

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**



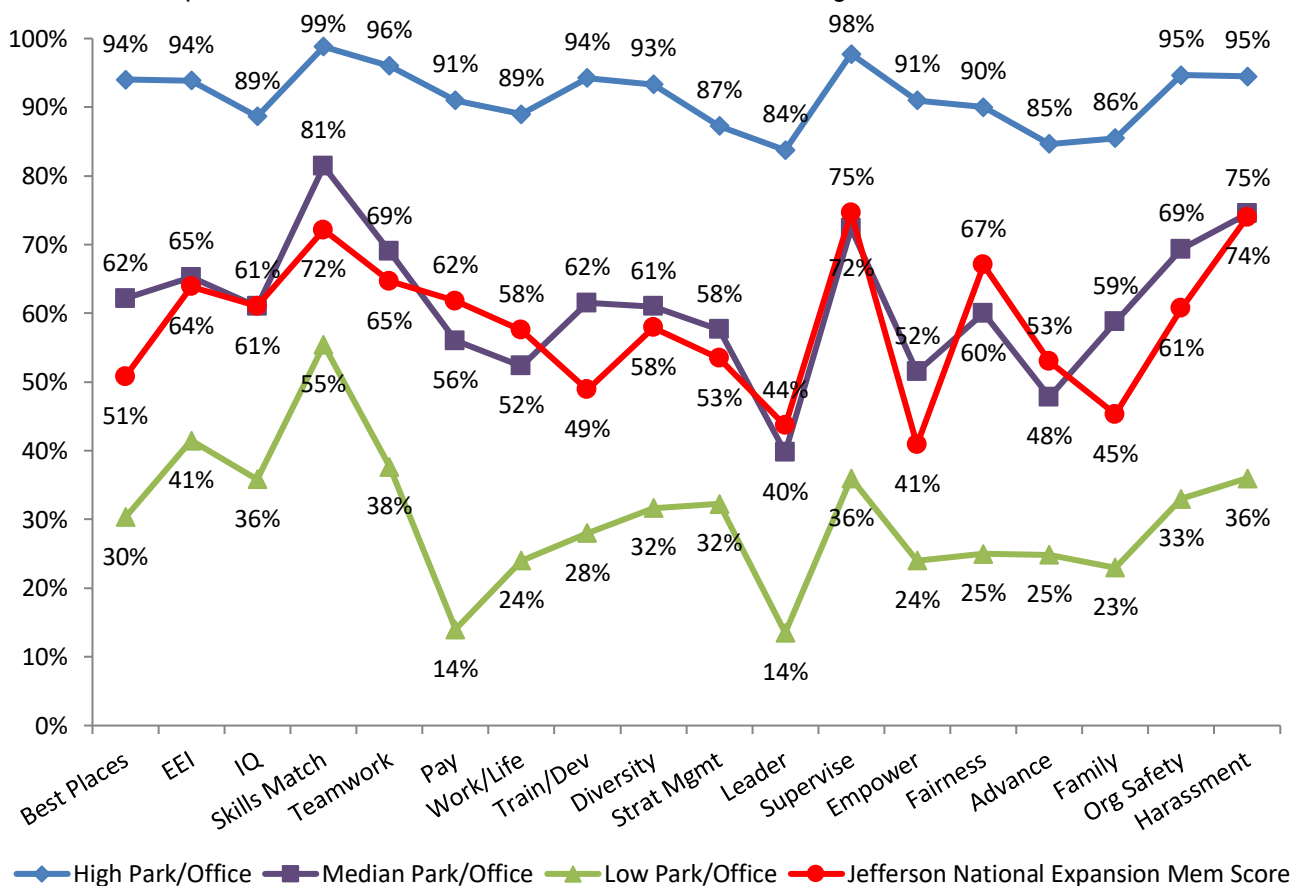
Section I: Summary Dashboard – This section provides the percent responding favorably for each of the 18 categories surveyed that characterize healthy workplace environments and graphs them in comparison to the high, low, and median scores within NPS.

