respect to work processes.	34%	48%	43%
63	How satisfied are you with your involvement in decisions that affect your work?	43%	57%	53%

Effoctivo	Leadership - Fairness Index	Percent Positive (2017)			
Ellective	Leader Ship - Fairness muex	Park/Office	MW	NPS	
Question	Index Score	60%	63%	57%	
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	54%	65%	61%	
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	66%	62%	52%	

Performanc	e-Based Rewards & Advancement Index	Percent Positive (2017)				
		Park/Office	MW	NPS		
Question	Index Score	40%	49%	45%		
15	My performance appraisal is a fair reflection of my performance.	76%	69%	68%		
22	Promotions in my work unit are based on merit.	28%	36%	34%		
31	Employees are recognized for providing high quality products and services.	43%	53%	47%		
32	Creativity and innovation are rewarded.	29%	45%	38%		
65	How satisfied are you with the recognition you receive for doing a good job?	37%	52%	48%		
67	How satisfied are you with your opportunity to get a better job in your organization?	27%	36%	32%		

Family-Friendly Culture Index*		Percent Positive (2017)			
		Park/Office	MW	NPS	
	Index Score*	91%	79%	79%	
79	Satisfaction with telework*	-	80%	79%	
80	Satisfaction with alternative work schedules (AWS)*	100%	88%	91%	
81	Satisfaction with Health and Wellness Programs*	86%	70%	71%	
82	Satisfaction with Employee Assistance Program (EAP)*	88%	80%	76%	

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

Organizational Safety Index		Percent Positive (2017)				
Organiz	ational Salety index	Park/Office	MW	NPS		
	Index Score	54%	73%	67%		
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	38%	71%	66%		
35	Employees are protected from health and safety hazards on the job.	51%	82%	75%		
36	My organization has prepared employees for potential security threats.	73%	67%	61%		

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 2017	62.0%	16.2%	21.7%	
Midwest Region 2017	64.7%	15.0%	20.3%	
Jefferson National Expansion Memorial 2017	51.2%	22.0%	26.8%	
2. I have enough information to do my job well.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	65.3%	16.8%	17.9%	
Midwest Region 2017	70.4%	14.6%	15.0%	
Jefferson National Expansion Memorial 2017	61.9%	16.7%	21.4%	
3. I feel encouraged to come up with new and better ways of doing things.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	61.4%	16.7%	21.9%	
Midwest Region 2017	64.3%	16.7%	19.0%	
Jefferson National Expansion Memorial 2017	55.0%	22.5%	22.5%	
4. My work gives me a feeling of personal accomplishment.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	73.6%	13.7%	12.7%	
Midwest Region 2017	76.9%	11.1%	12.0%	
Jefferson National Expansion Memorial 2017	70.0%	15.0%	15.0%	
5. I like the kind of work I do.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	86.4%	8.8%	4.8%	
Midwest Region 2017	88.6%	7.1%	4.3%	
Jefferson National Expansion Memorial 2017	88.1%	9.5%	2.4%	
6. I know what is expected of me on the job.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	75.1%	13.1%	11.8%	
Midwest Region 2017	77.3%	12.0%	10.7%	
Jefferson National Expansion Memorial 2017	70.7%	22.0%	7.3%	
7. When needed I am willing to put in the extra effort to get a job done.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	95.3%	3.0%	1.7%	
Midwest Region 2017	95.7%	3.1%	1.2%	
Jefferson National Expansion Memorial 2017	88.1%	11.9%	0.0%	
8. I am constantly looking for ways to do my job better.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	91.1%	7.6%	1.3%	
Midwest Region 2017	91.7%	7.7%	0.6%	
Jefferson National Expansion Memorial 2017	85.4%	14.6%	0.0%	
I have sufficient resources (for example, people, materials, budget) to get my join			N=0 :::	B
N. d. 10 10 1 20 7			NEGATIVE	DNK
National Park Service 2017	30.5%	14.8%	54.7%	12
Midwest Region 2017	36.3%	13.3%	50.4%	1
Jefferson National Expansion Memorial 2017	33.3%	14.3%	52.4%	-
10. My workload is reasonable.	DOCITIVE.	NEUTDAY	NEC ATIVE	DNII
Medianal Dady Camina 0047			NEGATIVE	DNK
National Park Service 2017	40.4%	17.6%	42.0%	3
Midwest Region 2017	42.2%	17.4%	40.3%	-
Jefferson National Expansion Memorial 2017	50.0%	16.7%	33.3%	-

