2019 OPM Federal Employee Viewpoint Survey Results For:

Jefferson National Expansion Mem

Official FEVS Survey Data - OPM administered to permanent employees



December 2019

Organizational Assessment Human Resources Solutions U.S. Office of Personnel Management

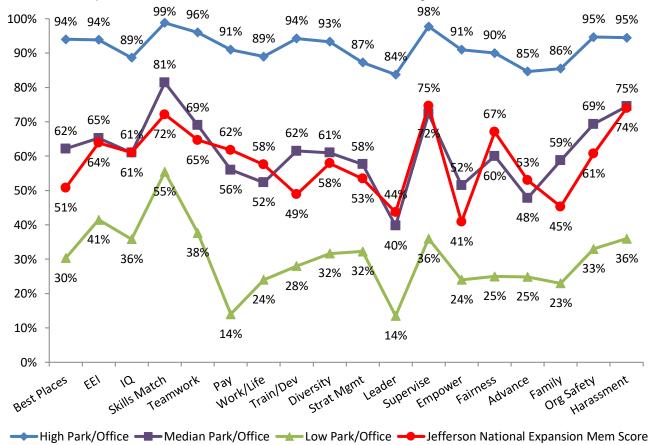


Section I: Summary Dashboard – This section provides the percent responding favorably for each of the 18 categories surveyed that characterize healthy workplace environments and graphs them in comparison to the high, low, and median scores within NPS. **Results for: Jefferson National Expansion Mem**

Index	2019	2018	2017
PPS - Best Places to Work Index	51%	63%	47%
OPM - Employee Engagement Index	64%	73%	N/A
OPM - New Inclusion Quotient (IQ) Index	61%	64%	54%
PPS - Employee Skills/Mission Match Index	72%	81%	76%
PPS - Teamwork Index	65%	66%	58%
PPS - Pay Index	62%	66%	54%
PPS - Work/Life Balance Index	58%	62%	52%
PPS - Training/Development Index	49%	57%	48%
PPS - Support for Diversity Index	58%	67%	54%
PPS - Strategic Management Index	53%	60%	47%
PPS - Effective Leadership - Leader Index	44%	50%	32%
PPS - Effective Leadership - Supervisor Index	75%	82%	61%
PPS - Effective Leadership - Empowerment Index	41%	50%	39%
PPS - Effective Leadership - Fairness Index	67%	65%	60%
PPS - Performance-Based Rewards & Advance Index	53%	46%	40%
NPS - Family Friendly Culture Index	45%	51%	91%
NPS - Organizational Safety Index	61%	65%	54%
NPS - Harassment Index	74%	82%	N/A

Estimated Population: 103 Sample: 38 Response Rate: 36.89%

PPS = Partnership for Public Service; OPM = Office of Personnel Management; NPS = National Park Service



Section II - Highest Percent Positive – This section lists the top 10 scoring individual questions based on the percentage of individuals responding positively. "Positive" responses include both "Strongly Agree" and "Agree" responses.

Results for: Jefferson National Expansion Mem

Highest Percent Positive	Positive	Neutral	Negative
7. When needed I am willing to put in the extra effort to get a job done.	92.1%	5.3%	2.6%
49. My supervisor treats me with respect.	88.9%	8.3%	2.8%
13. The work I do is important.	84.2%	13.2%	2.6%
52. Overall, how good a job do you feel is being done b your immediate supervisor?	83.3%	11.1%	5.6%
48. My supervisor listens to what I have to say.	83.3%	13.9%	2.8%
5. I like the kind of work I do.	83.3%	16.7%	0.0%
8. I am constantly looking for ways to do my job better.	81.6%	18.4%	0.0%
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).	81.1%	10.8%	8.1%
50. In the last six months, my supervisor has talked with me about my performance.	80.6%	8.3%	11.1%
42. My supervisor supports my need to balance work and other life issues.	80.6%	11.1%	8.3%

Section II - Highest Percent Negative – This section lists the bottom 10 scoring individual questions based on the percentage of individuals responding negatively. "Negative" responses include both "Strongly Disagree" and "Disagree" responses.

Results for: Jefferson National Expansion Mem

Bottom 10 Items	Positive	Neutral	Negative
66. How satisfied are you with the policies and practices of your senior leaders?	42.9%	11.4%	45.7%
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	42.4%	12.1%	45.5%
21. My work unit is able to recruit people with the right skills.	32.4%	27.0%	40.5%
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	36.8%	23.7%	39.5%
22. Promotions in my work unit are based on merit.	36.1%	25.0%	38.9%
54. My organization's senior leaders maintain high standards of honesty and integrity.	43.8%	18.8%	37.5%
61. I have a high level of respect for my organization's senior leaders.	40.0%	22.9%	37.1%
68. How satisfied are you with the training you receive for your present job?	42.9%	22.9%	34.3%
64. How satisfied are you with the information you receive from management on what's going on in your organization?	48.6%	17.1%	34.3%
33. Pay raises depend on how well employees perform their jobs.	25.7%	40.0%	34.3%

Section III - 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 Mem

PPS - Be	PPS - Best Places to Work Index		Percent Positive		
Question	Index Score	Park/Office 51%	мw 67%	NPS 62%	
40	I recommend my organization as a good place to work.	56%	70%	62%	
69	Considering everything, how satisfied are you with your job?	51%	69%	67%	
71	Considering everything, how satisfied are you with your organization?	45%	61%	55%	

	nployee Engagement Index (EEI)	Perce	ent Positi	ve
	ipioyee Engagement index (EEI)	Park/Office	MW	NPS
	Index Score	64%	66%	65%
EEL-Loa	ders Lead		ent Positi	
		Park/Office	MW	NPS
Question	Index Score	48%	46%	45%
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	42%	35%	31%
54	My organization's senior leaders maintain high standards of honesty and integrity.	44%	38%	39%
56	Managers communicate the goals of the organization.	56%	61%	57%
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	59%	56%	58%
61	I have a high level of respect for my organization's senior leaders.	40%	42%	41%
EEI - Sup	Perce	ent Positi	ve	
EEI - Sup		Park/Office	NPS	NPS
Question	Index Score	79%	75%	76%
47	Supervisors in my work unit support employee development.	66%	72%	72%
48	My supervisor listens to what I have to say.	83%	79%	80%
49	My supervisor treats me with respect.	89%	82%	84%
51	I have trust and confidence in my supervisor.	75%	69%	71%
52	Overall, how good a job do you feel is being done by your immediate supervisor?	83%	71%	72%
EEL - Intri	nsic Work Experiences		ent Positi	
		Park/Office	NPS	NPS
Question	Index Score	64%	76%	73%
3	I feel encouraged to come up with new and better ways of doing things.	57%	70%	65%
		=00/		
4	My work gives me a feeling of personal accomplishment.	59%	79%	77%
6	I know what is expected of me on the job.	59% 71%	81%	78%

)PM <u>- Ne</u>	w Inclusion Quotient (IQ) Index		ent Positiv	
		Park/Office	MW	NPS
	Index Score	61%	64% ent Positiv	61%
ຊ - Fairn	ess Index	Park/Office	NPS	NPS
Question	Index Score	54%	53%	49%
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	40%	42%	34%
24	In my work unit, differences in performance are recognized in a meaningful way.	50%	42%	37%
25	Awards in my work unit depend on how well employees perform their jobs.	51%	54%	50%
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	66%	59%	55%
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.	65%	71%	69%
Q - Open			ent Positiv	
		Park/Office	NPS	NPS
Question	Index Score	56%	60%	56%
32 34	Creativity and innovation are rewarded. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	51% 44%	48% 52%	43% 47%
45	My supervisor is committed to a workforce representative of all segments of society.	70%	72%	71%
55	Supervisors work well with employees of different backgrounds.	60%	70%	65%
Q - Coop	erative Index		ent Positiv	
		Park/Office	NPS	NPS
Question 58	Index Score Managers promote communication among different work units (for example, about projects, goals, needed resources).	52% 50%	60% 56%	55% 52%
59	Managers support collaboration across work units to accomplish work objectives.	54%	64%	57%
) - Sunn	ortive Index		ent Positiv	
		Park/Office	NPS	NPS
Question	Index Score	82%	79%	78%
42	My supervisor supports my need to balance work and other life issues.	81%	85%	83%
46	My supervisor provides me with constructive suggestions to improve my job performance.	74%	65%	65%
		000/		
48 49	My supervisor listens to what I have to say. My supervisor treats me with respect.	83% 89%	79% 82%	80% 84%

IO - Emp	Q - Empowering Index		Percent Positive			
		Park/Office	NPS	NPS		
Question	Index Score	53%	65%	61%		
2	I have enough information to do my job well.	58%	73%	69%		
3	I feel encouraged to come up with new and better ways of doing things.	57%	70%	65%		
11	My talents are used well in the workplace.	58%	65%	62%		
30	Employees have a feeling of personal empowerment with respect to work processes.	39%	54%	48%		

PPS - Employee Skills/Mission Match Index		Percent Posit		ve NPS	
Question	Index	Score	72%	82%	81%
4	My work gives me a feeling of personal accomplishr	nent.	59%	79%	77%
5	I like the kind of work I do.		83%	87%	87%
11	My talents are used well in the workplace.		58%	65%	62%
12	I know how my work relates to the agency's goals ar priorities.	nd	76%	87%	85%
13	The work I do is important.		84%	92%	92%

PPS - Teamwork Index		Perco Park/Office	ent Positi MW	ve NPS
Question	Index Score		69%	69%
20	The people I work with cooperate to get the job done.	74%	77%	77%
26	Employees in my work unit share job knowledge with each other.	70%	75%	77%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50%	56%	52%

PPS - Pa	v Indox	Percent Positive		
FFS - Fa	y muex	Park/Office	MW	NPS
Question	Index Score	62%	64%	57%
70	Considering everything, how satisfied are you with your pay?	62%	64%	57%

DDS - Wo	PPS - Work/Life Balance Index		Percent Positive			
FF 3 - WC			MW	NPS		
Question	Index Score	58%	55%	54%		
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37%	38%	34%		
10	My workload is reasonable.	55%	42%	43%		
42	My supervisor supports my need to balance work and other life issues.	81%	85%	83%		

PPS - Training/Development Index		Percent Positive Park/Office MW N		
Question	Index Score		64%	61%
1	I am given a real opportunity to improve my skills in my organization.	53%	72%	69%
2	I have enough information to do my job well.	58%	73%	69%
18	My training needs are assessed.	42%	52%	51%
68	How satisfied are you with the training you receive for your present job?	43%	57%	54%