Results for: Jefferson National Expansion Mem

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

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

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 - Best Places to Work Index		Percent Positive		
		Park/Office	MW	NPS
Question	Index Score	51%	67%	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%

OPM - Employee Engagement Index (EEI)		Percent Positive		
		Park/Office	MW	NPS
Question	Index Score	64%	66%	65%

EEI - Leaders Lead		Percent Positive		
		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 - Supervisors		Percent Positive		
		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%

EEI - Intrinsic Work Experiences		Percent Positive		
		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%
4	My work gives me a feeling of personal accomplishment.	59%	79%	77%
6	I know what is expected of me on the job.	71%	81%	78%
11	My talents are used well in the workplace.	58%	65%	62%
12	I know how my work relates to the agency's goals.	76%	87%	85%

OPM - New Inclusion Quotient (IQ) Index		Percent Positive		
		Park/Office	MW	NPS
		61%	64%	61%
Index Score				
IQ - Fairness Index				
		Percent Positive		
		Park/Office	NPS	NPS
		54%	53%	49%
Question	Index Score			
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%
IQ - Openness Index				
		Percent Positive		
		Park/Office	NPS	NPS
		56%	60%	56%
Question	Index Score			
32	Creativity and innovation are rewarded.	51%	48%	43%
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%
IQ - Cooperative Index				
		Percent Positive		
		Park/Office	NPS	NPS
		52%	60%	55%
Question	Index Score			
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50%	56%	52%
59	Managers support collaboration across work units to accomplish work objectives.	54%	64%	57%
IQ - Supportive Index				
		Percent Positive		
		Park/Office	NPS	NPS
		82%	79%	78%
Question	Index Score			
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%
48	My supervisor listens to what I have to say.	83%	79%	80%
49	My supervisor treats me with respect.	89%	82%	84%
50	In the last six months, my supervisor has talked with me about my performance.	81%	84%	79%

IQ - 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 Positive		
		Park/Office	MW	NPS
Question	Index Score	72%	82%	81%
4	My work gives me a feeling of personal accomplishment.	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 and priorities.	76%	87%	85%
13	The work I do is important.	84%	92%	92%

PPS - Teamwork Index		Percent Positive		
		Park/Office	MW	NPS
Question	Index Score	65%	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 - Pay Index		Percent Positive		
		Park/Office	MW	NPS
Question	Index Score	62%	64%	57%
70	Considering everything, how satisfied are you with your pay?	62%	64%	57%

PPS - Work/Life Balance Index		Percent Positive		
		Park/Office	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	NPS
Question	Index Score	49%	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		Percent Positive		
		Park/Office	MW	NPS
Question	Index Score	58%	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		Percent Positive		
		Park/Office	MW	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		Percent Positive		
		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		Percent Positive		
Question	Index Score	Park/Office	MW	NPS
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		
Question	Index Score	Park/Office	MW	NPS
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		
Question	Index Score	Park/Office	MW	NPS
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%

PPS - Performance-Based Rewards & Advancement Index		Percent Positive		
Question	Index Score	Park/Office	MW	NPS
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		
Question	Index Score*	Park/Office	MW	NPS
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		Percent Positive		
		Park/Office	MW	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		Percent Positive		
		Park/Office	MW	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: Jefferson 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%

2. 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%
Midwest 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.

	POSITIVE	NEUTRAL	NEGATIVE
National Park Service	96.0%	2.8%	1.2%
Midwest Region	95.4%	3.1%	1.5%
Jefferson National Expansion Mem	92.1%	5.3%	2.6%