11. Ny service 2017 60.5	AA M (allege are readered) to the constalling				
Material Plans Sanction 2017	11. My talents are used well in the workplace.	POSITIVE	NEUTRAI	NEGATIVE	DNK
Molecus Region 2017	National Park Service 2017				
Authorn Park Service 2017 Sa 8% 16.4% 30.9%					
12. Is now how my work relates to the agency/s goals and priorities. POSITIVE NEUTRAL NEGATIVE DIK National Park Service 2017 82.2% 10.0% 7.2% 16.	9				
POSITIVE NEUTRAL NEGATIVE No. 100 No. 1					
Mational Park Service 2017 96.2% 10.9% 7.2% 19.8% 18.8% 18.5% 17.5% 1.3% 18.5% 1	12. Third will work folded to the agency o goals and phonics.	POSITIVE	NEUTRAL	NEGATIVE	DNK
Midwest Region 2017	National Park Service 2017				
13. The work I do is important: POSITIVE NEUTRAL NEGATIVE DNK					-
POSITIVE NEUTRAL NECATIVE Network Ne	Jefferson National Expansion Memorial 2017	83.3%	9.5%	7.1%	-
National Park Service 2017 91.5% 6.2% 2.4% 15.	13. The work I do is important.				
Midwest Ragion 2017 83.9% 19.9% 4.8% 1.9% 4.9% 4.8% 1.9% 4.8% 1.9% 4.8% 1.9% 4.8% 1.9% 4.8% 1.9% 4.8% 1.9% 4.8% 1.9% 4.8% 1.9% 4.8% 1.9% 4.8% 1.9% 4.8% 1.9% 4.8% 1.9% 4.8%		POSITIVE	NEUTRAL	NEGATIVE	DNK
Jefferson National Expansion Memorial 2017 83.3% 11.9% 4.9% 1.4. Physical Conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. POSITIVE NEUTRAL NEGATIVE DINK National Park Service 2017 66.3% 14.9% 18.8% 2.5 Midwest Region 2017 70.9% 13.1% 16.0% 2.3 Jefferson National Expansion Memorial 2017 38.1% 11.9% 16.0% 2.3 Jefferson National Expansion Memorial 2017 70.9% 13.1% 16.0% 2.3 Jefferson National Expansion Memorial 2017 70.9% 13.1% 16.0% 2.3 Jefferson National Expansion Memorial 2017 70.5% 14.6% 14.9% 11.8 Midwest Region 2017 69.2% 15.9% 16.9% 11.8 Midwest Region 2017 70.6% 14.6% 9.0% 1.3 Jefferson National Expansion Memorial 2017 70.6% 13.2% 7.3% 3.6 Midwest Region 2017 70.6% 13.2% 7.3% 3.6 Midwest Region 2017 70.7% 19.5% 9.9% 1.3 Jefferson National Expansion Memorial 2017 70.7% 19.5% 9.9% 1.3 Jefferson National Expansion Memorial 2017 70.7% 19.5% 9.9% 1.3 Jefferson National Expansion Memorial 2017 70.7% 19.5% 9.9% 1.3 Jefferson National Expansion Memorial 2017 70.7% 19.5% 9.9% 1.3 Jefferson National Expansion Memorial 2017 70.7% 19.5% 9.9% 1.3 Jefferson National Expansion Memorial 2017 70.7% 19.5% 9.9% 1.3 Jefferson National Expansion Memorial 2017 70.7% 19.5% 9.9% 1.3 Jefferson National Expansion Memorial 2017 70.7% 19.5% 9.9% 1.3 Jefferson National Expansion Memorial 2017 70.7% 19.5% 19.5% 2.3 Jefferson National Expansion Memorial 2017 70.7% 19.5% 19.5% 1.3 Jefferson National Expansion Memorial 2017 70.7% 1.3 Jefferson National Expansio	National Park Service 2017	91.5%	6.2%	2.4%	15
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. National Park Service 2017	Midwest Region 2017	92.1%	6.3%	1.6%	2
National Park Service 2017 66.63% 14.97% 16.07% 2.05	Jefferson National Expansion Memorial 2017	83.3%	11.9%	4.8%	-
POSITIVE NEUTRAL NEGATIVE DNK	14. Physical conditions (for example, noise level, temperature, lighting, cleanliness	in the workpla	ace) allow ei	mployees to p	perform
National Park Service 2017 66.3% 14.9% 16.8% 25 25 25 25 25 25 25 25	their jobs well.				
Midwest Region 2017 38.1% 13.4% 16.0% 2 2 2 2 2 2 2 2 2		POSITIVE	NEUTRAL	NEGATIVE	DNK
Section Sect	National Park Service 2017	66.3%	14.9%	18.8%	25
15. My performance appraisal is a fair reflection of my performance. POSITIVE NEUTRAL NEGATIVE National Park Service 2017 68.1% 15.3% 16.6% 118	Midwest Region 2017	70.9%	13.1%	16.0%	2
POSITIVE NEUTRAL NEGATIVE National Park Service 2017 68.11% 15.3% 14.9% 11.1	·	38.1%	11.9%	50.0%	
National Park Service 2017 68.1% 15.3% 16.6% 118	15. My performance appraisal is a fair reflection of my performance.				
Midwest Region 2017 69.2% 15.9% 14.9% 11 Jefferson National Expansion Memorial 2017 75.6% 14.6% 9.8% - I. C. I am held accountable for achieving results. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 79.6% 13.2% 73.6% 36.8% 3.2		POSITIVE	NEUTRAL	NEGATIVE	DNK
Deference National Expansion Memorial 2017 75.6% 14.6% 9.8% 16.1 am held accountable for achieving results. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 79.6% 13.2% 7.3% 36. Midwest Region 2017 15.5% 12.6% 5.9% 2.2 Jefferson National Expansion Memorial 2017 70.7% 19.5% 9.8% - 1.0% 19.5% 9.8% - 1.0% To raise of the service 2017 15.6% 15.6% 15.6% 15.6% 15.6% 15.6% 2.2 Midwest Region 2017 64.7% 15.6% 15.6% 15.6% 22.5% 23.2% Midwest Region 2017 64.7% 15.6% 19.5% 23.3% 25.8% 19.5% 23.3% 25.8% 23.3% 25.8% 23.3% 25.8% 23.3% 25.8% 23.3% 25.8% 23.3% 25.8% 23.3% 25.8% 23.3% 25.8% 25.8% 23.3% 25.8%	National Park Service 2017	68.1%	15.3%	16.6%	118
National Park Service 2017 79.6% 13.2% 7.3% 36 Midwest Region 2017 79.6% 13.2% 7.3% 36 Midwest Region 2017 81.5% 12.6% 5.9% 2.2 Jefferson National Expansion Memorial 2017 70.7% 19.5% 9.5% 70.7% 19.5% 9.5% 70.7% 19.5% 9.5% 70.7% 19.5% 70.7% 19.5% 70.7% 19.5% 70.7% 70.7% 19.5% 70.7% 70.7% 19.5% 70.7%	Midwest Region 2017	69.2%	15.9%	14.9%	11
National Park Service 2017 13.2% 7.3% 3.6 3.6 3.6 3.2% 3	Jefferson National Expansion Memorial 2017	75.6%	14.6%	9.8%	-
National Park Service 2017 79.6% 13.2% 7.3% 36	16. I am held accountable for achieving results.			_	
Midwest Region 2017		POSITIVE	NEUTRAL	NEGATIVE	DNK
Defersion National Expansion Memorial 2017 17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. POSITIVE NEUTRAL NEGATIVE DNK	National Park Service 2017	79.6%	13.2%		
17.	9				2
National Park Service 2017 60.08% 16.7% 22.6% 232 Midwest Region 2017 61.0% 15.9% 23.2 Jefferson National Expansion Memorial 2017 53.7% 26.8% 19.5% 1 18. My training needs are assessed. POSITIVE NEUTRAL NEGATIVE DIVANTAL DIVANTAL NEGATIVE DIVANTAL DIVANTAL NEGATIVE DIVANTAL D	·		19.5%	9.8%	-
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National Park Service 2017	18. My training needs are assessed.				-
Midwest Region 2017 49.2% 23.3% 27.5% 7 Jefferson National Expansion Memorial 2017 40.5% 28.6% 31.0% - 19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). POSITIVE NEUTRAL NEGATIVE NBJ National Park Service 2017 69.1% 14.1% 16.9% 145 Midwest Region 2017 71.6% 13.8% 14.7% 10 Jefferson National Expansion Memorial 2017 65.9% 22.0% 12.2% 1 My Work Unit POSITIVE NEUTRAL NEGATIVE 20. The people I work with cooperate to get the job done. POSITIVE NEUTRAL NEGATIVE National Park Service 2017 73.4% 12.8% 13.8% Midwest Region 2017 75.8% 10.6% 13.6% Jefferson National Expansion Memorial 2017 66.7% 9.5% 23.8% 21. My work unit is able to recruit people with the right skills. POSITIVE NEUTRAL NEGATIVE NEGATIV	N. (
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Methodes Region 2017	National Park Service 2017				447
Additional Pack Service 2017 27.0% 20.0% 52.5% 20.0% 52.5% 20.0% 52.5% 20.0% 52.5% 20.0% 52.5% 20.0% 52.5% 20.0% 20.0% 52.5% 20.0%					52
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National Park Service 2017	Midwest Region 2017	40.4%	25.3%	34.2%	34
Michaer Park Service 2017	Jefferson National Expansion Memorial 2017	31.7%	24.4%	43.9%	1
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Mediwest Region 2017 38.5% 23.9% 27.4% 23.9% 23.1% 23.9% 23.1% 23.9% 23.1% 23.9% 23.1% 23.9% 23.1% 23.9% 23.1% 23.9% 23.1% 23.9% 23.1% 23.9% 23.1% 23.9% 23.1% 23.9% 23.1% 23.9% 23.1% 23.9% 23.2% 23.9% 23.2%		POSITIVE	NEUTRAL	NEGATIVE	DNK
Addresson National Expansion Memorial 2017 38.5% 38.5% 23.1%	National Park Service 2017	46.3%	22.8%	30.8%	424
National Park Service 2017 13.8% 12.8% 13.8%					27
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National Park Service 2017 72.0% 14.2% 13.8% 12.4%	26. Employees in my work unit share job knowledge with each other.				
Midwest Region 2017					
Jefferson National Expansion Memorial 2017					20
National Park Service 2017 September	· · ·				2
National Park Service 2017 52.8% 27.9% 19.3% 11.5% 17.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 15.5% 19.3% 19.3% 15.5% 19.3%	·	71.4%	11.9%	16.7%	-
National Park Service 2017 52.8% 27.9% 19.3% 16.8% 17.5% 1.3% 1.26% 17.5% 1.3% 1.26% 1.26% 1.25% 1	21. The skill level in my work unit has improved in the past year.	DOSITIVE	MELITRAL	NEC ATIVE	DNIA
Midwest Region 2017 42.9% 42.9% 14.3% -	National Park Convince 2017				
Defersion National Expansion Memorial 2017 42.9% 42.9% 14.3%					17
National Park Service 2017 81.4% 14.7% 3.3%					- 17
National Park Service 2017	· · · · · · · · · · · · · · · · · · ·	42.570	42.570	14.070	
National Park Service 2017 81.4% 14.7% 3.9% Midwest Region 2017 83.3% 13.5% 3.4% 2	20. How would you rate the overall quality of work done by your work unit:	POSITIVE	NFUTRΔI	NEGATIVE	
Midwest Region 2017 83.1% 13.5% 3.4%	National Park Service 2017				
Jefferson National Expansion Memorial 2017 76.2% 21.4% 2.4%					
My Agency					
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. POSITIVE NEUTRAL NEGATIVE DNK					
National Park Service 2017 64.6% 19.0% 16.4% 19.0% 16.4% 19.0% 16.4% 19.0% 16.4% 19.0% 16.4% 19.0% 16.4% 19.0% 16.4% 19.0% 16.4% 19.0% 16.5% 14.2% 14.2% 14.2% 14.2% 15.7% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.1% 14.2% 17.2% 17.1% 14.2% 17.2%		h organizatio	nal goals.		
National Park Service 2017 64.6% 19.0% 16.4% 88	25. The memorial has the job relevant informatige and simile hossessary to accomplise			NEGATIVE	DNK
Midwest Region 2017	National Park Service 2017				83
30. Employees have a feeling of personal empowerment with respect to work processes. POSITIVE NEUTRAL NEGATIVE DNK		70.1%	15.7%	14.2%	6