PPS - Support for Diversity Index		Perce Park/Office	ve NPS	
Question	Question Index Score		мw 65%	61%
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	44%	52%	47%
45	My supervisor is committed to a workforce representative of all segments of society.	70%	72%	71%
55	Supervisors work well with employees of different backgrounds.	60%	70%	65%

PPS - Strategic Management Index		Perce Park/Office	ent Positi MW	ve NPS
Question	Index Score	53%	61%	57%
21	My work unit is able to recruit people with the right skills.	32%	45%	42%
27	The skill level in my work unit has improved in the past	42%	57%	56%
29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	74%	81%	79%
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66%	60%	54%

	PPS - Effective Leadership - Leader Index		ent Positi	ve
FFS-LI	ective Leadership - Leader Index	Park/Office	MW	NPS
Question	Index Score	44%	41%	40%
53	In my organization, leaders generate high levels of motivation and commitment in the workforce.	42%	35%	31%
54	My organization's leaders maintain high standards of honesty and integrity.	44%	38%	39%
61	I have a high level of respect for my organization's senior leaders.	40%	42%	41%
64	How satisfied are you with the information you receive from management on what's going on in your organization?	49%	50%	49%

PPS - Effective Leadership - Supervisor Index		Perce Park/Office	ve NPS	
Question	Index Score	75%	мw 71%	72%
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72%	75%	74%
44	Discussions with my supervisor about my performance are worthwhile.	77%	68%	68%
47	Supervisors in my work unit support employee development.	66%	72%	72%
52	Overall, how good a job do you feel is being done by your immediate supervisor?	83%	71%	72%

PPS - Effective Leadership - Empowerment Index		Percent Positive			
		Park/Office	MW	NPS	
Question	Index Score	41%	57%	51%	
30	Employees have a feeling of personal empowerment with respect to work processes.	39%	54%	48%	
63	How satisfied are you with your involvement in decisions that affect your work?	43%	60%	54%	

PPS - Effective Leadership - Fairness Index		Percent Positive			
		Park/Office	MW	NPS	
Question	Index Score	67%	62%	59%	
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68%	66%	63%	
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	66%	59%	55%	

	rmanaa Raad Rawarda 8 Advancement Indev	Percent Positive			
PPS - Perio	rmance-Based Rewards & Advancement Index	Park/Office	MW	NPS	
Question	Index Score	53%	54%	49%	
15	My performance appraisal is a fair reflection of my performance.	70%	73%	72%	
22	Promotions in my work unit are based on merit.	36%	42%	36%	
31	Employees are recognized for providing high quality products and services.	58%	60%	52%	
32	Creativity and innovation are rewarded.	51%	48%	43%	
65	How satisfied are you with the recognition you receive for doing a good job?	59%	59%	54%	
67	How satisfied are you with your opportunity to get a better job in your organization?	43%	42%	35%	

NPS - Family-Friendly Culture Index		Percent Positive			
		Park/Office	MW	NPS	
	Index Score*	45%	62%	62%	
79	Satisfaction with telework	10%	62%	63%	
81	Satisfaction with alternative work schedules (AWS)	53%	75%	80%	
82	Satisfaction with Health and Wellness Programs	67%	58%	59%	
83	Satisfaction with Employee Assistance Program (EAP)	52%	52%	46%	

NPS - Organizational Safety Index		Perce Park/Office	ent Positiv MW	ve NPS
	Index Score	61%	75%	68%
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	55%	73%	66%
35	Employees are protected from health and safety hazards on the job.	61%	82%	75%
36	My organization has prepared employees for potential security threats.	66%	69%	62%

NPS - Harassment Index		Perce Park/Office	ent Positiv MW	ve NPS
	Index Score	74%	73%	72%
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68%	66%	63%
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.	65%	71%	69%
49	My supervisor treats me with respect.	89%	82%	84%

Section IV: 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: Jenerson National Expansion Mem				
My Work Experience				
1. I am given a real opportunity to improve my skills in my organization.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	68.6%	14.1%	17.4%	
Midwest Region	71.6%	11.8%	16.6%	
Jefferson National Expansion Mem	52.6%	23.7%	23.7%	
I have enough information to do my job well.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	68.7%	15.2%	16.1%	
Midwest Region	73.2%	13.2%	13.6%	
Jefferson National Expansion Mem	57.9%	23.7%	18.4%	
3. I feel encouraged to come up with new and better ways of doing things.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	65.4%	15.0%	19.6%	
Midwest Region	70.0%	13.0%	17.0%	
Jefferson National Expansion Mem	56.8%	27.0%	16.2%	
4. My work gives me a feeling of personal accomplishment.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	77.1%	12.3%	10.6%	
Midwest Region	78.9%	11.6%	9.4%	
Jefferson National Expansion Mem	59.5%	24.3%	16.2%	
5. I like the kind of work I do.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	87.2%	8.7%	4.0%	
Vidwest Region	87.0%	9.6%	3.4%	
Jefferson National Expansion Mem	83.3%	16.7%	0.0%	
6. I know what is expected of me on the job.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	77.8%	12.0%	10.2%	
Midwest Region	81.2%	10.8%	8.0%	
Jefferson National Expansion Mem	71.1%	21.1%	7.9%	
7. When needed I am willing to put in the extra effort to get a job done.	71.170	21.170	1.070	
	POSITIVE	NELITRAL	NEGATIVE	
National Dark Carries				
National Park Service	96.0%	2.8%	1.2%	
Vidwest Region	95.4%	3.1% 5.3%	1.5% 2.6%	
Jefferson National Expansion Mem	92.1%	5.3%	2.0%	
8. I am constantly looking for ways to do my job better.	DOSITIVE			
Netice al Dards Coméra			NEGATIVE	
National Park Service	92.6%	6.3%	1.1%	
Midwest Region	91.6%	7.0%	1.4%	
Jefferson National Expansion Mem	81.6%	18.4%	0.0%	
I have sufficient resources (for example, people, materials, budget) to get my j		NEUTRAL	NEGATIVE	DNK
National Park Service	34.5%	14.6%	50.9%	13
Midwest Region	38.0%	14.0%	47.9%	1
Jefferson National Expansion Mem	36.8%	23.7%	39.5%	-
10. My workload is reasonable.				
, , , , , , , , , , , , , , , , , , ,	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	43.2%	17.0%	39.8%	8
Midwest Region	41.8%	16.6%	41.6%	1
Jefferson National Expansion Mem	55.3%	18.4%	26.3%	-
	00.070		_0.070	

