2016 Federal Employee Viewpoint Survey

Annual Employee Survey (AES) Report — **Inter-American Foundation**

FIELD PERIOD	May 3 - June 14, 2016
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	29
NUMBER OF SURVEYS ADMINISTERED	32
RESPONSE RATE	90.6%

26 items identified as **strengths** (65% positive or higher)

10 items identified as **challenges** (35% negative or higher)

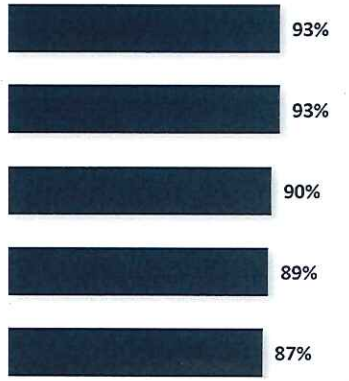
Engagement Index Score

2016 ENGAGEMENT INDEX
55%

LEADERS LEAD	SUPERVISORS	INTRINSIC WORK EXPERIENCE
36%	62%	67%

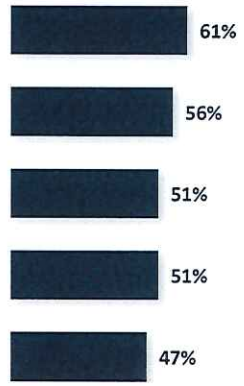
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



R:\Employee Surveys\2016 Employee Viewpoint Survey\2016_FEVS_AES_Inter_American_FoundationDASHBOARD

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	64.53%	16.64%	47.89%	10.09%	14.01%	11.38%	25.38%	5	14	3	4	3	29	N/A
Agree -disagree	2	I have enough information to do my job well.	63.99%	9.27%	54.71%	11.12%	17.92%	6.97%	24.89%	3	16	3	5	2	29	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	69.55%	20.20%	49.35%	7.01%	12.10%	11.34%	23.44%	6	15	2	3	3	29	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	75.25%	39.46%	35.78%	9.66%	6.82%	8.27%	15.09%	12	10	3	2	2	29	N/A
Agree -disagree	5	*I like the kind of work I do.	82.47%	44.34%	38.13%	13.42%	0.00%	4.11%	4.11%	13	11	4	0	1	29	N/A
Agree -disagree	6	I know what is expected of me on the job.	64.96%	20.01%	44.95%	18.51%	8.27%	8.27%	16.53%	6	13	6	2	2	29	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	92.82%	51.78%	41.04%	7.18%	0.00%	0.00%	0.00%	15	12	2	0	0	29	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	88.66%	50.50%	38.16%	11.34%	0.00%	0.00%	0.00%	15	11	3	0	0	29	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	35.85%	2.98%	32.87%	13.04%	18.81%	32.30%	51.11%	1	9	4	5	9	28	0
Agree -disagree	10	*My workload is reasonable.	31.38%	2.98%	28.40%	7.57%	24.71%	36.35%	61.06%	1	8	2	7	10	28	0
Agree -disagree	11	*My talents are used well in the workplace.	52.66%	9.68%	42.98%	17.41%	9.86%	20.08%	29.93%	3	12	5	3	5	28	0
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	71.10%	35.46%	35.63%	5.95%	22.95%	0.00%	22.95%	10	10	2	6	0	28	0
Agree -disagree	13	*The work I do is important.	92.51%	41.92%	50.58%	4.29%	3.20%	0.00%	3.20%	12	14	1	1	0	28	0
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	59.93%	17.36%	42.57%	12.92%	24.18%	2.98%	27.15%	5	12	3	7	1	28	0
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	75.02%	17.38%	57.65%	10.36%	6.03%	8.58%	14.61%	5	16	3	2	2	28	0
Agree -disagree	16	I am held accountable for achieving results.	73.30%	25.76%	47.53%	18.62%	3.46%	4.63%	8.09%	7	12	5	1	1	26	0
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	48.92%	21.21%	27.72%	22.30%	15.33%	13.45%	28.78%	6	8	6	4	3	27	1