National Park Service 2017	Jefferson National Expansion Memorial 2017	70.7%	12.2%	17.1%	-
National Park Service 2017	30. Employees have a feeling of personal empowerment with respect to work process				
Midwest Region 2017 47.7% 23.9% 28.4% Jefferson National Expansion Memorial 2017 34.1% 24.4% 41.5% - 31. Employees are recognized for providing high quality products and services. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 47.2% 23.1% 29.8% 12 Midwest Region 2017 42.5% 12.5% 45.0% Jefferson National Expansion Memorial 2017 42.5% 12.5% 45.0% 32. Creativity and innovation are rewarded. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 32.2% 28.4% 33.4% 16 Midwest Region 2017 45.0% 25.7% 29.4% 1 Jefferson National Expansion Memorial 2017 29.3% 29.3% 41.5% - 33. Pay raises depend on how well employees perform their jobs. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 15.5% 27.0% 57.6% 41 Midwest Region 2017 10.5% 28.9% 60.5% 50.5% 34. Policies and programs promote divers	oo. Employees have a recing of personal empowerment with respect to work process	sses.			
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31. Employees are recognized for providing high quality products and services. POSITIVE NEUTRAL NEGATIVE DNK		POSITIVE			DNK
National Park Service 2017 47.2% 23.1% 29.8% 12 Midwest Region 2017 53.4% 20.8% 25.8% 13 Jefferson National Expansion Memorial 2017 42.5% 12.5% 45.0% 32. Creativity and innovation are rewarded. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 45.0% 25.7% 29.4% 15 Jefferson National Expansion Memorial 2017 45.0% 25.7% 29.4% 15 Jefferson National Expansion Memorial 2017 29.3% 29.3% 41.5% -1 33. Pay raises depend on how well employees perform their jobs. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 15.5% 27.0% 57.6% 41 Midwest Region 2017 15.5% 27.0% 57.6% 41 Midwest Region 2017 15.5% 27.0% 57.6% 41 Midwest Region 2017 10.5% 28.9% 60.5% 41 Midwest Region 2017 29.5% 21.4% 31 Midwest Region 2017 2	National Park Service 2017	POSITIVE 43.2%	24.4%	32.4%	
National Park Service 2017 47.2% 23.1% 29.8% 12 Midwest Region 2017 53.4% 20.8% 25.8% 13 Jefferson National Expansion Memorial 2017 42.5% 12.5% 45.0% 32. Creativity and innovation are rewarded. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 38.2% 28.4% 33.4% 16 Midwest Region 2017 45.0% 25.7% 29.4% 1 Jefferson National Expansion Memorial 2017 29.3% 29.3% 41.5% -	National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017	43.2% 47.7%	24.4% 23.9%	32.4% 28.4%	111
Midwest Region 2017 53.4% 20.8% 25.8% 1 Jefferson National Expansion Memorial 2017 42.5% 12.5% 45.0% POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 38.2% 28.4% 33.4% 16 Midwest Region 2017 45.0% 25.7% 29.4% 1 Jefferson National Expansion Memorial 2017 29.3% 29.3% 41.5% - 33. Pay raises depend on how well employees perform their jobs. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 15.5% 27.0% 57.6% 41 Midwest Region 2017 10.5% 28.9% 60.5% 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 49.1% 29.5% 21.4% 31 Midwest Region 2017 55.1% 27.5% 17.4% 3	National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017	43.2% 47.7%	24.4% 23.9%	32.4% 28.4%	111 9 -
Jefferson National Expansion Memorial 2017 42.5% 12.5% 45.0%	National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017	43.2% 47.7% 34.1%	24.4% 23.9% 24.4%	32.4% 28.4% 41.5%	111
National Park Service 2017 Servi	National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 31. Employees are recognized for providing high quality products and services.	43.2% 47.7% 34.1% POSITIVE	24.4% 23.9% 24.4% NEUTRAL	32.4% 28.4% 41.5% NEGATIVE	111 9 -
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awareness of diversity issues, mentoring). POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 49.1% 29.5% 21.4% 31 Midwest Region 2017 55.1% 27.5% 17.4% 3	National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 31. Employees are recognized for providing high quality products and services. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 32. Creativity and innovation are rewarded. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 33. Pay raises depend on how well employees perform their jobs. National Park Service 2017 Midwest Region 2017	POSITIVE 43.2% 47.7% 34.1% POSITIVE 47.2% 53.4% 42.5% POSITIVE 38.2% 45.0% 29.3% POSITIVE 15.5% 17.7%	24.4% 23.9% 24.4% NEUTRAL 23.1% 20.8% 12.5% NEUTRAL 28.4% 25.7% 29.3% NEUTRAL 27.0% 31.0%	32.4% 28.4% 41.5% NEGATIVE 29.8% 25.8% 45.0% NEGATIVE 33.4% 29.4% 41.5% NEGATIVE 57.6% 51.4%	111 9 - DNK 120 11 1 DNK 160 12 - DNK 416 47
POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 49.1% 29.5% 21.4% 31 Midwest Region 2017 55.1% 27.5% 17.4% 3	National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 31. Employees are recognized for providing high quality products and services. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 32. Creativity and innovation are rewarded. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 33. Pay raises depend on how well employees perform their jobs. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017	POSITIVE 43.2% 47.7% 34.1% POSITIVE 47.2% 53.4% 42.5% POSITIVE 38.2% 45.0% 29.3% POSITIVE 15.5% 17.7% 10.5%	24.4% 23.9% 24.4% NEUTRAL 23.1% 20.8% 12.5% NEUTRAL 28.4% 25.7% 29.3% NEUTRAL 27.0% 31.0% 28.9%	32.4% 28.4% 41.5% NEGATIVE 29.8% 25.8% 45.0% NEGATIVE 33.4% 29.4% 41.5% NEGATIVE 57.6% 51.4% 60.5%	111 9 - DNK 120 11 1 DNK 160 12 - DNK 416
National Park Service 2017 49.1% 29.5% 21.4% 31 Midwest Region 2017 55.1% 27.5% 17.4% 3	National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 31. Employees are recognized for providing high quality products and services. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 32. Creativity and innovation are rewarded. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 33. Pay raises depend on how well employees perform their jobs. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 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 workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and program	POSITIVE 43.2% 47.7% 34.1% POSITIVE 47.2% 53.4% 42.5% POSITIVE 38.2% 45.0% 29.3% POSITIVE 15.5% 17.7% 10.5%	24.4% 23.9% 24.4% NEUTRAL 23.1% 20.8% 12.5% NEUTRAL 28.4% 25.7% 29.3% NEUTRAL 27.0% 31.0% 28.9%	32.4% 28.4% 41.5% NEGATIVE 29.8% 25.8% 45.0% NEGATIVE 33.4% 29.4% 41.5% NEGATIVE 57.6% 51.4% 60.5%	111 9 - DNK 120 11 1 DNK 160 12 - DNK 416 47
Midwest Region 2017 55.1% 27.5% 17.4% 3	National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 31. Employees are recognized for providing high quality products and services. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 32. Creativity and innovation are rewarded. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 33. Pay raises depend on how well employees perform their jobs. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 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 workplace (for example, recruiting and programs promote diversity in the workplace (for example, recruiting and program	POSITIVE 43.2% 47.7% 34.1% POSITIVE 47.2% 53.4% 42.5% POSITIVE 38.2% 45.0% 29.3% POSITIVE 15.5% 17.7% 10.5% g minorities a	24.4% 23.9% 24.4% NEUTRAL 23.1% 20.8% 12.5% NEUTRAL 28.4% 25.7% 29.3% NEUTRAL 27.0% 31.0% 28.9% and women,	32.4% 28.4% 41.5% NEGATIVE 29.8% 45.0% NEGATIVE 33.4% 29.4% 41.5% NEGATIVE 57.6% 51.4% 60.5% training in	DNK 120 11 1 DNK 160 12 - DNK 416 47 2
·	National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 31. Employees are recognized for providing high quality products and services. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 32. Creativity and innovation are rewarded. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 33. Pay raises depend on how well employees perform their jobs. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 34. Policies and programs promote diversity in the workplace (for example, recruiting awareness of diversity issues, mentoring).	POSITIVE 43.2% 47.7% 34.1% POSITIVE 47.2% 53.4% 42.5% POSITIVE 38.2% 45.0% 29.3% POSITIVE 15.5% 17.7% 10.5% g minorities as a positive as a	24.4% 23.9% 24.4% NEUTRAL 23.1% 20.8% 12.5% NEUTRAL 28.4% 25.7% 29.3% NEUTRAL 27.0% 31.0% 28.9% and women, NEUTRAL	32.4% 28.4% 41.5% NEGATIVE 29.8% 45.0% NEGATIVE 33.4% 29.4% 41.5% NEGATIVE 57.6% 51.4% 60.5% training in NEGATIVE	DNK 120 11 1 DNK 160 12 DNK 416 47 2
42.370 30.070 Z2.370 I	National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 31. Employees are recognized for providing high quality products and services. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 32. Creativity and innovation are rewarded. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 33. Pay raises depend on how well employees perform their jobs. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 34. Policies and programs promote diversity in the workplace (for example, recruiting awareness of diversity issues, mentoring).	POSITIVE 43.2% 47.7% 34.1% POSITIVE 47.2% 53.4% 42.5% POSITIVE 38.2% 45.0% 29.3% POSITIVE 15.5% 17.7% 10.5% g minorities a POSITIVE 49.1%	24.4% 23.9% 24.4% NEUTRAL 23.1% 20.8% 12.5% NEUTRAL 28.4% 25.7% 29.3% NEUTRAL 27.0% 31.0% 28.9% and women, NEUTRAL 29.5%	32.4% 28.4% 41.5% NEGATIVE 29.8% 45.0% NEGATIVE 33.4% 29.4% 41.5% NEGATIVE 57.6% 51.4% 60.5% training in NEGATIVE 21.4%	DNK 120 11 1 DNK 160 12 - DNK 416 47 2