11. My talents are used well in the workplace.				
TT. My talents are used well in the workplace.	POSITIVE		NEGATIVE	DNK
National Park Service	61.8%	15.4%	22.8%	
Midwest Region	64.7%	15.4%	19.9%	<u>18</u> 1
Jefferson National Expansion Mem	57.9%	13.2%	28.9%	I
12. I know how my work relates to the agency's goals.	51.570	13.270	20.370	-
12. I know now my work relates to the agency's goals.	POSITIVE		NEGATIVE	DNK
National Park Service	85.1%	8.5%	6.4%	22
Midwest Region	87.3%	7.5%	5.1%	-
Jefferson National Expansion Mem	75.7%	16.2%	8.1%	
13. The work I do is important.	13.170	10.278	0.170	-
	POSITIVE		NEGATIVE	DNK
National Dark Comica		-	-	
National Park Service	92.1%	5.6%	2.2%	10
Midwest Region	92.3%	5.6%	2.0%	-
Jefferson National Expansion Mem	84.2%	13.2%	2.6%	-
14. Physical conditions (for example, noise level, temperature, lighting, cleanlines:	s in the workplac	e) allow emp	bloyees to per	IOIIII
their jobs well.	DOOLTIN (F			
			NEGATIVE	DNK
National Park Service	65.8%	15.3%	18.8%	25
Midwest Region	72.9%	12.8%	14.2%	2
Jefferson National Expansion Mem	55.3%	21.1%	23.7%	-
15. My performance appraisal is a fair reflection of my performance.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	72.1%	14.3%	13.6%	202
Midwest Region	73.1%	14.5%	12.4%	5
Jefferson National Expansion Mem	70.3%	18.9%	10.8%	1
16. I am held accountable for achieving results.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	80.2%	12.6%	7.2%	46
Midwest Region	82.3%	11.5%	6.2%	2
Jefferson National Expansion Mem	78.9%	15.8%	5.3%	-
17. I can disclose a suspected violation of any law, rule or regulation without fear of	of reprisal.			
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	62.5%	16.2%	21.2%	240
Midwest Region	66.1%	15.0%	18.9%	13
Jefferson National Expansion Mem	68.4%	13.2%	18.4%	-
18. My training needs are assessed.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	51.1%	22.3%	26.5%	52
Midwest Region	52.0%	23.2%	24.9%	3
Jefferson National Expansion Mem	42.1%	28.9%	28.9%	-
19. In my most recent performance appraisal, I understood what I had to do to be	rated at differer	t performan	ce levels (for	
example, Fully Successful, Outstanding).		·	,	
	POSITIVE	NEUTRAL	NEGATIVE	NBJ
National Park Service				
	73.4%	12.8%	13.8%	224
Midwest Region	73.4%	12.8% 13.4%	13.8% 11.4%	224 5
Midwest Region Jefferson National Expansion Mem	75.2%	13.4%	11.4%	5
Jefferson National Expansion Mem				
Jefferson National Expansion Mem My Work Unit	75.2%	13.4%	11.4%	5
Jefferson National Expansion Mem	75.2% 81.1%	13.4% 10.8%	11.4% 8.1%	5
Jefferson National Expansion Mem My Work Unit 20. The people I work with cooperate to get the job done.	75.2% 81.1% POSITIVE	13.4% 10.8% NEUTRAL	11.4% 8.1% NEGATIVE	5
Jefferson National Expansion Mem My Work Unit 20. The people I work with cooperate to get the job done. National Park Service	75.2% 81.1% POSITIVE 76.7%	13.4% 10.8% NEUTRAL 11.7%	11.4% 8.1% NEGATIVE 11.6%	5
Jefferson National Expansion Mem My Work Unit 20. The people I work with cooperate to get the job done. National Park Service Midwest Region	75.2% 81.1% POSITIVE 76.7% 76.6%	13.4% 10.8% NEUTRAL 11.7% 12.1%	11.4% 8.1% NEGATIVE 11.6% 11.3%	5
Jefferson National Expansion Mem My Work Unit 20. The people I work with cooperate to get the job done. National Park Service Midwest Region Jefferson National Expansion Mem	75.2% 81.1% POSITIVE 76.7%	13.4% 10.8% NEUTRAL 11.7%	11.4% 8.1% NEGATIVE 11.6%	5
Jefferson National Expansion Mem My Work Unit 20. The people I work with cooperate to get the job done. National Park Service Midwest Region	75.2% 81.1% POSITIVE 76.7% 76.6% 73.7%	13.4% 10.8% NEUTRAL 11.7% 12.1% 15.8%	11.4% 8.1% NEGATIVE 11.6% 11.3% 10.5%	5
Jefferson National Expansion Mem My Work Unit 20. The people I work with cooperate to get the job done. National Park Service Midwest Region Jefferson National Expansion Mem 21. My work unit is able to recruit people with the right skills.	75.2% 81.1% POSITIVE 76.7% 76.6% 73.7% POSITIVE	13.4% 10.8% NEUTRAL 11.7% 12.1% 15.8% NEUTRAL	11.4% 8.1% NEGATIVE 11.6% 11.3% 10.5% NEGATIVE	5 1
Jefferson National Expansion Mem My Work Unit 20. The people I work with cooperate to get the job done. National Park Service Midwest Region Jefferson National Expansion Mem	75.2% 81.1% POSITIVE 76.7% 76.6% 73.7% POSITIVE 41.8%	13.4% 10.8% NEUTRAL 11.7% 12.1% 15.8%	11.4% 8.1% NEGATIVE 11.6% 10.5% NEGATIVE 35.3%	5
Jefferson National Expansion Mem My Work Unit 20. The people I work with cooperate to get the job done. National Park Service Midwest Region Jefferson National Expansion Mem 21. My work unit is able to recruit people with the right skills. National Park Service Midwest Region	75.2% 81.1% POSITIVE 76.7% 76.6% 73.7% POSITIVE 41.8% 45.1%	13.4% 10.8% NEUTRAL 11.7% 12.1% 15.8% NEUTRAL 22.9% 25.0%	11.4% 8.1% NEGATIVE 11.6% 11.3% 10.5% NEGATIVE 35.3% 29.9%	5 1
Jefferson National Expansion Mem My Work Unit 20. The people I work with cooperate to get the job done. National Park Service Midwest Region Jefferson National Expansion Mem 21. My work unit is able to recruit people with the right skills. National Park Service	75.2% 81.1% POSITIVE 76.7% 76.6% 73.7% POSITIVE 41.8%	13.4% 10.8% NEUTRAL 11.7% 12.1% 15.8% NEUTRAL 22.9%	11.4% 8.1% NEGATIVE 11.6% 10.5% NEGATIVE 35.3%	5 1 DNK 153
Jefferson National Expansion Mem My Work Unit 20. The people I work with cooperate to get the job done. National Park Service Midwest Region Jefferson National Expansion Mem 21. My work unit is able to recruit people with the right skills. National Park Service Midwest Region	75.2% 81.1% POSITIVE 76.7% 76.6% 73.7% POSITIVE 41.8% 45.1% 32.4%	13.4% 10.8% NEUTRAL 11.7% 12.1% 15.8% NEUTRAL 22.9% 25.0% 27.0%	11.4% 8.1% NEGATIVE 11.6% 11.3% 10.5% NEGATIVE 35.3% 29.9% 40.5%	5 1 DNK 153
Jefferson National Expansion Mem My Work Unit 20. The people I work with cooperate to get the job done. National Park Service Midwest Region Jefferson National Expansion Mem 21. My work unit is able to recruit people with the right skills. National Park Service Midwest Region Jefferson National Expansion Mem Jefferson National Expansion Mem	75.2% 81.1% POSITIVE 76.7% 76.6% 73.7% POSITIVE 41.8% 45.1% 32.4%	13.4% 10.8% NEUTRAL 11.7% 12.1% 15.8% NEUTRAL 22.9% 25.0% 27.0%	11.4% 8.1% NEGATIVE 11.6% 11.3% 10.5% NEGATIVE 35.3% 29.9%	5 1 DNK 153
Jefferson National Expansion Mem My Work Unit 20. The people I work with cooperate to get the job done. National Park Service Midwest Region Jefferson National Expansion Mem 21. My work unit is able to recruit people with the right skills. National Park Service Midwest Region Jefferson National Expansion Mem 21. My work unit is able to recruit people with the right skills. National Park Service Midwest Region Jefferson National Expansion Mem	75.2% 81.1% POSITIVE 76.7% 76.6% 73.7% POSITIVE 41.8% 45.1% 32.4%	13.4% 10.8% NEUTRAL 11.7% 12.1% 15.8% NEUTRAL 22.9% 25.0% 27.0%	11.4% 8.1% NEGATIVE 11.6% 11.3% 10.5% NEGATIVE 35.3% 29.9% 40.5%	5 1 DNK 153 9 -
Jefferson National Expansion Mem My Work Unit 20. The people I work with cooperate to get the job done. National Park Service Midwest Region Jefferson National Expansion Mem 21. My work unit is able to recruit people with the right skills. National Park Service Midwest Region Jefferson National Expansion Mem 21. My work unit is able to recruit people with the right skills. National Park Service Midwest Region Jefferson National Expansion Mem 22. Promotions in my work unit are based on merit.	75.2% 81.1% POSITIVE 76.7% 76.6% 73.7% POSITIVE 41.8% 45.1% 32.4% POSITIVE	13.4% 10.8% NEUTRAL 11.7% 12.1% 15.8% NEUTRAL 22.9% 25.0% 27.0%	11.4% 8.1% NEGATIVE 11.6% 11.3% 10.5% NEGATIVE 35.3% 29.9% 40.5% NEGATIVE	5 1 DNK 153 9 - DNK

23. In my work unit, steps are taken to deal with a poor performer who cannot or	will not improve.			
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	34.2%	26.6%	39.2%	639
Midwest Region	42.1%	24.1%	33.8%	29
Jefferson National Expansion Mem	40.0%	25.7%	34.3%	1
24. In my work unit, differences in performance are recognized in a meaningful wa	•			
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	37.2%	28.5%	34.3%	472
Midwest Region	41.8%	26.9%	31.2%	24
Jefferson National Expansion Mem	50.0%	18.4%	31.6%	-
25. Awards in my work unit depend on how well employees perform their jobs.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	49.8%	23.6%	26.6%	606
Midwest Region	53.9%	21.6%	24.5%	29
Jefferson National Expansion Mem	51.4%	32.4%	16.2%	1
26. Employees in my work unit share job knowledge with each other.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	77.2%	11.5%	11.3%	40
Midwest Region	74.8%	13.4%	11.8%	4
Jefferson National Expansion Mem	70.3%	18.9%	10.8%	1
27. The skill level in my work unit has improved in the past year.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	55.6%	27.4%	17.1%	271
Midwest Region	56.7%	28.2%	15.1%	10
Jefferson National Expansion Mem	42.1%	36.8%	21.1%	-
28. How would you rate the overall quality of work done by your work unit?				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	82.8%	13.7%	3.5%	
Midwest Region	84.9%	11.7%	3.4%	
Jefferson National Expansion Mem	78.9%	21.1%	0.0%	
My Agency				
29. My work unit has the job-relevant knowledge and skills necessary to accompl	ish organizationa	l doals		
	-	-	NEGATIVE	DNK
National Park Service	78.5%	12.9%	8.5%	56
Midwest Region	80.9%	11.7%	7.4%	2
Jefferson National Expansion Mem	73.7%	18.4%	7.9%	
30. Employees have a feeling of personal empowerment with respect to work pro		101170	11070	
So. Employees have a reening of personal empowerment with respect to work pro		NELITRAL	NEGATIVE	DNK
National Park Service	47.7%	23.0%	29.3%	152
Midwest Region	54.0%	23.0%	29.3%	9
Jefferson National Expansion Mem	38.9%	36.1%	25.0%	
31. Employees are recognized for providing high quality products and services.	30.378	50.178	23.078	
ST. Employees are recognized for providing high quality products and services.	POSITIVE	NELITRAL	NEGATIVE	DNK
National Bark Saniaa				
National Park Service	52.4%	21.8%	25.8%	<u>156</u> 7
Midwest Region Jefferson National Expansion Mem	59.6%	19.0%	21.4%	1
	58.3%	25.0%	16.7%	-
32. Creativity and innovation are rewarded.	DOSITIVE			DNIK
			NEGATIVE	DNK
National Park Service	43.1%	27.5%	29.4%	210
Midwest Region	47.7%	25.8%	26.5%	13
Jefferson National Expansion Mem	51.4%	31.4%	17.1%	
33. Pay raises depend on how well employees perform their jobs.	DOOLTIN/E			DAUK
			NEGATIVE	DNK
National Park Service	16.7%	28.2%	55.1%	593
Midwest Region	23.3%	29.6%	47.1%	35
Jefferson National Expansion Mem	25.7%	40.0%	34.3%	-
34. Policies and programs promote diversity in the workplace (for example, recruit	iting minorities ar	nd women, t	raining in awa	reness
of diversity issues, mentoring).				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	46.9%	31.0%	22.1%	480
Midwest Region	52.2%	29.8%	18.0%	24
lefferson National Expansion Mem	11 1%	32 /1%	23 5%	0