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Agree -disagree	18	*My training needs are assessed.	41.50%	9.81%	31.69%	15.36%	23.11%	20.03%	43.14%	3	9	4	7	5	28	0
Agree -disagree	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).	72.30%	17.08%	55.22%	13.51%	5.92%	8.27%	14.19%	5	16	4	2	2	29	0
Agree -disagree	20	*The people I work with cooperate to get the job done.	61.37%	26.79%	34.58%	26.03%	9.89%	2.71%	12.60%	7	10	8	3	1	29	N/A
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	59.23%	14.43%	44.80%	12.24%	12.64%	15.89%	28.53%	4	12	4	4	4	28	1
Agree -disagree	22	*Promotions in my work unit are based on merit.	49.08%	14.59%	34.49%	26.08%	4.67%	20.17%	24.83%	4	9	7	1	5	26	3
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	52.81%	17.88%	34.93%	16.65%	12.38%	18.17%	30.54%	5	9	5	3	5	27	2
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	38.54%	13.50%	25.03%	22.55%	21.34%	17.57%	38.91%	4	7	6	6	5	28	1
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	43.00%	13.40%	29.60%	32.12%	8.94%	15.94%	24.88%	4	8	9	3	4	28	1
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	71.83%	30.02%	41.81%	14.12%	6.82%	7.22%	14.05%	9	12	4	2	2	29	0
Agree -disagree	27	The skill level in my work unit has improved in the past year.	52.98%	23.06%	29.92%	28.68%	0.00%	18.34%	18.34%	7	9	8	0	5	29	0
Good -poor	28	How would you rate the overall quality of work done by your work unit?	83.47%	36.90%	46.57%	8.27%	4.11%	4.15%	8.27%	11	14	2	1	1	29	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	61.29%	9.70%	51.60%	10.24%	19.94%	8.53%	28.47%	3	15	3	5	2	28	0
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	28.62%	2.98%	25.65%	23.94%	30.48%	16.96%	47.44%	1	7	7	9	4	28	0
Agree -disagree	31	Employees are recognized for providing high quality products and services.	41.83%	17.89%	23.94%	23.73%	21.54%	12.90%	34.44%	5	7	7	6	3	28	0
Agree -disagree	32	*Creativity and innovation are rewarded.	49.27%	17.10%	32.18%	14.86%	16.62%	19.24%	35.87%	5	9	5	5	5	29	0

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Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	33.13%	10.55%	22.58%	22.95%	21.63%	22.29%	43.92%	3	6	6	6	5	26	3
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	53.09%	8.59%	44.50%	22.00%	12.00%	12.90%	24.90%	3	12	6	4	3	28	0
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	86.67%	21.84%	64.83%	10.13%	3.20%	0.00%	3.20%	6	18	3	1	0	28	1
Agree -disagree	36	*My organization has prepared employees for potential security threats.	86.72%	18.39%	68.33%	5.78%	7.50%	0.00%	7.50%	5	19	2	2	0	28	0
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	59.68%	27.06%	32.62%	11.15%	12.11%	17.06%	29.17%	7	10	3	4	4	28	1
Agree -disagree	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.	61.11%	22.28%	38.83%	22.24%	7.74%	8.91%	16.66%	6	11	6	2	2	27	1
Agree -disagree	39	My agency is successful at accomplishing its mission.	82.74%	24.08%	58.66%	5.92%	7.22%	4.11%	11.34%	7	17	2	2	1	29	0
Agree -disagree	40	I recommend my organization as a good place to work.	64.69%	30.02%	34.67%	22.92%	8.27%	4.11%	12.38%	9	10	7	2	1	29	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	56.46%	14.57%	41.89%	20.65%	9.94%	12.95%	22.90%	4	12	6	3	3	28	1
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	65.97%	34.01%	31.96%	13.39%	6.14%	14.50%	20.64%	10	9	4	2	4	29	0
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.14%	32.03%	36.11%	13.70%	5.78%	12.38%	18.16%	9	11	4	2	3	29	0
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	60.84%	24.89%	35.95%	18.71%	8.85%	11.60%	20.45%	7	10	5	3	3	28	0