POSITIVE Neutral Neu	35. Employees are protected from health and safety hazards on the job.				
Midwest Region 2017 82.1% 11.3% 6.0% 2.0%		POSITIVE	NEUTRAL	NEGATIVE	DNK
April	National Park Service 2017	74.7%	13.4%	11.9%	59
POSITIVE NEUTRAL NEGATIVE New Network	Midwest Region 2017	82.1%	11.3%	6.6%	2
POSITIVE NEUTRAL NEGATIVE New National Park Service 2017 60.9% 19.6% 14.9%		51.2%	17.1%	31.7%	-
National Park Service 2017 68.0 % 16.7 %	36. My organization has prepared employees for potential security threats.				
Midwest Region 2017				ı	
Leftereno National Expansion Memorial 2017					
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. POSITIVE NEUTRAL NEGATIVE DNK	ÿ				
POSITIVE NEUTRAL NEGATIVE NEUTRAL NEGA	!			17.1%	-
National Park Service 2017 S2.5% 2.19% 2.65% 2.05	37. Arbitrary action, personal favoritism and coercion for partisan political purpos			NECATIVE	DNK
Midwest Region 2017	National Park Sanica 2017			ı	
Auditional Expansion Memorial 2017 56.5 % 18.4 % 15.8 % 3 38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 67.3 % 18.1 % 14.6 % 46.8 % National Park Service 2017 77.8 % 16.7 % 10.1 % 46.8 % National Park Service 2017 77.8 % 16.7 % 10.1 % 46.8 % National Park Service 2017 66.3 % 21.1 % 13.7 % 71.1 % National Park Service 2017 66.3 % 21.1 % 13.7 % 71.1 % National Park Service 2017 66.3 % 21.1 % 13.7 % 71.1 % National Park Service 2017 66.3 % 21.1 % 13.7 % 71.1 % National Park Service 2017 66.3 % 21.9 % 18.6 % National Park Service 2017 66.0 % 20.9 % 18.6 % National Park Service 2017 66.0 % 20.9 % 18.6 % National Park Service 2017 66.0 % 20.9 % 18.6 % National Park Service 2017 64.4 % 19.4 % 16.1 % National Park Service 2017 64.4 % 19.4 % 16.1 % National Park Service 2017 64.4 % 19.4 % 16.1 % National Park Service 2017 64.4 % 19.4 % 16.1 % National Park Service 2017 33.3 % 25.9 % 40.8 % 45.8 % National Park Service 2017 33.3 % 25.9 % 40.8 % 45.8 % National Park Service 2017 33.3 % 25.9 % 40.8 % 45.8 % National Park Service 2017 33.3 % 25.9 % 40.8 % 45.8 % National Park Service 2017 33.3 % 25.9 % 40.8 % 45.8 % National Park Service 2017 80.1 % 9.8 % 10.1 % 9.8 % 45.8 % National Park Service 2017 80.1 % 9.8 % 10.1 % 9.8 % 45.8 % National Park Service 2017 80.1 % 9.8 % 10.1 % 9.8 % 45.8 % National Park Service 2017 80.3 % 10.8 % 10.9 % 3.8 % National Park Service 2017 80.3 % 10.9 % 10.9 % 3.8 % National Park Service 2017 80.3 % 10.9 % 10.9 % 3.8 % National Park Service 2017 80.3 % 10.9 % 10.9 % 10.9 %					
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. POSITIVE NEUTRAL NEGATIVE DNK	· ·				
PROSITIVE NEUTRAL NEGATIVE NEUTRAL NEG					а
POSITIVE Neutral Negative Neutral Network Neutral Negative Neutral Neutral Negative Neutral Negative Neutral Negative Neutral Neutral Negative Neut					
Midwest Region 2017		•			DNK
Midwest Region 2017	National Park Service 2017	67.3%	18.1%	14.6%	458
No. Section	Midwest Region 2017	75.8%	14.0%	10.1%	
National Park Service 2017 15.7%	Jefferson National Expansion Memorial 2017	77.8%	16.7%	5.6%	5
National Park Service 2017	39. My agency is successful at accomplishing its mission.				
Midwest Region 2017 61.0% 22.0% 17.1% - 40.1		POSITIVE	NEUTRAL	NEGATIVE	DNK
Jefferson National Expansion Memorial 2017 61.0% 22.0% 17.1% -40.1 recommend my organization as a good place to work. POSITIVE NEUTRAL NEGATIVE National Park Service 2017 60.6% 20.9% 18.6% 18.6% 19.4% 16.1% 19.4% 19.4% 16.1% 19.4%	National Park Service 2017	65.3%	21.1%	13.7%	71
National Park Service 2017 September September September September Service 2017 September Septembe	Midwest Region 2017	70.9%	18.4%	10.8%	7
National Park Service 2017	Jefferson National Expansion Memorial 2017	61.0%	22.0%	17.1%	-
National Park Service 2017 60.6% 20.9% 18.6%	40. I recommend my organization as a good place to work.				
Midwest Region 2017 42.9% 28.6%		POSITIVE	NEUTRAL	NEGATIVE	
Jefferson National Expansion Memorial 2017 42.9% 28.6% 28.6% 28.6% 241. believe the results of this survey will be used to make my agency a better place to work. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 33.3% 25.9% 40.8% 455 40.8%	National Park Service 2017	60.6%	20.9%	18.6%	
Actional Park Service 2017 Survey will be used to make my agency a better place to work. POSITIVE NEUTRAL NEGATIVE DNK	Midwest Region 2017				
National Park Service 2017 33.3% 25.9% 40.8% 45.5% 40.8% 45.5% 40.8% 45.5% 40.8% 45.5% 40.8% 45.5% 40.8% 45.5% 40.8% 45.5% 40.8% 45.5% 40.8% 45.5% 40.8% 45.5% 40.8% 45.5% 40.8% 41.5%			28.6%	28.6%	
National Park Service 2017 33.3% 25.9% 40.8% 455 Midwest Region 2017 36.1% 25.1% 38.7% 51 My Supervisor/Team Leader 42. My supervisor supports my need to balance work and other life issues. POSITIVE NEUTRAL NEGATIVE DNK Midwest Region 2017 80.1% 9.8% 10.1% 32 My supervisor provides me with opportunities to demonstrate my leadership skills. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 73.8% 11.9% 14.3% - 43. My supervisor provides me with opportunities to demonstrate my leadership skills. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 69.7% 14.6% 15.7% 36 Midwest Region 2017 71.1% 13.0% 15.9% 4 Jefferson National Expansion Memorial 2017 64.3% 16.7% 19.0% - 44. Discussions with my supervisor about my performance are worthwhile. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 63.2% 18.3% 18.6% 80 Midwest Region 2017 64.3% 16.7% 19.0% - 44. Discussions with my supervisor about my performance are worthwhile. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 63.2% 18.3% 18.6% 80 Midwest Region 2017 65.0% 16.4% 19.0% - 45. My supervisor is committed to a workforce representative of all segments of society. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 68.3% 20.7% 11.0% 469 Midwest Region 2017 65.0% 22.5% 12.5% 2 Jefferson National Expansion Memorial 2017 65.0% 22.5% 12.5% 2 Jefferson National Expansion Memorial 2017 65.0% 22.5% 12.5% 2 46. My supervisor provides me with constructive suggestions to improve my job performance. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 89.8% 20.7% 11.0% 469 Midwest Region 2017 95.8% 20.7% 11.0% 469 Midwest Region 2017 95.8% 20.7% 11.0% 469 Midwest Region 2017 95.8% 20.7% 19.5% 40 Midwest Region	41. I believe the results of this survey will be used to make my agency a better pl		NEUTDAL	NEO ATIVE	DAUZ