Jefferson National Expansion Mem

44.1%

32.4%

23.5%

2

35. Employees are protected from health and safety hazards on the job.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	74.9%	13.7%	11.4%	67
Midwest Region	82.0%	10.4%	7.6%	2
Jefferson National Expansion Mem	61.1%	19.4%	19.4%	-
36. My organization has prepared employees for potential security threats.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	62.2%	20.0%	17.8%	144
Midwest Region	69.3%	17.1%	13.7%	4
Jefferson National Expansion Mem	65.7%	20.0%	14.3%	1
37. Arbitrary action, personal favoritism and coercion for partisan political purposes	are not tolerat	ed.		
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	54.7%	20.1%	25.2%	392
Midwest Region	58.6%	20.5%	20.9%	16
Jefferson National Expansion Mem	65.7%	11.4%	22.9%	1
38. Prohibited Personnel Practices (for example, illegally discriminating for or again	nst any employe	ee/applicant,	obstructing a	
person's right to compete for employment, knowingly violating veterans' preference	e requirements)	are not tole	rated.	
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	69.3%	16.8%	13.9%	616
Midwest Region	70.5%	16.9%	12.5%	29
Jefferson National Expansion Mem	64.7%	20.6%	14.7%	2
39. My agency is successful at accomplishing its mission.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	65.7%	20.5%	13.8%	114
Midwest Region	71.5%	16.0%	12.5%	3
Jefferson National Expansion Mem	60.0%	20.0%	20.0%	1
40. I recommend my organization as a good place to work.			<u>.</u>	
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	62.4%	20.9%	16.8%	
Midwest Region	70.0%	14.8%	15.2%	
Jefferson National Expansion Mem	55.6%	19.4%	25.0%	
41. I believe the results of this survey will be used to make my agency a better place				
, , , , , , , , , , , , , , , , , , , ,		NEUTRAL	NEGATIVE	DNK
National Park Service	36.0%	27.7%	36.3%	502
Midwest Region	38.5%	28.7%	32.8%	33
Jefferson National Expansion Mem	48.6%	22.9%	28.6%	1
My Supervisor/Team Leader				
42. My supervisor supports my need to balance work and other life issues.				
	POSITIVE	NELITRAL	NEGATIVE	DNK
National Park Service	83.1%	8.3%	8.6%	37
Midwest Region	84.9%	5.8%	9.3%	2
Jefferson National Expansion Mem	80.6%	11.1%	8.3%	
43. My supervisor provides me with opportunities to demonstrate my leadership sk		11.170	0.070	
-o. Wy superviser provides the with opportunities to demonstrate my leddership sit		NELITRAL	NEGATIVE	DNK
National Park Service	74.1%	12.5%	13.4%	43
Midwest Region	74.1%	13.9%	10.9%	43
Jefferson National Expansion Mem	72.2%	19.4%	8.3%	
44. Discussions with my supervisor about my performance are worthwhile.	12.270	13.470	0.070	
44. Discussions with my supervisor about my performance are worthwhile.	POSITIVE	NELITRAL	NEGATIVE	DNK
National Park Service	68.5%	15.6%	16.0%	116
Mational Park Service	68.5%			
Jefferson National Expansion Mem	77.1%	16.4% 17.1%	15.5% 5.7%	7
45. My supervisor is committed to a workforce representative of all segments of so		17.170	5.7 /0	1
To. My supervisor is committee to a workforce representative of all segments of so		NELITOAL	NEGATIVE	DNK
National Park Santica				
National Park Service Midwest Region	70.5% 72.1%	20.5% 20.2%	9.0%	590 34
Midwest Region Jefferson National Expansion Mem	69.7%	20.2%	7.7% 6.1%	34 2
		∠4.∠%	6.1%	2
46. My supervisor provides me with constructive suggestions to improve my job pe			NECATIVE	
National Barly Comica				DNK
National Park Service	64.6%	18.3%	17.1%	69
Midwest Region	64.6%	17.8%	17.6%	8
Jefferson National Expansion Mem	74.3%	17.1%	8.6%	1