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Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	67.87%	34.24%	33.63%	13.93%	9.93%	8.27%	18.20%	10	10	4	3	2	29	0
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	60.44%	24.38%	36.06%	14.08%	13.93%	11.55%	25.48%	7	10	4	4	3	28	0
Agree -disagree	47	*Supervisors in my work unit support employee development.	60.39%	27.59%	32.80%	14.23%	21.23%	4.15%	25.38%	8	9	5	6	1	29	0
Agree -disagree	48	My supervisor listens to what I have to say.	61.72%	31.03%	30.69%	17.27%	12.75%	8.27%	21.01%	9	9	5	4	2	29	N/A
Agree -disagree	49	My supervisor treats me with respect.	80.61%	37.94%	42.68%	11.12%	0.00%	8.27%	8.27%	11	13	3	0	2	29	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	89.93%	42.50%	47.43%	3.10%	2.85%	4.11%	6.97%	12	14	1	1	1	29	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	52.03%	19.94%	32.09%	17.01%	15.51%	15.45%	30.96%	6	9	5	5	4	29	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	54.58%	21.26%	33.32%	15.92%	16.59%	12.92%	29.50%	6	9	5	5	3	28	N/A
Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	22.64%	4.11%	18.53%	26.52%	25.82%	25.02%	50.84%	1	5	8	8	7	29	0
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	47.48%	18.27%	29.22%	34.36%	5.78%	12.38%	18.16%	5	9	10	2	3	29	0
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	55.34%	14.43%	40.91%	15.63%	6.94%	22.10%	29.03%	4	12	5	2	6	29	0
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	43.04%	11.72%	31.31%	24.46%	12.32%	20.18%	32.50%	3	9	7	4	5	28	0
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62.04%	14.52%	47.51%	11.72%	5.80%	20.44%	26.25%	4	14	3	2	5	28	1
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50.58%	7.55%	43.04%	25.69%	11.34%	12.38%	23.72%	2	12	8	4	3	29	0

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Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	57.53%	15.77%	41.75%	30.70%	3.19%	8.59%	11.77%	4	12	9	1	2	28	0
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	33.85%	4.43%	29.41%	38.10%	6.92%	21.13%	28.05%	1	8	11	2	5	27	1
Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	33.61%	7.82%	25.78%	41.61%	12.40%	12.38%	24.78%	2	8	12	4	3	29	0
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	70.74%	25.53%	45.21%	18.80%	10.47%	0.00%	10.47%	7	13	5	3	0	28	1
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	55.08%	20.62%	34.46%	15.91%	16.58%	12.42%	29.00%	6	10	5	5	3	29	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	49.91%	20.03%	29.87%	18.24%	19.44%	12.42%	31.86%	6	8	6	6	3	29	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	55.05%	16.82%	38.22%	21.68%	12.16%	11.12%	23.28%	5	11	6	4	3	29	N/A
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	38.94%	6.56%	32.37%	25.68%	22.96%	12.42%	35.38%	2	9	8	7	3	29	N/A
Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	21.57%	2.96%	18.60%	22.52%	32.96%	22.95%	55.91%	1	5	6	10	6	28	N/A
Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	40.78%	13.11%	27.67%	25.74%	25.17%	8.31%	33.48%	4	8	7	8	2	29	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	70.55%	13.81%	56.74%	14.12%	6.80%	8.53%	15.33%	4	16	4	2	2	28	N/A
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	63.24%	10.40%	52.84%	2.71%	20.99%	13.06%	34.05%	3	15	1	6	4	29	N/A

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Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	65.53%	9.27%	56.26%	18.98%	11.38%	4.11%	15.49%	3	16	6	3	1	29	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	93.24%	41.81%	51.43%	3.50%	3.26%	0.00%	3.26%	11	13	1	1	0	26	0
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	100.00%	74.13%	25.87%	0.00%	0.00%	0.00%	0.00%	3	1	0	0	0	4	0
Satisfied -dissatisfied	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	86.15%	24.42%	61.73%	13.85%	0.00%	0.00%	0.00%	2	6	1	0	0	9	2
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	78.56%	44.10%	34.46%	21.44%	0.00%	0.00%	0.00%	2	2	1	0	0	5	1
Satisfied -dissatisfied	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	0	0	0	0	0	1
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0	0	1	0	0	1	1

* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	29	100.00%
Yes, I was notified that I was not eligible to telework.	0	0.00%
No, I was not notified of my telework eligibility.	0	0.00%
Not sure if I was notified of my telework eligibility.	0	0.00%
Total	29	100.00%