Midwest Region 2017 36.1% 25.1% 38.7% 51 Jefferson National Expansion Memorial 2017 24.4% 34.1% 41.5% 1 My Supervisor/Team Leader 24.4% 34.1% 41.5% 1 My Supervisor Supports my need to balance work and other life issues. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 80.1% 9.8% 10.1% 32 Midwest Region 2017 79.5% 11.0% 9.5% 3 Jefferson National Expansion Memorial 2017 79.5% 11.0% 9.5% 3 Jefferson National Expansion Memorial 2017 79.5% 11.0% 11.9%	National Dark Camina 2017				
Jefferson National Expansion Memorial 2017 24.4% 34.1% 41.5% 1					
National Park Service 2017 Servi	Ÿ				
POSITIVE NEUTRAL NEGATIVE NEUTRAL NEGA		24.470	34.176	41.576	ı
National Park Service 2017 80.11					
National Park Service 2017 80.1% 9.8% 10.1% 32 Midwest Region 2017 79.5% 11.0% 9.5% 33 Jefferson National Expansion Memorial 2017 73.8% 11.9% 14.3% 74.3% 43. My supervisor provides me with opportunities to demonstrate my leadership skills POSITIVE NEUTRAL NEGATIVE NEUTRAL NEGATIVE National Park Service 2017 14.6% 15.7% 36 Midwest Region 2017 69.7% 14.6% 15.9% 44 Jefferson National Expansion Memorial 2017 64.3% 16.7% 19.0% 74.4 Jefferson National Expansion Memorial 2017 64.3% 16.7% 19.0% 74 Jefferson National Park Service 2017 63.2% 18.3% 18.6% 80 Midwest Region 2017 64.3% 16.7% 19.0% 74 Jefferson National Expansion Memorial 2017 64.3% 16.7% 19.0% 74 Jefferson National Expansion Memorial 2017 64.3% 16.7% 19.0% 74 Jefferson National Expansion Memorial 2017 64.3% 16.7% 19.0% 74 Jefferson National Expansion Memorial 2017 64.3% 16.7% 19.0% 74 Jefferson National Expansion Memorial 2017 64.3% 20.7% 11.0% 469 Midwest Region 2017 71.6% 18.2% 10.2% 55 Jefferson National Expansion Memorial 2017 65.0% 22.5% 12.5% 24 Jefferson National Expansion Memorial 2017 65.0% 22.5% 12.5% 24 Midwest Region 2017 71.6% 71.6	42. My supervisor supports my need to balance work and other life issues.	DOSITIVE	NEUTDAI	NECATIVE	DNK
Midwest Region 2017 79.5% 11.0% 9.5% 3 3 3 3 3 3 4 3 5 4 3 4 3 5 4 3 5 4 3 4 3 5 4 3 4 3 5 4 3 5 4 3 4 3 5 4 4 3 5 4 4 3 5 5 4 4 4 5 5 5 5 5	Notional Park Comics 2017			ı	
Definition 14.3%					
A3. My supervisor provides me with opportunities to demonstrate my leadership skills. POSITIVE NEUTRAL NEGATIVE NEUTRAL NEGATIVE NEUTRAL NEGATIVE NEUTRAL NEGATIVE NEUTRAL NEGATIVE NEUTRAL					
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Additional Park Service 2017 Sample Sample Service 2017 Sample	Ÿ				
National Park Service 2017 18.3% 18.6% 80 Midwest Region 2017 65.0% 16.4% 18.6% 65 Jefferson National Expansion Memorial 2017 64.3% 16.7% 19.0% 64.3% 16.7% 19.0% 64.5% Midwest Region 2017 64.3% 16.7% 19.0% 64.5% 64.3% 16.7% 19.0% 64.5% Midwest Region 2017 68.3% 20.7% 11.0% 46.9% 64.5%	·				
National Park Service 2017 63.2% 18.3% 18.6% 80 Midwest Region 2017 65.0% 16.4% 18.6% 6 Jefferson National Expansion Memorial 2017 64.3% 16.7% 19.0% - 45. My supervisor is committed to a workforce representative of all segments of society. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 68.3% 20.7% 11.0% 469 Midwest Region 2017 65.0% 22.5% 12.5% 2 46. My supervisor provides me with constructive suggestions to improve my job performance. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 59.8% 20.7% 19.5% 40 Midwest Region 2017 60.3% 20.3% 19.4% 3	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	POSITIVE	NEUTRAL	NEGATIVE	DNK
Jefferson National Expansion Memorial 2017 64.3% 16.7% 19.0% - 45. My supervisor is committed to a workforce representative of all segments of society. POSITIVE NEUTRAL NEGATIVE DNK	National Park Service 2017				80
45. My supervisor is committed to a workforce representative of all segments of society. POSITIVE NEUTRAL NEGATIVE DNK	Midwest Region 2017	65.0%	16.4%	18.6%	6
POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 68.3% 20.7% 11.0% 469 Midwest Region 2017 71.6% 18.2% 10.2% 55 Jefferson National Expansion Memorial 2017 65.0% 22.5% 12.5% 2 46. My supervisor provides me with constructive suggestions to improve my job performance. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 59.8% 20.7% 19.5% 40 Midwest Region 2017 60.3% 20.3% 19.4% 3	Jefferson National Expansion Memorial 2017	64.3%	16.7%	19.0%	-
National Park Service 2017 68.3% 20.7% 11.0% 469 Midwest Region 2017 71.6% 18.2% 10.2% 55 Jefferson National Expansion Memorial 2017 65.0% 22.5% 12.5% 2 46. My supervisor provides me with constructive suggestions to improve my job performance. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 59.8% 20.7% 19.5% 40 Midwest Region 2017 60.3% 20.3% 19.4% 3	45. My supervisor is committed to a workforce representative of all segments of	society.			
Midwest Region 2017 71.6% 18.2% 10.2% 55 Jefferson National Expansion Memorial 2017 65.0% 22.5% 12.5% 2 46. My supervisor provides me with constructive suggestions to improve my job performance. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 59.8% 20.7% 19.5% 40 Midwest Region 2017 60.3% 20.3% 19.4% 3		POSITIVE	NEUTRAL	NEGATIVE	DNK
Jefferson National Expansion Memorial 2017 65.0% 22.5% 12.5% 2 46. My supervisor provides me with constructive suggestions to improve my job performance. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 59.8% 20.7% 19.5% 40 Midwest Region 2017 60.3% 20.3% 19.4% 3	National Park Service 2017	68.3%	20.7%	11.0%	469
46. My supervisor provides me with constructive suggestions to improve my job performance. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 59.8% 20.7% 19.5% 40 Midwest Region 2017 60.3% 20.3% 19.4% 3	Midwest Region 2017	71.6%	18.2%	10.2%	55
POSITIVE NEUTRAL NEGATIVE DNK National Park Service 2017 59.8% 20.7% 19.5% 40 Midwest Region 2017 60.3% 20.3% 19.4% 3			22.5%	12.5%	2
National Park Service 2017 59.8% 20.7% 19.5% 40 Midwest Region 2017 60.3% 20.3% 19.4% 3	46. My supervisor provides me with constructive suggestions to improve my job p	performance.			
Midwest Region 2017 60.3% 20.3% 19.4% 3		POSITIVE	NEUTRAL	NEGATIVE	DNK
	National Park Service 2017	59.8%	20.7%	19.5%	40
Jefferson National Expansion Memorial 2017 57.1% 26.2% 16.7% -	Midwest Region 2017				3
	Jefferson National Expansion Memorial 2017	57.1%	26.2%	16.7%	-