POSITIVE NUTRAL REGATIVE NUTRAL Netanial Park Service 114 Market Region 71.8% 10.2% 10.30% 11 Jufferson National Equansion Men 67.7% 20.0% 14.30% 1 Market Region 78.5% 10.0% 10.1% Jufferson National Equansion Men 83.3% 13.9% 2.8% Jufferson National Equansion Men 83.3% 13.9% 2.8% 3.3% Jufferson National Equation Men 83.5% 2.8% 3.3% 3.3% Jufferson National Equansion Men 83.5% 2.8% 3.3%	47. Supervisors in my work unit support employee development.				
Movest Region 71 %* 15.2% 13.9% 9 Jetterson National Expansion Nem 65.7% 20.0% 14.3% 1 48. My supervisor listens to what I have to say. POSITIVE NEUTRAL NECATIVE National Phil Service 70.5% 10.4% 10.1% Mineset Region 70.5% 10.4% 10.1% No No Jetterson National Expansion Nem 35.3% 13.0% 2.8% 35.8% Jetterson National Expansion Nem 35.3% 3.0% 2.8% 35.5% Jetterson National Expansion Nem 35.3% 3.3% 1.1.5% Jetterson National Expansion Nem 35.5% 3.5% Jetterson National Expansion Nem 35.5% 3.5% 3.5% 3.5% Jetterson National Expansion Nem 35.5% 3.5% Jetterson National Expansion Nem 35.5% Jetterson National Expansion Nem 3.5% Jetterson National Expansion Nem		POSITIVE	NEUTRAL	NEGATIVE	DNK
Jefferson National Expansion Mem (85.7% 20.0% 14.3% 1 48. My supportion listens to what I have to say. POSITIVE NEUTRAL NEGATIVE Additional Park Service 79.5% 10.4% 10.4% 9.8% Jefferson National Expansion Mem 03.3% 13.6% 2.8% Jefferson National Expansion Mem 03.7% 13.6% 2.8% Jefferson National Expansion Mem 03.5% 0.4% 0.6% 7.6% Moreast Region 02.4% 0.3% 0.3% 0.3% 0.3% Jefferson National Expansion Mem 00.6% 0.5% 2.0% 0.6% 0.6% 0.6% 0.6% 0.6% 0.6% 0.6% 0.6% 0.6% 0.6% 0.6% 0.6% 0.6% 0.6% 0.6% 0.6% 1.6% 0.6% 1.6% 0.6% 1.6% 0.6% 1.6% 0.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6%	National Park Service	72.0%	14.9%	13.0%	114
48. My supervisor listens to what I have to say. POSITIVE PUSITIVE PUSITIVE PUSITIVE National Park Service National Park Service 78.5% 10.4% 10.1% Moves Region Additional Park Service 78.5% 10.4% 10.1% Moves Region Additional Park Service 83.5% 10.4% 2.6% 43.5% 2.6% Additional Park Service 83.5% 8.5% 7.6% 10.4% 8.5% 2.8% OLIN the lists is months, my supervisor has talked with me about my performance. POSITIVE NEUTRAL NEGATIVE National Park Service 7.8.5% 11.6% 4.4.5% 2.8% 51.1 51.1 5.3% 11.6% 4.4.5% 2.8% 51.1 51.1 5.3% 11.6% 4.4.5% 2.8% 51.1 51.1 5.3% 11.6% 4.4.5%	Midwest Region	71.8%	15.2%	13.0%	9
POSITIVE NEUTRAL NEGATIVE Midnes Region 78.95% 10.45% 10.45% 10.45% Jetfreson National Expansion Nem 83.35% 13.95% 2.95% 49. My supervisor treats me with respect. POSITIVE NEUTRAL NEGATIVE Neuronal Park Service 83.95% 2.95% 3.35% 2.95% Midwell Region 82.95% 2.95% 8.35% 2.85% 2.85% 50. In the last 5ix months, my supervisor has talked with me about my performance. POSITIVE NEUTRAL NEGATIVE National Park Service 7.91% 8.95% 2.85% 3.85% 11.95% National Park Service 7.91% 8.95% 1.95% 8.45% Jetfreson National Expansion Nem 8.09% 8.35% 1.95% 1.1 have trust and confidence in my supervisor. POSITIVE NEUTRAL NEGATIVE National Park Service 7.05% 16.75% 14.95% 1.95% 2.1 have trust and confidence in my supervisor. POSITIVE NEUTRAL NEGATIVE National Park Service 7.05% 1.15% 1.15% 2.5% 2.1 have trust and confidence in my supervisor. POSITIVE NEUTRAL NEGATIVE National Park Service 7.05	Jefferson National Expansion Mem	65.7%	20.0%	14.3%	1
National Park Service 72.9% 10.4% 10.1% Midness Region 78.6% 11.6% 9.8% Jefferson National Expansion Mem 63.3% 13.0% 2.8% 49. My supervisor treats me with respect. POSITIVE NEUTRAL NEGATIVE National Park Service 83.3% 2.8% Midward Region 62.4% 0.3% 8.3% 2.8% Jefferson National Expansion Mem 80.9% 8.3% 2.8% OL In the last sk months, my supervisor has talked with me about my performance. POSITIVE NEUTRAL NEGATIVE National Park Service 72.1% 9.3% 11.1% Jefferson National Expansion Mem 80.9% 8.3% 2.8% Midward Region 84.4% 7.2% 8.4% Jefferson National Expansion Mem 80.9% 8.3% 11.1% S1.1 have trust and confidence in my supervisor. POSITIVE NEUTRAL NEGATIVE National Park Service 72.0% 16.3% 14.7% Midward Region 72.7% 16.3% 11.4% Jefferson National Expansion Mem 53.3% 11.2%	48. My supervisor listens to what I have to say.				
Midwase Region 78.9% 11.9% 9.8% Jefferson Nutional Expansion Mem 83.3% 13.9% 2.9% 49. My supervisor treats me with respect. POSITIVE NetUrRAL NEGATIVE National Park Service 85.5% 8.9% 7.6% Jefferson National Expansion Mem 86.9% 2.3% 2.3% 50. In the last six months, my supervisor has talked with me about my performance. POSITIVE NetUrRAL NEGATIVE Valuenal Park Service 72.1% 9.3% 1.8% Jefferson National Expansion Mem 80.9% 7.2% 8.4% Jefferson National Expansion Mem 80.9% 7.2% 8.4% Jefferson National Expansion Mem 80.9% 7.2% 8.4% Jefferson National Expansion Mem 80.9% 1.1% 5.8% 11.1% Net Cast Title Net Cast Title Net Cast Title National Park Service 70.8% 11.9% 1.14% Jefferson National Expansion Mem 70.7% 1.15% 8.3% 52. Overall, how good a job do you feel is being done by your immediate supervisor. Net Cast Title		POSITIVE	NEUTRAL	NEGATIVE	
Jettran Legansion Nam 93.3% 13.9% 2.9% 49. My supervisor treats me with respect. POSITIVE NEUTRAL NEGATIVE National Park Service 83.5% 8.9% 7.6% Medwast Region 82.4% 0.3% 8.5% 2.8% Ool In the last six months, my supervisor has talked with me about my performance. POSITIVE NEUTRAL NEGATIVE National Park Service 79.3% 11.8% 9.3% 11.1% Midwast Region 84.4% 7.2% 8.4% Jettrau NetGATIVE National Park Service 79.3% 11.1% 9.3% 11.1% Midwast Region 84.4% 7.2% 8.4% Jettrau NetGATIVE National Park Service 70.8% 14.5% 14.1% Modwast Region Jettrau Traum National Expansion Mem 60.2% 10.0% 14.4% Jettrau NetGATIVE National Park Service 70.7% 17.4% 11.3% Jettrau NetGATIVE Mational Park Service 70.7% 17.4% 11.3% Jettrau NetGATIVE Mational Park Service 70.7% 17.4%<	National Park Service	79.5%	10.4%	10.1%	
49. My supervisor treats me with respect. POSITIVE NEUTRAL NEGATIVE National Park Service 83.5% 8.9% 7.6% Madwest Region 82.4% 9.3% 8.3% 2.2% 50. In the last six months, my supervisor has talked with me about my performance. POSITIVE NEUTRAL NEGATIVE National Park Service 79.3% 9.3% 11.6% Movest Region 84.4% 7.2% 8.4% Jeffersion National Expansion Mem 80.6% 8.3% 11.1% 51. I have trust and confidence in my supervisor. POSITIVE NEUTRAL NEGATIVE National Park Service 70.5% 16.7% 8.3% 20. Overall, how good a job do you feel is being done by your immediate supervisor? POSITIVE NEUTRAL NEGATIVE National Park Service 70.5% 16.7% 8.3% 20. Overall, how good a job do you feel is being done by your immediate supervisor? POSITIVE NEUTRAL NEGATIVE Network Region 20. Overall, how good a job do you feel is being done by your immediate supervisor? 11.9% 6.0% 20. Overall, how good a job do you feel is being done by your immediate supervisor? 12.5% 16.3% 12.5% 2	Midwest Region	78.6%	11.6%	9.8%	
POSITIVE NetTRAL NetSATIVE National Park Service 83.5% 8.9% 7.6% Midnest Region 82.4% 9.3% 8.3% 2.6% Sol, In the last six months, my supervisor has talked with me about my performance. POSITIVE NEUTRAL NEGATIVE National Park Service 79.1% 9.3% 11.6% Midwest Region 84.4% 7.2% 6.4% Jefferson National Expansion Mem 80.0% 8.3% 11.1% Silicit Networks 51. In base Service 70.8% 14.6% 14.4% 7.2% 6.4% Jefferson National Expansion Mem 80.0% 8.3% 11.1% Silicit Networks Solutional Park Service 70.8% 14.6% 14.4% 7.2% National Park Service 72.5% 16.7% 8.3% 11.2% Midmest Region 82.3% 11.1% Jefferson National Expansion Mem 83.3%	Jefferson National Expansion Mem	83.3%	13.9%	2.8%	
National Park Service 83.9% 8.9% 7.6% Midwest Region 82.9% 8.9% 8.9% 2.6% Sol. In the last six months, my supervisor has talked with me about my performance. POSITIVE NEUTRAL NEGATIVE National Park Service 73.1% 9.3% 11.6% Midwest Region 64.4% 7.2% 8.4% Jefferson National Expansion Nem 80.6% 6.3% 11.1% Sol. In the last science 70.9% 11.4% Midwest Region Midwest Region 60.2% 10.5% 14.4% Jefferson National Expansion Nem 60.2% 10.5% 14.4% Movest Region 70.2% 10.3% 11.2% National Park Service 72.0% 10.3% 11.2% National Park Service 72.0% 10.3% 11.2% National Park Service 72.7% 10.3% 12.8% Sol. Over all, Now good all job do you feel is being done by your immediate supervisor? POSITIVE NEUTRAL NEGATIVE National Park Service 72.5% 10.3% 11.2% Midwest Region	49. My supervisor treats me with respect.				
Intervest Region 82.4% 9.3% 8.3% 2.8% Jetterson National Expansion Mem 88.9% 8.3% 2.8% SO. In the last six months, my supervisor has talked with me about my performance. POSITIVE NEUTRAL NEGATIVE National Park Service 70.1% 9.3% 11.6% Midwest Region 84.4% 7.2% 8.4% Jetterson National Expansion Mem 80.6% 8.3% 11.9% S1. In have trust and confidence in my supervisor. POSITIVE NEUTRAL NEGATIVE National Park Service 70.8% 14.5% 14.7% National Park Service 70.8% 16.7% 8.3% 52. 0.5% 16.7% 17.4% 11.9% Jetterson National Expansion Mem 70.7% 17.4% 11.3% 5. 11.3% 5. 11.3% <t< td=""><td></td><td>POSITIVE</td><td>NEUTRAL</td><td>NEGATIVE</td><td></td></t<>		POSITIVE	NEUTRAL	NEGATIVE	
Intervest Region 82.4% 9.3% 8.3% Jetterson National Expansion Mem 88.9% 8.3% 2.8% Sol. In the last six months, my supervisor has talked with me about my performance. POSITIVE NEUTRAL NEGATIVE National Park Service 70.1% 9.3% 11.6% Midwest Region 84.4% 7.2% 8.4% Jetterson National Expansion Mem 80.6% 8.3% 11.1% Sol. In the last six months, my supervisor. POSITIVE NEUTRAL NEGATIVE National Park Service 70.8% 14.5% 14.7% National Park Service 70.8% 14.5% 14.7% Medwest Region 3.5% 17.5% 16.7% 12.7% 14.5% 14.7% Vectoral Region 60.2% 16.0% 14.8% 3.5% 17.5% 16.7% 13.7% 16.7% 11.7% Midwest Region 3.5% 11.7% 5.5% 2.0% 11.1% 5.6% 2.4% 4.1% 2.25% 40.8% 2.25% 40.8% 12.1% 5.5% 2.2 3.1 my organization, senior leaders generate high levels of motivation a	National Park Service	83.5%	8.9%	7.6%	
Jeffersen National Expansion Mem 88.9% 8.3% 2.8% 50. In the last six months, my supervisor has talked with me about my performance. POSITIVE NEUTRAL NEGATIVE National Park Service 70.1% 9.3% 11.0% Midwest Region 84.4% 7.2% 8.4% Jefferson National Expansion Mem 80.6% 8.3% 11.1% S1. I have trust and confidence in my supervisor. POSITIVE NEUTRAL NEGATIVE National Park Service 16.0% 14.6% 14.7% National Park Service 70.8% 14.6% 14.8%					
50. In the last six months, my supervisor has talked with me about my performance. POSITIVE NEUTRAL NEGATIVE National Park Service 70.1% 0.3% 11.6% Midwest Region 84.4% 7.2% 8.4% Jefferson National Expansion Mem 80.6% 8.3% 11.1% S1. I have trust and confidence in my supervisor. POSITIVE NEUTRAL NEGATIVE National Park Service 70.8% 14.5% 14.7% Midwest Region 60.2% 16.0% 44.8% 2.2% 16.0% 44.8% Jefferson National Expansion Mem 50.2% 16.0% 41.8% Jefferson National Expansion Mem 3.3% 11.9% Jefferson National Expansion Mem 72.5% 16.3% 11.9% Jefferson National Expansion Mem 83.3% 11.9% 2.4% 41.5% 2.2% National Park Service 31.5% 24.4% 41.5% 1.2% Midwest Region 3.1.9% 2.4% 41.5% 2.2% National Park Service 33.0% 24.4% 40.5% 2 2 Midwest Region 3.6.0% 24.7% 3.7.5%	· · · · ·				
POSITIVE NEUTRAL NEGATIVE National Park Service 79.1% 0.3% 11.8% Jetterson National Expansion Mem 80.6% 8.3% 11.13% S1. I have trust and confidence in my supervisor. POSITIVE NEUTRAL NEGATIVE Network National Park Service 70.8% 14.6% 14.7% Midwest Region 69.2% 16.0% 14.8% Jetterson National Expansion Mem 72.6% 16.3% 11.2% S2. Overall, how good a job do you feel is being done by your immediate supervisor? POSITIVE NEUTRAL NEGATIVE Network Service S2. Overall, how good a job do you feel is being done by your immediate supervisor? National Park Service 72.5% 16.3% 11.2% Midwest Region 70.7% 17.4% 11.9% 5.6% LeaderShip S3.1 my organization, senior leaders generate high levels of motivation and commitment in the workforce. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 31.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.5% 40.0% 11 Sational Park Service 31.5% <			,	,	
National Park Service 79.1% 9.3% 11.8% Midwest Region 64.4% 7.2% 8.4% Jetterson National Expansion Mem 80.6% 8.3% 11.1% S1. I have trust and confidence in my supervisor. POSITIVE NEUTRAL NEGATIVE National Park Service 70.3% 14.5% 14.7% Midwest Region 69.2% 10.0% 14.8% Jetterson National Expansion Mem 52.0 Verall, how good a job do you feel is being done by your immediate supervisor? POSITIVE NEUTRAL NEGATIVE National Park Service 72.5% 16.3% 11.2% Midwest Region 70.7% 17.4% 11.9% Jetterson National Expansion Mem 83.3% 11.1% 5.6% Leadership 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 31.5% 24.4% 44.1% 222 Movest Region 34.9% 24.5% 40.6% 11 Jetterson National Expansion Mem 42.4% 42.4% 42.4% Vorganiza		POSITIVE	NELITRAL	NEGATIVE	
Midwest Region 84.4% 7.2% 8.4% Jefferon National Expansion Mem 80.8% 11.1% S1. I have trust and confidence in my supervisor. POSITIVE NEUTRAL NEGATIVE National Park Service 70.8% 14.5% 14.7% Midwest Region 69.2% 16.0% 14.8% 7.0% 8.3% 22. Overall, how good a job do you feel is being done by your immediate supervisor? POSITIVE NEUTRAL NEGATIVE National Expansion Mem 75.0% 16.3% 11.2% National Expansion Mem 83.3% 11.1% 5.6% LeaderShip 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 31.5% 24.4% 41.1% 222 Midnest Region 34.9% 24.5% 40.0% 11 Jefferson National Expansion Mem 42.4% 41.1% 222 Midnest Region 34.9% 24.5% 40.0% 11 Jefferson National Expansion Mem 42.4% 41.5% 2 2 Softerson National E	National Park Saniaa				
Jefferson National Expansion Mem 80.6% 8.3% 11.1% 51. I have trust and confidence in my supervisor. POSITIVE NEUTRAL NEGATIVE National Park Service 70.8% 14.5% 14.7% Midwest Region 60.2% 10.0% 14.8% Jefferson National Expansion Mem 75.0% 16.7% 8.3% 52. Overall, how good job do you feel is being done by your immediate supervisor? POSITIVE NEUTRAL NEGATIVE National Park Service 72.8% 16.3% 11.2% Midwest Region 70.7% 17.4% 11.9% Jefferson National Expansion Mem 83.3% 11.1% 5.6% LeaderShip 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. POSITIVE NEUTRAL NEGATIVE DIK National Park Service 31.5% 24.4% 44.1% 2222 44. Moy organization, senior leaders maintain high standards of honesty and integrity. E Standards of honesty and integrity. Vorganization's senior leaders maintain high standards of honesty and integrity. E Standards of honesty and integrity. Stational Park Service 30.0% 24.7%					
51. I have trust and confidence in my supervisor. POSITIVE NEUTRAL NEGATIVE National Park Service 70.8% 14.5% 14.7% Midwast Region 69.2% 16.0% 14.8% Jefferson National Expansion Mem 75.0% 16.7% 8.3% 52. Overall, how good a job do you feel is being done by your immediate supervisor? POSITIVE NEUTRAL NEGATIVE National Park Service 72.5% 16.3% 11.2% National Park Service 70.7% 17.4% 11.9% Jefferson National Expansion Mem 63.3% 11.1% 5.6% LeaderShip 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 31.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.5% 40.6% 11 Jefferson National Expansion Mem 42.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. NK National Park Service 39.0% 24.7% 36.3% 415 S5. Supervisors work well with employees o	5				
POSITIVE NEUTRAL NEGATIVE National Park Service 70.8% 14.5% 14.7% Jefferson National Expansion Mem 70.9% 16.7% 8.3% 52. Overall, how good a job do you feel is being done by your immediate supervisor? POSITIVE NEUTRAL NEGATIVE Netorall Park Service 71.5% 11.2% National Park Service 72.5% 16.3% 11.2% Midwest Region 71.7% 11.3% Jefferson National Expansion Mem 83.3% 11.1% 5.6% Leadership 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. POSITIVE NEUTRAL NEGATIVE DNK National Expansion Mem 42.4% 24.4% 44.1% 222 Midwest Region 34.9% 24.4% 44.1% 222 Midwest Region 34.9% 24.4% 42.4% 2 Midwest Region 38.0% 24.2% 37.8% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. NK NK National Park Service 39.0% 24.7% 37.8% 23 J		80.6%	8.3%	11.1%	
National Park Service 70.8% 14.5% 14.7% Midwest Region 69.2% 16.0% 14.8% Jafferson National Expansion Mem 75.0% 16.7% 8.3% 52. Overall, how good a job do you feel is being done by your immediate supervisor? POSITIVE NEUTRAL NEGATIVE National Park Service 72.5% 16.3% 11.2% Midwest Region 70.7% 17.4% 11.9% Jafferson National Expansion Mem 83.3% 11.1% 5.6% Leadership 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. DNK National Park Service 31.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.5% 40.6% 11 Jafferson National Expansion Mem 42.4% 12.1% 45.5% 22 54. My organization's senior leaders maintain high standards of honesty and integrity. National Park Service 39.0% 24.2% 37.8% 23 Jafferson National Expansion Mem 43.8% 18.8% 37.5% 2 55. Supervisors work well with employees of diff	51. I have trust and confidence in my supervisor.				
Midwest Region 69.2% 16.0% 14.8% Jefferson National Expansion Mem 75.0% 16.7% 8.3% 52. Overall, how good a job do you feel is being done by your immediate supervisor? POSITIVE NEUTRAL NEGATIVE National Park Service 72.5% 16.7% 8.3% Midwest Region 70.7% 17.4% 11.2% Jefferson National Expansion Mem 83.3% 11.1% 5.6% Leadership 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. POSITIVE NEUTRAL NEGATIVE DNK National Expansion Mem 42.4% 42.5% 40.6% 11 Jefferson National Expansion Mem 42.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 30.0% 24.7% 36.3% 415 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 2 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK National Park Service					
Jefferson National Expansion Mem 75.0% 16.7% 8.3% 52. Overall, how good a job do you feel is being done by your immediate supervisor? POSITIVE NEUTRAL NEGATIVE National Park Service 72.5% 16.3% 11.2% Midwest Region 70.7% 17.4% 11.9% Jefferson National Expansion Mem 83.3% 5.6% Leadership 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. POSITIVE NEUTRAL NEGATIVE ONK National Park Service 31.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.5% 40.6% 11 Jefferson National Expansion Mem 42.4% 12.1% 45.5% 12 S4. My organization's senior leaders maintain high standards of honesty and integrity. National Park Service 38.0% 24.7% 36.3% 1415 Midwest Region 38.0% 24.2% 37.5% 23 Jefferson National Expansion Mem 43.8% 18.4% 37.5% 23 S5. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK National Expansion Mem 60.7% 12.7%	National Park Service	70.8%	14.5%	14.7%	
S2. Overall, how good a job do you feel is being done by your immediate supervisor? POSITIVE NEUTRAL NEGATIVE National Park Service 72.5% 16.3% 11.2% Midwest Region 70.7% 17.4% 11.9% Jefferson National Expansion Mem 83.3% 11.1% 5.6% LeaderShip 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. POSITIVE NEUTRAL NEGATIVE DIK DIK National Park Service 31.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.4% 40.6% 11 Jefferson National Expansion Mem 34.9% 24.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. POSITIVE NEUTRAL NEGATIVE DIK DIK National Park Service 39.0% 24.7% 36.3% 415 Midwest Region 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.3% 37.5% 23 Jefferson National Expansion Mem 69.3% 21.5% 13.1% 449					
POSITIVE NEUTRAL NEGATIVE National Park Service 72.5% 16.3% 11.2% Midwest Region 70.7% 17.4% 11.9% Jefferson National Expansion Mem B3.3% 11.1% 5.6% Leadership S3. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 31.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.5% 40.6% 11 Jefferson National Expansion Mem 42.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. V V National Park Service 39.0% 24.7% 36.3% 415 Midwest Region 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 37.5% 24 55. Spertrives region Mem 69.7% 10.7% 11.4% 10 55. Supervisors work well with employees of different ba			16.7%	8.3%	
National Park Service 72.5% 16.3% 11.2% Midwest Region 70.7% 17.4% 11.9% Jefferson National Expansion Mem 83.3% 11.1% 5.6% Leadership 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. DNK National Park Service 91.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.5% 40.6% 11 Jefferson National Expansion Mem 42.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. National Park Service DNK National Park Service 38.0% 24.7% 36.3% 21 Midwest Region 38.0% 24.7% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 2 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK National Expansion Mem 60.0% 28.6% 11.4% 1 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIV	52. Overall, how good a job do you feel is being done by your immediate supervisor?				
Midwest Region 70.7% 17.4% 11.9% Jefferson National Expansion Mem 83.3% 11.1% 5.6% Leadership 53.1 mmy organization, senior leaders generate high levels of motivation and commitment in the workforce. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 31.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.45% 40.0% 111 Jefferson National Expansion Mem 42.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. EVSTIVE NEUTRAL NEGATIVE DNK National Park Service 39.0% 24.7% 36.3% 415 Midwest Region 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 2 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK National Expansion Mem 69.7% 18.7% 11.6% 25 Jefferson National Expansion Mem 60.7% 20.7% 22.5% 131		POSITIVE	NEUTRAL	NEGATIVE	
Jefferson National Expansion Mem 83.3% 11.1% 5.6% Leadership 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 31.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.5% 40.6% 11 Jefferson National Expansion Mem 42.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. POSITIVE NEUTRAL NEGATIVE DNK National Expansion Mem 39.0% 24.7% 36.3% 415 Midwest Region 38.0% 24.7% 37.6% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 2 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK National Expansion Mem 60.7% 21.5% 13.2% 449 Ideterson National Expansion Mem 60.0% 28.6% 11.4% 1 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE </td <td>National Park Service</td> <td>72.5%</td> <td>16.3%</td> <td>11.2%</td> <td></td>	National Park Service	72.5%	16.3%	11.2%	
Leadership POSITIVE NEUTRAL NEGATIVE DNK National Park Service 31.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.5% 40.6% 11 Jefferson National Expansion Mem 42.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. DNK National Park Service 30.0% 24.7% 36.3% 415 National Park Service 39.0% 24.7% 36.3% 415 Midwest Region 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 23 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 65.3% 21.5% 13.2% 449 Midwest Region 69.7% 18.7% 11.6% 22.5% 131 Midwest Region 61.9% 20.7% 22.5% 131 Midwest Region 61.0% 20.7% 22.5% 131	Midwest Region	70.7%	17.4%	11.9%	
S3. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 31.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.5% 40.6% 11 Jefferson National Expansion Mem 42.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 39.0% 24.7% 36.3% 4115 Midwest Region 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 2 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 65.3% 21.5% 13.4% National Park Service 65.3% 21.5% 13.2% 449 1 1 56. Managers communicate the goals of the organization. 97.5% 18.7% 11.6% 25.5 1311 Midwest Region 61.0% 20.0% 19.0% 6 Jefferson National Expansion Mem 55.5%	Jefferson National Expansion Mem	83.3%	11.1%	5.6%	
POSITIVE NEUTRAL NEGATIVE DNK National Park Service 31.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.5% 40.6% 11 Jefferson National Expansion Mem 42.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 39.0% 24.7% 36.3% 415 Midwest Region 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 2 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 65.3% 21.5% 13.2% 449 Midwest Region 69.7% 18.7% 11.6% 25 Jefferson National Expansion Mem 60.0% 28.6% 1.4% 1 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 56.7%<	Leadership				
POSITIVE NEUTRAL NEGATIVE DNK National Park Service 31.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.5% 40.6% 11 Jefferson National Expansion Mem 42.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 39.0% 24.7% 36.3% 415 Midwest Region 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 2 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 65.3% 21.5% 13.2% 449 Midwest Region 69.7% 18.7% 11.6% 25 Jefferson National Expansion Mem 60.0% 28.6% 1.4% 1 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 56.7%<	53. In my organization, senior leaders generate high levels of motivation and commit	ment in the w	orkforce.		
National Park Service 31.5% 24.4% 44.1% 222 Midwest Region 34.9% 24.5% 40.6% 11 Jefferson National Expansion Mem 42.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 39.0% 24.7% 36.3% 415 Midwest Region 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 24 S5. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK NK National Park Service 63.3% 21.5% 13.2% 449 Midwest Region 69.7% 18.7% 11.6% 25 Jefferson National Expansion Mem 60.0% 28.6% 11.4% 1 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE DNK NMK				NEGATIVE	DNK
Midwest Region 34.9% 24.5% 40.6% 11 Jefferson National Expansion Mem 42.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 39.0% 24.7% 36.3% 415 Midwest Region 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 2 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 65.3% 21.5% 13.2% 449 Midwest Region 69.7% 18.7% 11.6% 25 Jefferson National Expansion Mem 60.0% 28.6% 11.4% 1 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 56.7% 20.7% 22.5% 131 Midwest Region 61.0% 20.0% 19.0% 6	National Park Service				
Jefferson National Expansion Mem 42.4% 12.1% 45.5% 2 54. My organization's senior leaders maintain high standards of honesty and integrity. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 39.0% 24.7% 36.3% 415 Mational Park Service 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 2 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 06.3% 21.5% 13.2% 449 Midwest Region 69.7% 18.7% 11.6% 25 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 56.7% 20.7% 22.5% 131 Midwest Region 61.0% 20.0% 19.0% 6 Jefferson National Expansion Mem 55.9% 14.7% 29.4% 1 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 53.9% 24.3% 21.3%					
POSITIVE NEUTRAL NEGATIVE DNK National Park Service 39.0% 24.7% 36.3% 415 Midwest Region 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 23 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK NK National Park Service 65.3% 21.5% 13.2% 449 Midwest Region 69.7% 18.7% 11.6% 25 Jefferson National Expansion Mem 60.0% 28.6% 11.4% 1 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE DNK DNK National Park Service 56.7% 20.7% 22.5% 131 Midwest Region 61.0% 20.0% 10.0% 6 Jefferson National Expansion Mem 55.9% 14.7% 29.4% 1 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 53.9% 24.8% 21.3% 581 Midwest Region 59.8% 23.7%<	· · · ·				
POSITIVE NEUTRAL NEGATIVE DNK National Park Service 39.0% 24.7% 36.3% 415 Midwest Region 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 22 55. Supervisors work well with employees of different backgrounds. 2 55 National Park Service 65.3% 21.5% 13.2% 449 Midwest Region 69.7% 18.7% 11.6% 25 Jefferson National Expansion Mem 60.0% 28.6% 11.4% 1 56. Managers communicate the goals of the organization. DNK National Park Service 56.7% 20.7% 22.5% 131 Midwest Region 61.0% 20.0% 19.0% 6 Jefferson National Expansion Mem 55.9% 14.7% 29.4% 1 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. DNK National Park Service 53.9% 24.8%			.2.170	101070	
National Park Service 39.0% 24.7% 36.3% 415 Midwest Region 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 2 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK NK National Park Service 65.3% 21.5% 13.2% 449 Midwest Region 69.7% 18.7% 11.6% 25 Jefferson National Expansion Mem 60.0% 28.6% 11.4% 1 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE DNK NK National Park Service 56.7% 20.7% 22.5% 131 Midwest Region 61.0% 20.0% 19.0% 6 Jefferson National Expansion Mem 55.5% 14.7% 29.4% 1 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 53.9% 23.7% 16.5% 38 Jefferson National Expansion	or my organization of senior leaders maintain high standards of honesty and integrity.		NELITRAL	NEGATIVE	DNK
Midwest Region 38.0% 24.2% 37.8% 23 Jefferson National Expansion Mem 43.8% 18.8% 37.5% 2 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 65.3% 21.5% 13.2% 449 Midwest Region 69.7% 18.7% 11.6% 25 Jefferson National Expansion Mem 60.0% 28.6% 11.4% 1 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 56.7% 20.7% 22.5% 131 Midwest Region 61.0% 20.0% 19.0% 6 Jefferson National Expansion Mem 55.9% 14.7% 29.4% 1 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 53.9% 24.8% 21.3% 581 Midwest Region 59.8% 23.7% 16.5% 38 Jefferson National Expan	National Park Sonico				
Jefferson National Expansion Mem 43.8% 18.8% 37.5% 2 55. Supervisors work well with employees of different backgrounds. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 65.3% 21.5% 13.2% 449 Midwest Region 69.7% 18.7% 11.6% 25 Jefferson National Expansion Mem 60.0% 28.6% 11.4% 1 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 56.7% 20.7% 22.5% 131 Midwest Region 61.0% 20.0% 19.0% 6 Jefferson National Expansion Mem 55.9% 14.7% 29.4% 1 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 53.9% 24.8% 21.3% 581 Midwest Region 59.8% 23.7% 16.5% 38 Jefferson National Expansion Mem 55.5% 6.9% 27.6%					
POSITIVE NEUTRAL NEGATIVE DNK National Park Service 65.3% 21.5% 13.2% 449 Midwest Region 69.7% 18.7% 11.6% 25 Jefferson National Expansion Mem 60.0% 28.6% 11.4% 1 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 56.7% 20.7% 22.5% 131 Midwest Region 61.0% 20.0% 19.0% 6 Jefferson National Expansion Mem 55.9% 14.7% 29.4% 1 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 53.9% 24.8% 21.3% 581 Midwest Region 53.9% 24.8% 21.3% 581 Midwest Region 59.8% 23.7% 16.5% 38 Jefferson National Expansion Mem 65.5% 6.9% 27.6% 7 58. Managers promote communication among different work units (for example, about projects, goals, needed resources). POSITIVE NEUTRAL NEGATIVE DNK National Park Service 52.					
POSITIVENEUTRALNEGATIVEDNKNational Park Service65.3%21.5%13.2%449Midwest Region69.7%18.7%11.6%25Jefferson National Expansion Mem60.0%28.6%11.4%156. Managers communicate the goals of the organization.POSITIVENEUTRALNEGATIVEDNKNational Park Service56.7%20.7%22.5%131Midwest Region61.0%20.0%19.0%6Jefferson National Expansion Mem55.9%14.7%29.4%157. Managers review and evaluate the organization's progress toward meeting its goals and objectives.DNKNational Park Service53.9%24.8%21.3%581Midwest Region59.8%23.7%16.5%38Jefferson National Expansion Mem65.5%6.9%27.6%758. Managers promote communication among different work units (for example, about projects, goals, needed resources).POSITIVENEUTRALNEGATIVENational Park Service52.5%19.7%27.8%230Midwest Region56.3%21.4%22.3%9		43.0%	10.076	57.576	2
National Park Service 65.3% 21.5% 13.2% 449 Midwest Region 69.7% 18.7% 11.6% 25 Jefferson National Expansion Mem 60.0% 28.6% 11.4% 1 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 56.7% 20.7% 22.5% 131 Midwest Region 61.0% 20.0% 19.0% 6 Jefferson National Expansion Mem 55.9% 14.7% 29.4% 1 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 53.9% 24.8% 21.3% 581 Midwest Region 59.8% 23.7% 16.5% 38 Jefferson National Expansion Mem 65.5% 6.9% 27.6% 7 58. Managers promote communication among different work units (for example, about projects, goals, needed resources). POSITIVE NEUTRAL NEGATIVE DNK National Park Service 52.5% 1	55. Supervisors work weir with employees of different backgrounds.	DOCITIVE			DNIZ
Midwest Region 69.7% 18.7% 11.6% 25 Jefferson National Expansion Mem 60.0% 28.6% 11.4% 1 56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE DNK DNK National Park Service 56.7% 20.7% 22.5% 131 Midwest Region 61.0% 20.0% 19.0% 6 Jefferson National Expansion Mem 55.9% 14.7% 29.4% 1 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. POSITIVE NEUTRAL NEGATIVE DNK DNK National Park Service 53.9% 24.8% 21.3% 581 Midwest Region 59.8% 23.7% 16.5% 38 Jefferson National Expansion Mem 65.5% 6.9% 27.6% 7 58. Managers promote communication among different work units (for example, about projects, goals, needed resources). POSITIVE NEUTRAL NEGATIVE DNK National Park Service 52.5% 19.7% 27.8% 230 Midwest Region 56.3% 21.4% 22.3% 9 <td></td> <td></td> <td></td> <td></td> <td></td>					
Jefferson National Expansion Mem60.0%28.6%11.4%156. Managers communicate the goals of the organization.POSITIVE NEUTRAL NEGATIVE DNKNational Park Service56.7%20.7%22.5%131Midwest Region61.0%20.0%19.0%6Jefferson National Expansion Mem55.9%14.7%29.4%157. Managers review and evaluate the organization's progress toward meeting its goals and objectives.POSITIVE NEUTRAL NEGATIVE DNKNational Park Service53.9%24.8%21.3%581Midwest Region59.8%23.7%16.5%38Jefferson National Expansion Mem65.5%6.9%27.6%758. Managers promote communication among different work units (for example, about projects, goals, needed resources).POSITIVE NEUTRAL NEGATIVE DNKNational Park Service52.5%19.7%27.8%230Midwest Region56.3%21.4%22.3%9					
56. Managers communicate the goals of the organization. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 56.7% 20.7% 22.5% 131 Midwest Region 61.0% 20.0% 19.0% 6 Jefferson National Expansion Mem 55.9% 14.7% 29.4% 1 ST. Managers review and evaluate the organization's progress toward meeting its goals and objectives. POSITIVE NEUTRAL NEGATIVE DNK National Park Service 53.9% 24.8% 21.3% 581 Midwest Region 59.8% 23.7% 16.5% 38 Jefferson National Expansion Mem 65.5% 6.9% 27.6% 7 State and the parasion Mem 65.5% 6.9% 27.6% 7 State and the parasion Mem 65.5% 6.9% 27.6% 7 State and the parasion Mem 65.5% 19.7% 27.8% 230 Midwest Region State and the parasion Mem DNK National Expansion Mem State and the parasion Mem State and the parasion Mem					