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	1	3.10%
I telework 1 or 2 days per week.	13	45.83%
I telework, but no more than 1 or 2 days per month.	7	21.93%
I telework very infrequently.	5	16.76%
I do not telework because I have to be physically present on the job.	0	0.00%
I do not telework because I have technical issues.	1	4.11%
I do not telework because I did not receive approval to do so.	0	0.00%
I do not telework because I choose not to telework.	2	8.27%
Total	29	100.00%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	4	13.04%
No	18	59.90%
Not available to me	7	27.06%
Total	29	100.00%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	11	36.57%
No	17	59.32%
Not available to me	1	4.11%
Total	29	100.00%

76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
Yes	6	19.88%
No	21	73.15%
Not available to me	2	6.97%
Total	29	100.00%

77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	1	4.15%
No	23	78.04%
Not available to me	5	17.81%
Total	29	100.00%

78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	2	8.27%
No	22	73.92%
Not available to me	5	17.81%
Total	29	100.00%

Percentages are weighted to represent the Agency's population.

Agency-Specific Questions

1. My agency has built a more unified team over the last year.

	# of Respondents					Percent				
	2016	2015	2014	2013	2012	2016	2015	2014	2013	2012
Strongly Agree	3	4	2	3	4	9.3%	11.9%	5.3%	8.9%	15.4%
Agree	11	10	10	5	4	37.9%	30.0%	27.9%	13.9%	16.1%
Neither Agree nor Disagree	7	6	9	8	7	23.6%	18.8%	24.7%	23.1%	31.2%
Disagree	4	5	3	8	3	12.7%	16.5%	8.3%	23.5%	12.9%
Strongly Disagree	4	7	12	10	6	16.5%	22.9%	33.8%	30.6%	24.4%
Do Not Know	0	1	0	0	0	--	--	--	--	--
Total	29	33	36	34	24	100.0%	100.0%	100.0%	100.0%	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

2. My satisfaction working at my agency has increased over the last year.

	# of Respondents					Percent				
	2016	2015	2014	2013	2012	2016	2015	2014	2013	2012
Strongly Agree	1	3	2	3	3	3.9%	8.8%	5.3%	8.7%	11.7%
Agree	12	9	9	5	2	42.0%	27.9%	26.8%	14.0%	7.8%
Neither Agree nor Disagree	6	9	7	7	5	22.2%	27.9%	17.8%	20.0%	21.5%
Disagree	5	4	6	7	8	16.1%	12.7%	16.7%	21.9%	34.6%
Strongly Disagree	4	7	12	12	6	15.8%	22.6%	33.4%	35.3%	24.4%
Do Not Know	0	0	0	0	0	--	--	--	--	--
Total	28	32	36	34	24	100.0%	100.0%	100.0%	100.0%	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

3. My agency is heading in the right direction.

	# of Respondents					Percent				
	2016	2015	2014	2013	2012	2016	2015	2014	2013	2012
Strongly Agree	1	4	3	4	3	3.9%	12.2%	8.0%	11.9%	12.6%
Agree	14	10	8	8	3	49.8%	32.8%	23.0%	21.5%	13.6%
Neither Agree nor Disagree	9	7	10	6	7	30.3%	23.5%	28.9%	18.2%	31.9%
Disagree	1	2	3	5	2	3.2%	6.9%	8.1%	16.2%	9.9%
Strongly Disagree	3	7	11	10	7	12.9%	24.6%	32.1%	32.2%	32.1%
Do Not Know	1	3	1	1	2	--	--	--	--	--
Total	29	33	36	34	24	100.0%	100.0%	100.0%	100.0%	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

Agency-Specific Questions

4. My work unit has built a more unified team over the last year.

	# of Respondents 2016	Percent 2016
Strongly Agree	5	17.2%
Agree	9	32.7%
Neither Agree nor Disagree	6	21.2%
Disagree	5	17.3%
Strongly Disagree	3	11.6%
Do Not Know	0	--
Total	28	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

5. In answering questions relating to agency leadership, what position did you consider? (Select all that apply)

	# of Respondents 2016	Percent 2016
My immediate supervisor	6	22.4%
Office Directors as a group	11	36.1%
President/CEO	8	26.2%
ODs and CEO together	19	63.6%
Board of Directors and/or Advisory Council	2	6.6%
All of the above	5	19.5%
Total	51	--

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Employee Viewpoint Survey