47. Supervisors in my work unit support employee development.	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2017	66.6%	16.7%	16.7%	99
Midwest Region 2017	66.6%	16.6%	16.8%	9
Jefferson National Expansion Memorial 2017	50.0%	26.2%	23.8%	-
48. My supervisor listens to what I have to say.				
Medianal Dark Condina 2047			NEGATIVE	
National Park Service 2017	76.5%	11.2%	12.3%	
Midwest Region 2017 Jefferson National Expansion Memorial 2017	76.9% 81.0%	10.7%	12.5% 9.5%	
	01.0%	9.5%	9.5%	
49. My supervisor treats me with respect.	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	80.2%	10.2%	9.6%	
Midwest Region 2017	81.0%	10.5%	8.4%	
Jefferson National Expansion Memorial 2017	88.1%	7.1%	4.8%	
50. In the last six months, my supervisor has talked with me about my performanc	ce.			
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	78.6%	9.8%	11.7%	
Midwest Region 2017	79.4%	10.1%	10.5%	
Jefferson National Expansion Memorial 2017	69.0%	16.7%	14.3%	
51. I have trust and confidence in my supervisor.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	66.7%	15.9%	17.5%	
Midwest Region 2017	68.2%	15.0%	16.8%	
Jefferson National Expansion Memorial 2017	64.3%	19.0%	16.7%	
52. Overall, how good a job do you feel is being done by your immediate supervis		NEUTRAI	NEGATIVE	
National Park Service 2017	68.7%	17.8%	13.5%	
Midwest Region 2017	69.4%	17.3%	13.4%	
Jefferson National Expansion Memorial 2017	66.7%	21.4%	11.9%	
Leadership				
53. In my organization, senior leaders generate high levels of motivation and com	mitment in the	workforco		
55. In thy organization, senior leaders generate high levels of motivation and com			NEGATIVE	DNK
National Park Service 2017	31.8%	26.2%	42.0%	149
Midwest Region 2017	36.9%	24.7%	38.4%	10
Jefferson National Expansion Memorial 2017	24.4%	19.5%	56.1%	-
54. My organization's senior leaders maintain high standards of honesty and integ	aritv.		•	
		NEUTRAL	NEGATIVE	DNK
National Park Service 2017	40.4%	26.5%	33.1%	331
Midwest Region 2017	43.9%	25.2%	30.9%	42
Jefferson National Expansion Memorial 2017	34.2%	21.1%	44.7%	3
55. Supervisors work well with employees of different backgrounds.			-	
1 ,	POSITIVE	NEUTRAL	NEGATIVE	DNK
	62.3%	22.9%	14.7%	349
National Park Service 2017		00.50/	11.4%	32
	65.1%	23.5%		-
	65.1% 52.6%	28.9%	18.4%	3
			18.4%	3
Midwest Region 2017	52.6%	28.9%	18.4% NEGATIVE	DNK
Midwest Region 2017 Jefferson National Expansion Memorial 2017	52.6%	28.9%		
Midwest Region 2017 Jefferson National Expansion Memorial 2017 56. Managers communicate the goals and priorities of the organization. National Park Service 2017	52.6% POSITIVE	28.9%	NEGATIVE	DNK
Midwest Region 2017 Jefferson National Expansion Memorial 2017 56. Managers communicate the goals and priorities of the organization. National Park Service 2017	52.6% POSITIVE 52.7%	28.9% NEUTRAL 21.6%	NEGATIVE 25.8%	DNK 82
Midwest Region 2017 Jefferson National Expansion Memorial 2017 56. Managers communicate the goals and priorities of the organization. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017	52.6% POSITIVE 52.7% 56.4% 45.0%	28.9% NEUTRAL 21.6% 20.2% 22.5%	25.8% 23.4%	DNK 82
Midwest Region 2017 Jefferson National Expansion Memorial 2017 56. Managers communicate the goals and priorities of the organization. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017	52.6% POSITIVE 52.7% 56.4% 45.0% g goals and obje	28.9% NEUTRAL 21.6% 20.2% 22.5% ctives.	25.8% 23.4%	DNK 82
Midwest Region 2017 Jefferson National Expansion Memorial 2017 56. Managers communicate the goals and priorities of the organization. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 57. Managers review and evaluate the organization's progress toward meeting its	52.6% POSITIVE 52.7% 56.4% 45.0% g goals and obje	28.9% NEUTRAL 21.6% 20.2% 22.5% ctives.	25.8% 23.4% 32.5%	DNK 82 5
Midwest Region 2017 Jefferson National Expansion Memorial 2017 56. Managers communicate the goals and priorities of the organization. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 57. Managers review and evaluate the organization's progress toward meeting its National Park Service 2017 Midwest Region 2017	52.6% POSITIVE 52.7% 56.4% 45.0% goals and obje POSITIVE	28.9% NEUTRAL 21.6% 20.2% 22.5% ctives. NEUTRAL	25.8% 23.4% 32.5% NEGATIVE	DNK 82 5
Midwest Region 2017 Jefferson National Expansion Memorial 2017 56. Managers communicate the goals and priorities of the organization. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 57. Managers review and evaluate the organization's progress toward meeting its National Park Service 2017	52.6% POSITIVE 52.7% 56.4% 45.0% goals and obje POSITIVE 49.7%	28.9% NEUTRAL 21.6% 20.2% 22.5% ctives. NEUTRAL 26.5%	25.8% 23.4% 32.5% NEGATIVE 23.8%	DNK 82 5 - DNK 439
Midwest Region 2017 Jefferson National Expansion Memorial 2017 56. Managers communicate the goals and priorities of the organization. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 57. Managers review and evaluate the organization's progress toward meeting its National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017	52.6% POSITIVE 52.7% 56.4% 45.0% s goals and obje POSITIVE 49.7% 57.3% 44.7%	28.9% NEUTRAL 21.6% 20.2% 22.5% Ctives. NEUTRAL 26.5% 23.1% 31.6%	NEGATIVE 25.8% 23.4% 32.5%	DNK 82 5 - DNK 439 51 2
Midwest Region 2017 Jefferson National Expansion Memorial 2017 56. Managers communicate the goals and priorities of the organization. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 57. Managers review and evaluate the organization's progress toward meeting its National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017	52.6% POSITIVE 52.7% 56.4% 45.0% goals and obje POSITIVE 49.7% 57.3% 44.7% about projects, g	28.9% NEUTRAL 21.6% 20.2% 22.5% Ctives. NEUTRAL 26.5% 23.1% 31.6% goals, neede	NEGATIVE 25.8% 23.4% 32.5%	DNK 82 5 - DNK 439 51 2
Midwest Region 2017 Jefferson National Expansion Memorial 2017 56. Managers communicate the goals and priorities of the organization. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 57. Managers review and evaluate the organization's progress toward meeting its National Park Service 2017 Midwest Region 2017	52.6% POSITIVE 52.7% 56.4% 45.0% goals and obje POSITIVE 49.7% 57.3% 44.7% about projects, g	28.9% NEUTRAL 21.6% 20.2% 22.5% Ctives. NEUTRAL 26.5% 23.1% 31.6% goals, neede	25.8% 23.4% 32.5% NEGATIVE 23.8% 19.6% 23.7% ed resources)	DNK 82 5 - DNK 439 51 2
Midwest Region 2017 Jefferson National Expansion Memorial 2017 56. Managers communicate the goals and priorities of the organization. National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 57. Managers review and evaluate the organization's progress toward meeting its National Park Service 2017 Midwest Region 2017 Jefferson National Expansion Memorial 2017 58. Managers promote communication among different work units (for example, a	POSITIVE 52.7% 56.4% 45.0% s goals and obje POSITIVE 49.7% 57.3% 44.7% about projects, g	28.9% NEUTRAL 21.6% 20.2% 22.5% Cives. NEUTRAL 26.5% 23.1% 31.6% Joals, neede	25.8% 23.4% 32.5% NEGATIVE 23.8% 19.6% 23.7% ed resources) NEGATIVE	DNK 82 5 DNK 439 51 2 DNK