59. Managers support collaboration across work units to accomplish work objective	ves.			
		NEUTRAL	NEGATIVE	DNK
National Park Service	56.9%	20.0%	23.1%	237
Midwest Region	64.1%	17.5%	18.4%	17
Jefferson National Expansion Mem	54.3%	17.1%	28.6%	-
60. Overall, how good a job do you feel is being done by the manager directly abo				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	57.5%	24.0%	18.5%	487
Midwest Region	55.8%	25.3%	18.9%	31
Jefferson National Expansion Mem	58.8%	17.6%	23.5%	1
61. I have a high level of respect for my organization's senior leaders.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	40.6%	27.0%	32.4%	142
Midwest Region	42.1%	25.5%	32.5%	9
Jefferson National Expansion Mem	40.0%	22.9%	37.1%	-
62. Senior leaders demonstrate support for Work/Life programs.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	48.5%	29.8%	21.7%	916
Midwest Region	51.2%	30.0%	18.8%	75
Jefferson National Expansion Mem	45.2%	25.8%	29.0%	4
My Satisfaction				
63. How satisfied are you with your involvement in decisions that affect your work?	?			
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	54.2%	20.8%	25.0%	
Midwest Region	60.0%	19.4%	20.6%	
Jefferson National Expansion Mem	42.9%	25.7%	31.4%	
64. How satisfied are you with the information you receive from management on v	what's going on i	n your organ	ization?	
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	48.7%	22.3%	29.0%	
Midwest Region	50.3%	24.0%	25.8%	
Jefferson National Expansion Mem	48.6%	17.1%	34.3%	
65. How satisfied are you with the recognition you receive for doing a good job?				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	53.6%	22.2%	24.1%	
Midwest Region	59.1%	21.4%	19.6%	
Jefferson National Expansion Mem	58.8%	23.5%	17.6%	
66. How satisfied are you with the policies and practices of your senior leaders?				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	34.9%	31.0%	34.2%	
Midwest Region	36.5%	31.2%	32.3%	
Jefferson National Expansion Mem	42.9%	11.4%	45.7%	
67. How satisfied are you with your opportunity to get a better job in your organiza				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	35.1%	26.6%	38.3%	
Midwest Region	41.6%	27.3%	31.1%	
Jefferson National Expansion Mem	42.9%	25.7%	31.4%	
68. How satisfied are you with the training you receive for your present job?				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	54.5%	22.6%	22.9%	
Midwest Region	57.5%	22.8%	19.8%	
Jefferson National Expansion Mem	42.9%	22.9%	34.3%	
69. Considering everything, how satisfied are you with your job?				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	67.2%	16.7%	16.1%	
Midwest Region	69.2%	18.2%	12.7%	
Jefferson National Expansion Mem	51.4%	34.3%	14.3%	
70 Considering overything, how estisfied are you with your pay?				
70. Considering everything, now satisfied are you with your pay?		NEUTOAL	NEGATIVE	
To. Considering everything, now satisfied are you with your pay?	POSITIVE	NEUIRAL	NEOATHE	
	POSITIVE 57.1%	17.7%	25.2%	
70. Considering everything, how satisfied are you with your pay? National Park Service Midwest Region				