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

	POSITIVE	NEUTRAL	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%

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

	POSITIVE	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%	-

11. My talents are used well in the workplace.				POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service				61.8%	15.4%	22.8%	18
Midwest Region				64.7%	15.4%	19.9%	1
Jefferson National Expansion Mem				57.9%	13.2%	28.9%	-
12. I know how my work relates to the agency's goals.				POSITIVE	NEUTRAL	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.				POSITIVE	NEUTRAL	NEGATIVE	DNK
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, cleanliness in the workplace) allow employees to perform their jobs well.				POSITIVE	NEUTRAL	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 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 different performance levels (for example, Fully Successful, Outstanding).				POSITIVE	NEUTRAL	NEGATIVE	NBJ
National Park Service				73.4%	12.8%	13.8%	224
Midwest Region				75.2%	13.4%	11.4%	5
Jefferson National Expansion Mem				81.1%	10.8%	8.1%	1
My Work Unit							
20. The people I work with cooperate to get the job done.				POSITIVE	NEUTRAL	NEGATIVE	
National Park Service				76.7%	11.7%	11.6%	
Midwest Region				76.6%	12.1%	11.3%	
Jefferson National Expansion Mem				73.7%	15.8%	10.5%	
21. My work unit is able to recruit people with the right skills.				POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service				41.8%	22.9%	35.3%	153
Midwest Region				45.1%	25.0%	29.9%	9
Jefferson National Expansion Mem				32.4%	27.0%	40.5%	-
22. Promotions in my work unit are based on merit.				POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service				35.6%	28.8%	35.6%	601
Midwest Region				42.3%	28.1%	29.6%	36
Jefferson National Expansion Mem				36.1%	25.0%	38.9%	2

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 way.				
	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 accomplish organizational goals.				
	POSITIVE	NEUTRAL	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 processes.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	47.7%	23.0%	29.3%	152
Midwest Region	54.0%	24.1%	21.9%	9
Jefferson National Expansion Mem	38.9%	36.1%	25.0%	-
31. Employees are recognized for providing high quality products and services.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	52.4%	21.8%	25.8%	156
Midwest Region	59.6%	19.0%	21.4%	7
Jefferson National Expansion Mem	58.3%	25.0%	16.7%	-
32. Creativity and innovation are rewarded.				
	POSITIVE	NEUTRAL	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.				
	POSITIVE	NEUTRAL	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, recruiting minorities and women, training in awareness 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
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 tolerated.				
	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 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	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.				
	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 to work.				
	POSITIVE	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	NEUTRAL	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 skills.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	74.1%	12.5%	13.4%	43
Midwest Region	75.3%	13.9%	10.9%	1
Jefferson National Expansion Mem	72.2%	19.4%	8.3%	-
44. Discussions with my supervisor about my performance are worthwhile.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	68.5%	15.6%	16.0%	116
Midwest Region	68.1%	16.4%	15.5%	7
Jefferson National Expansion Mem	77.1%	17.1%	5.7%	1
45. My supervisor is committed to a workforce representative of all segments of society.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	70.5%	20.5%	9.0%	590
Midwest Region	72.1%	20.2%	7.7%	34
Jefferson National Expansion Mem	69.7%	24.2%	6.1%	2
46. My supervisor provides me with constructive suggestions to improve my job performance.				
	POSITIVE	NEUTRAL	NEGATIVE	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

47. Supervisors in my work unit support employee development.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
National Park Service	72.0%	14.9%	13.0%	114
Midwest Region	71.8%	15.2%	13.0%	9
Jefferson National Expansion Mem	65.7%	20.0%	14.3%	1
48. My supervisor listens to what I have to say.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	79.5%	10.4%	10.1%	
Midwest Region	78.6%	11.6%	9.8%	
Jefferson National Expansion Mem	83.3%	13.9%	2.8%	
49. My supervisor treats me with respect.				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	83.5%	8.9%	7.6%	
Midwest Region	82.4%	9.3%	8.3%	
Jefferson 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	79.1%	9.3%	11.6%	
Midwest Region	84.4%	7.2%	8.4%	
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	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%	
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	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%	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%	19.7%	27.8%	230
Midwest Region	56.3%	21.4%	22.3%	9
Jefferson National Expansion Mem	50.0%	19.4%	30.6%	-

59. Managers support collaboration across work units to accomplish work objectives.				
	POSITIVE	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 above your immediate supervisor?				
	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 what's going on in your organization?				
	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 organization?				
	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 everything, how satisfied are you with your pay?				
	POSITIVE	NEUTRAL	NEGATIVE	
National Park Service	57.1%	17.7%	25.2%	
Midwest Region	64.2%	15.7%	20.1%	
Jefferson National Expansion Mem	61.8%	17.6%	20.6%	

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 performers 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%
Leave 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 shutdown on your working/pay status?