59. Managers support collaboration across work units to accomplish work objectives				
55. Managers support conaboration across work units to accomplish work objectives		NEUTRAL	NEGATIVE	DNK
National Park Service 2017	53.6%	21.2%	25.3%	156
Midwest Region 2017	59.5%	18.4%	22.1%	7
Jefferson National Expansion Memorial 2017	41.5%	22.0%	36.6%	-
60. Overall, how good a job do you feel is being done by the manager directly above	•	•		-
			NEGATIVE	DNK
National Park Service 2017	54.4%	24.8%	20.8%	427
Midwest Region 2017	58.3%	21.7%	20.1%	39
Jefferson National Expansion Memorial 2017	52.5%	25.0%	22.5%	1
61. I have a high level of respect for my organization's senior leaders.	DOSITIVE.	MELITDAL	NEGATIVE	DNK
National Park Service 2017	42.6%			
Midwest Region 2017	46.7%	28.0% 27.2%	29.4% 26.1%	110 16
Jefferson National Expansion Memorial 2017	38.5%	28.2%	33.3%	10
	30.370	20.270	33.370	'
62. Senior leaders demonstrate support for Work/Life programs.	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service 2017	49.8%	27.9%	22.4%	645
Midwest Region 2017	50.9%	28.6%	20.5%	67
Jefferson National Expansion Memorial 2017	36.1%	22.2%	41.7%	5
My Satisfaction	50.170	LL.L /0	71.70	<u> </u>
63. How satisfied are you with your involvement in decisions that affect your work?				
os. How satisfied are you with your involvement in decisions that affect your work:	POSITIVE	NEUTDAL	NEGATIVE	
Netional Park Comics 2047				
National Park Service 2017	52.6%	20.6%	26.7%	
Midwest Region 2017 Jefferson National Expansion Memorial 2017	56.7% 42.5%	18.3% 27.5%	24.9% 30.0%	
64. How satisfied are you with the information you receive from management on wh			NEGATIVE	
National Park Service 2017	47.0%	22.5%	30.5%	
Midwest Region 2017	51.5%	20.7%	27.8%	
Jefferson National Expansion Memorial 2017	31.7%	24.4%	43.9%	
65. How satisfied are you with the recognition you receive for doing a good job?				
con rich canonica are year min are recognition year receive rer asing a good jest	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	48.0%	23.4%	28.6%	
Midwest Region 2017	52.0%	23.4%	24.6%	
Jefferson National Expansion Memorial 2017	36.6%	36.6%	26.8%	
66. How satisfied are you with the policies and practices of your senior leaders?				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	35.2%	32.0%	32.8%	
Midwest Region 2017	43.0%	27.7%	29.3%	
Jefferson National Expansion Memorial 2017	34.1%	31.7%	34.1%	
67. How satisfied are you with your opportunity to get a better job in your organization	n?			
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	32.0%	26.9%	41.1%	
Midwest Region 2017	35.9%	23.8%	40.3%	
Jefferson National Expansion Memorial 2017	26.8%	36.6%	36.6%	
68. How satisfied are you with the training you receive for your present job?				
control canonica and year man and manining year recent year precent jest	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	49.5%	23.1%	27.5%	
Midwest Region 2017	53.0%	21.3%	25.7%	
Jefferson National Expansion Memorial 2017	37.5%	30.0%	32.5%	
69. Considering everything, how satisfied are you with your job?	22,0	22.270	3,0	
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service 2017	64.2%	18.2%	17.6%	
Midwest Region 2017	66.1%	17.7%	16.3%	
Jefferson National Expansion Memorial 2017	57.5%	27.5%	15.0%	
70. Considering everything, how satisfied are you with your pay?				
- 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	POSITIVE	NEUTRAI	NEGATIVE	
National Park Service 2017	56.0%	17.8%	26.1%	
Midwest Region 2017	60.7%	14.0%	25.3%	
Jefferson National Expansion Memorial 2017	53.7%	17.1%	29.3%	
Constructional Expansion momentum 2011	JJ.1 /0	17.170	20.070	