71. Considering everything, how satisfied are you with your organization?			
	POSITIVE	NEUTRAL	NEGATIVE
National Park Service	55.4%	21.7%	22.9%
Midwest Region	61.4%	20.6%	18.1%
Jefferson National Expansion Mem	45.5%	27.3%	27.3%
Performance			
72. Currently in my work unit poor perfomers usually:			
	NPS	MW	Park/Office
Remain in the work unit and improve their performance over time	13.5%	17.3%	37.9%
Remain in the work unit and continue to underperform	54.3%	48.3%	37.9%
eave the work unit - removed or transferred	7.8%	10.2%	3.4%
Leave the work unit - quit	2.8%	3.5%	0.0%
There are no poor performers in my work unit	21.6%	20.6%	20.7%
Partial Shutdown			
73. Which of the following best describes the impact of the partial government shutde		vorking/pav	status?
ro. Which of the following best describes the impact of the partial government shata	NPS	MW	Park/Office
The shutdown had no impact on my working/pay status	5.9%	3.4%	0.0%
I did not work and did not receive pay until after the lapse ended	58.9%	67.3%	60.6%
worked some of the shutdown but did not receive pay until after the lapse ended	14.4%	13.4%	9.1%
worked some of the shiddown but did not receive pay until after the lapse ended	10.8%	11.8%	27.3%
Other, not listed above	10.0%	4.1%	3.0%
74. How was your everyday work impacted during (if you worked) or after the partial			0.070
The new way your everyday work impacted daming (in you worked) or allor the partial	NPS	MW	Park/Office
It had no impact	11.7%	8.6%	19.4%
A slightly negative impact	10.4%	11.9%	12.9%
A moderately negative impact	24.1%	24.3%	38.7%
A very negative impact	28.0%	27.1%	3.2%
An extremely negative impact	25.9%	28.2%	25.8%
75. In what ways did the partial government shutdown negatively affect your work? (
	NPS	MW	Park/Office
Unmanageable workload	55.7%	57.8%	52.0%
Missed deadlines	73.6%	80.0%	64.0%
Unrecoverable loss of work	48.4%	49.6%	44.0%
Reduced customer service	60.7%	64.7%	64.0%
Delayed work	83.3%	89.0%	80.0%
Reduced work quality	55.7%	57.8%	28.0%
Cutback of critical work	73.6%	80.0%	44.0%
Time lost in restarting work	48.4%	49.6%	68.0%
Unmet statutory requirements	60.7%	64.7%	20.0%
Other	83.3%	89.0%	36.0%
76. Are you looking for another job because of the partial government shutdown?			
	NPS	MW	Park/Office
am looking for another job specifically because of the shutdown	2.4%	2.5%	0.0%
am looking for another job, but the shutdown is only one of the reasons	14.0%	11.5%	6.1%
am looking for another job, but the shutdown had no influence on that decision	16.5%	15.2%	30.3%
am not looking for another job currently	67.1%	70.8%	63.6%
77. My agency provided the support (e.g., communication, assistance, guidance) I ne	eeded during	the partial g	overnment shutdov
	NPS	MW	Park/Office
Strongly Agree	17.5%	20.1%	18.2%
Agree	39.6%	38.5%	27.3%
	22.1%	21.8%	36.4%
Neither Agree nor Disagree			
Neither Agree nor Disagree Disagree	11.9%	12.7%	9.1%