	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%
I worked some of the shutdown but did not receive pay until after the lapse ended	14.4%	13.4%	9.1%
I worked for the entirety of the shutdown 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 government shutdown?

	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? (check all that apply)

	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
I am looking for another job specifically because of the shutdown	2.4%	2.5%	0.0%
I am looking for another job, but the shutdown is only one of the reasons	14.0%	11.5%	6.1%
I am looking for another job, but the shutdown had no influence on that decision	16.5%	15.2%	30.3%
I 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 needed during the partial government shutdown.

	NPS	MW	Park/Office
Strongly Agree	17.5%	20.1%	18.2%
Agree	39.6%	38.5%	27.3%
Neither Agree nor Disagree	22.1%	21.8%	36.4%
Disagree	11.9%	12.7%	9.1%
Strongly Disagree	8.8%	6.9%	9.1%

Work/Life

78. Please select the response below that BEST describes your current telework schedule.

	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%
I telework 3 or 4 days per week	2.1%	1.4%	0.0%
I telework every work day	1.9%	1.3%	0.0%
I do not telework because I have to be physically present on the job	39.0%	32.1%	63.6%
I 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?

	POSITIVE	NEUTRAL	NEGATIVE	No Use
National Park Service	63.1%	25.1%	11.8%	3,106
Midwest Region	61.9%	26.6%	11.6%	201
Jefferson National Expansion Mem	10.0%	30.0%	60.0%	21

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):

	NPS	MW	Park/Office
Alternative Work Schedules	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?

	POSITIVE	NEUTRAL	NEGATIVE	No Use
National Park Service	79.6%	14.8%	5.6%	2,035
Midwest Region	75.4%	18.0%	6.7%	151
Jefferson National Expansion Mem	52.6%	26.3%	21.1%	14

82. How satisfied are you with: Health and Wellness Programs?

	POSITIVE	NEUTRAL	NEGATIVE	No Use
National Park Service	58.8%	31.4%	9.8%	2,273
Midwest Region	58.0%	32.8%	9.3%	156
Jefferson National Expansion Mem	66.7%	25.9%	7.4%	6

83. How satisfied are you with: Employee Assistance Program (EAP)?

	POSITIVE	NEUTRAL	NEGATIVE	No Use
National Park Service	46.4%	45.2%	8.4%	3,174
Midwest Region	52.3%	41.7%	6.0%	208
Jefferson National Expansion Mem	51.9%	44.4%	3.7%	6

84. How satisfied are you with: Child Care Programs?

	POSITIVE	NEUTRAL	NEGATIVE	No Use
National Park Service	20.5%	69.3%	10.2%	5,457
Midwest 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?

	POSITIVE	NEUTRAL	NEGATIVE	No Use
National Park Service	14.4%	78.5%	7.1%	5,686
Midwest Region	17.5%	76.2%	6.3%	410
Jefferson National Expansion Mem	14.3%	85.7%	0.0%	25

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

Results for: Jefferson National Expansion Mem

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%

D-4. What is your US military service status?

No Prior Military Service	64%
Currently in National Guard or Reserves	3%
Retired	9%
Separated or Discharged	24%

D-5. How long have you been with the Federal Government (excluding military service)?

Less than 1 year	0%
1 to 3 years	3%
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%

D-6. How long have you been with your current agency?

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 organization 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 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%

D-12. What is the highest degree or level of education you 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%

D-13. Are you an individual with a Disability?

Yes	21%
No	79%

D-14. Are you:

Male	70%
Female	30%