71. Considering everything, how satisfied are you with your organization?	DOCITIVE	NEUTDAY	NEC ATIVE	
			NEGATIVE	
National Park Service 2017	53.3%	22.3%	24.5%	
Midwest Region 2017	56.8%	20.6%	22.6%	
Jefferson National Expansion Memorial 2017 72. Have you been notified whether or not you are eligible to telework?	39.0%	31.7%	29.3%	
72. Have you been notined whether of not you are engible to telework?				
	YES-	YES-Not		Not
	Eligible	Eligible	NO	Sure
National Park Service 2017	49.0%	20.2%	22.1%	8.8%
Midwest Region 2017	47.8%	23.3%	18.7%	10.1%
Jefferson National Expansion Memorial 2017	2.5%	40.0%	42.5%	15.0%
73. Please select the response below that BEST describes your teleworking situated		NDO		
I tale and O consequences	DOI	NPS	X	
I telework 3 or more days per week.	3.2%	2.8%	0.0%	
I telework 1 or 2 work days per week.	11.2%	8.8%	0.0%	
telework, but no more than 1 or 2 days per month.	7.0%	6.0%	0.0%	
I telework very infrequently, on an unscheduled or short-term basis.	18.9%	21.0%	0.0%	
I do NOT telework because I have to be physically present on the job.	35.9%	36.1%	75.6%	
I do NOT telework because I have technical issues.	3.2%	1.5%	2.4%	
I do NOT telework because I did not receive approval to do so.	9.7%	11.5%	17.1%	
I do NOT telework because I choose not to telework.	11.0%	12.3%	4.9%	
74. Do you participate in Alternative work schedules (AWS)?	YES	NO	NOT AVAIL	ADI E
National Dark Contina 2047				ADLE
National Park Service 2017	47.9%	36.7%	15.4%	
Midwest Region 2017	45.6% 7.3%	38.7% 48.8%	15.7% 43.9%	
Jefferson National Expansion Memorial 2017				0/2
75. Do you participate in Health and Wellness Programs (for example, exercise, n				-
	YES	NO	NOT AVAIL	ABLE
National Park Service 2017	30.3%	52.1%	17.6%	
Midwest Region 2017	32.7%	49.3%	18.0%	
Jefferson National Expansion Memorial 2017	17.1%	41.5%	41.5%	
76. Do you participate in the Employee Assistance Program (EAP)?	V=0	110	NOT AVAIL	4515
	YES	NO	NOT AVAIL	ABLE
National Park Service 2017	23.3%	74.6%	2.0%	
Midwest Region 2017	25.0%	73.0%	2.0%	
Jefferson National Expansion Memorial 2017	19.5%	78.0%	2.4%	
77. Do you participate in Child care programs (for example, daycare, parenting cla				
	YES	NO	NOT AVAIL	ABLE
National Park Service 2017	1.7%	69.6%	28.7%	
Midwest Region 2017	2.0%	68.1%	29.9%	
Jefferson National Expansion Memorial 2017	0.0%	65.9%	34.1%	
78. Do you participate in Elder care programs (for example, support groups, speal				
	YES	NO	NOT AVAIL	ABLE
National Park Service 2017	1.3%	70.5%	28.2%	
Midwest Region 2017	1.5%	68.1%	30.4%	
Jefferson National Expansion Memorial 2017	0.0%	68.3%	31.7%	
Work/Life				
79. How satisfied are you with the Telework program in your agency?*				
	POSITIVE	NEUTRAL	NEGATIVE	NBJ
National Park Service 2017	78.9%	13.4%	7.8%	67
Midwest Region 2017	79.8%	14.7%	5.6%	(
Jefferson National Expansion Memorial 2017	#DIV/0!	#DIV/0!	#DIV/0!	-
Results for this item only include employees who indicated that they participated in the Telework pro	gram on item #73.			
80. How satisfied are you with the Alternative Work Schedules (AWS) program in	your agency?*			
	POSITIVE	<u>NEUT</u> RAL	NEGATIVE	NBJ
National Park Service 2017	90.7%	6.5%	2.8%	42
Midwest Region 2017	88.1%	8.2%	3.8%	;
Jefferson National Expansion Memorial 2017	100.0%	0.0%	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 2017	71.5%	22.2%	6.4%	90
Midwest Region 2017	70.0%	21.4%	8.6%	7
Jefferson National Expansion Memorial 2017	85.7%	14.3%	0.0%	-

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

		(EAP) in your agency?*

	POSITIVE	NEUTRAL	NEGATIVE	NBJ
National Park Service 2017	75.8%	19.1%	5.1%	128
Midwest Region 2017	79.5%	12.4%	8.1%	8
Jefferson National Expansion Memorial 2017	87.5%	12.5%	0.0%	-

^{*} 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 2017	66.9%	23.5%	9.6%	49
Midwest Region 2017	81.8%	9.1%	9.1%	4
Jefferson National Expansion Memorial 2017	-	-	-	-

^{*} 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, speakers) in your agency?*	
POSITIVE NEUTRAL NEGATIVE	NBJ

National Park Service 2017	69.4%	29.4%	1.2%	46
Midwest Region 2017	88.9%	11.1%	0.0%	5
Jefferson National Expansion Memorial 2017	-	-	-	_

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