78. Please select the response below that BEST describes your current telework sch				
	NPS	MW	Park/Office)
I telework very infrequently, on an unscheduled or short-term basis.	20.2%	25.6%	3.0%	
I telework, but only about 1 or 2 days per month	7.7%	6.7%	0.0%	
I telework 1 or 2 days per week	10.9%	9.9%	0.0%	
telework 3 or 4 days per week	2.1%	1.4%	0.0%	
I telework every work day	1.9%	1.3%	0.0%	
do not telework because I have to be physically present on the job	39.0%	32.1%	63.6%	
do not telework because of technical issues that prevent me from teleworking	2.1%	2.2%	3.0%	
I do not telework because I did not receive approval to do so, even though I have the				
kind of job where I can telework	7.0%	10.3%	24.2%	
I do not telework because I choose not to telework	9.1%	10.5%	6.1%	
79. How satisfied are you with: Telework?				
			. NEGATIVE	
National Park Service	63.1%	25.1%	11.8%	3,106
Vidwest Region	61.9%	26.6%	11.6%	201
Jefferson National Expansion Mem	10.0%	30.0%	60.0%	21
30. Which of the following Work-Life programs have you particiated in or used at you	r agency with	in the last 1	2 months? (N	hark all
hat apply):	NIDO		Devil (Office	
Alternative Work Schedules	NPS	MW	Park/Office	;
	53.3%	50.8%	25.0%	
Health and Wellness Programs	31.2%	31.1%	40.6%	
Employee Assistance Program - EAP	11.6%	13.9%	25.0%	
Child Care Programs	1.9%	1.6%	0.0%	
Elder Care Programs	0.2%	0.5%	0.0%	
None listed above	53.3%	50.8%	50.0%	
81. How satisfied are you with: AWS?				N
			. NEGATIVE	
National Park Service	79.6%	14.8%	5.6%	2,035
/lidwest Region	75.4%	18.0%	6.7%	151
Jefferson National Expansion Mem	52.6%	26.3%	21.1%	14
32. How satisfied are you with: Health and Wellness Programs?	DOCITIVE			No Llo
			NEGATIVE	
National Park Service	58.8%	31.4%	9.8%	2,273
Vidwest Region	58.0%	32.8%	9.3%	156
Jefferson National Expansion Mem	66.7%	25.9%	7.4%	6
33. How satisfied are you with: Employee Assistance Program (EAP)?	DOSITIVE			Neller
Vational Park Service	46.4%	45.2%	8.4%	3,174
Vidwest Region	52.3% 51.9%	41.7% 44.4%	6.0%	208
Jefferson National Expansion Mem	51.9%	44.4%	3.7%	6
34. How satisfied are you with: Child Care Programs?	DOCITIVE			Nelle
Jotional Park Samia			NEGATIVE	
National Park Service	20.5%	69.3%	10.2%	5,457
Vidwest Region	24.5%	70.4%	5.0%	395
Jefferson National Expansion Mem	14.3%	85.7%	0.0%	26
85. How satisfied are you with: Elder Care Programs?	DOSITIVE			Nolle
Notional Dayle Comise			NEGATIVE	
National Park Service	14.4%	78.5%	7.1%	5,686
Vidwest Region Jefferson National Expansion Mem	17.5% 14.3%	76.2% 85.7%	6.3% 0.0%	410

Section V: Demographic Results - This section provides the percentages of respondents endorsing each demographic response option.

each demographic response option.	
Results for: Jefferson National Expansion M	em
D-1. Where do you work?	
Headquarters	12%
Field	88%
D-2. What is your supervisory status?	
Senior Leader	0%
Manager	18%
Supervisor	30%
Team Leader	12%
Non-Supervisor	39%
D-3. What is your pay category/grade?	
Federal Wage System	18%
GS 1-6	6%
GS 7-12	52%
GS 13-15	15%
Senior Executive Service	0%
Senior Level (SL) Scientific/Professional (ST)	0%
Other	9%
Other	9%
D.4. What is your US military carvias status	,
D-4. What is your US military service status?	64%
No Prior Miliatary Service	04% 3%
Currently in National Guard or Reserves	
Retired	9%
Separated or Discharged	24%
D.E. How long have you been with the Ender	al
D-5. How long have you been with the Feder Government (excluding military service)?	ai
· · · · · · · · · · · · · · · · · · ·	0%
Less than 1 year	3%
1 to 3 years	- / -
4 to 5 years	6%
6 to 10 years	12%
11 to 14 years	6%
15 to 20 years	12%
More than 20 years	61%
	4
D-6. How long have you been with your curre	ent
agency?	001
Less than 1 year	6%
1 to 3 years	12%
4 to 5 years	3%
6 to 10 years	12%
11 to 14 years	3%
15 to 20 years	12%
More than 20 years	52%
D-7. Are you considering leaving your organizat	ion
within the next year, and if so, why?	
No	70%

· · · · · · · · · · · · · · · · · · ·	
within the next year, and if so, why?	
No	70%
Yes, to retire	0%
Yes, to take another job in the Fed Government	21%
Yes, to take another job outside the Fed. Gov.	3%
Yes, other	6%

D-8. I am planning to retire:	
Within one year	0%
Between one and three years	15%
Between three and five years	18%
Five or more years	67%
D-9. Are you Hispanic or Latino?	
Yes	9%
No	91%
D-10. Please select the racial category or categories	s with
which you most closely identify.	
American Indian or Alaska Native	3%
Asian	0%
Black or African-American	3%
Native Hawaiian or Other Pacific Islander	0%
White	91%
Two or more races (Not Hispanic or Latino)	3%
· ····································	
D-11. What is your age group?	
25 and under	0%
26-29	6%
30-39	9%
40-49	16%
50-59	56%
60 or older	13%
	1070
D-12. What is the highest degree or level of education	on vou
have completed?	
Less than High School	0%
High School Diploma/GED or equivalent	6%
Trade or Technical Certificate	0%
Some College	18%
Associate's Degree	18%
Bachelors's Degree	39%
Master's Degree	18%
Doctoral/Professional Degree	0%
	0,0
D-13. Are you an individual with a Disability?	
Yes	21%
No	79%

D-14. Are you:	
Male	70%
Female	30%