

2013

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Federal Retirement Thrift Investment Board

Agency Trend Report

United States Office of
Personnel Management

Federal Retirement Thrift Investment Board

Trend Report

Response Summary

	Surveys Completed
2013 Governmentwide	376,577
2013 Federal Retirement Thrift Investment Board	92
2012 Federal Retirement Thrift Investment Board	58
2011 Federal Retirement Thrift Investment Board	71
2010 Federal Retirement Thrift Investment Board	60
2008 Federal Retirement Thrift Investment Board	48
2006 Federal Retirement Thrift Investment Board	41

This 2013 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
2013 Governmentwide	375,837	59.7%	17.6%	22.7%
2013 Federal Retirement Thrift Investment Board	92	80.8%	6.0%	13.2%
2012 Federal Retirement Thrift Investment Board	57	87.3%	5.6%	7.1%
2011 Federal Retirement Thrift Investment Board	71	76.7%	6.9%	16.4%
2010 Federal Retirement Thrift Investment Board	60	76.6%	8.1%	15.3%
2008 Federal Retirement Thrift Investment Board	48	72.3%	10.8%	16.8%
2006 Federal Retirement Thrift Investment Board	41	35.4%	31.6%	33.0%

Federal Retirement Thrift Investment Board

Trend Report

My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2013 Governmentwide	372,941	70.0%	15.2%	14.8%
2013 Federal Retirement Thrift Investment Board	91	76.5%	8.4%	15.2%
2012 Federal Retirement Thrift Investment Board	57	80.6%	12.5%	6.9%
2011 Federal Retirement Thrift Investment Board	71	83.3%	5.0%	11.7%
2010 Federal Retirement Thrift Investment Board	60	75.0%	10.4%	14.5%
2008 Federal Retirement Thrift Investment Board	48	81.1%	12.7%	6.3%
2006 Federal Retirement Thrift Investment Board	41	74.7%	10.3%	15.0%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
2013 Governmentwide	370,376	55.7%	19.2%	25.2%
2013 Federal Retirement Thrift Investment Board	91	73.5%	6.8%	19.7%
2012 Federal Retirement Thrift Investment Board	58	83.1%	4.9%	11.9%
2011 Federal Retirement Thrift Investment Board	71	75.4%	6.5%	18.0%
2010 Federal Retirement Thrift Investment Board	60	74.8%	9.0%	16.2%
2008 Federal Retirement Thrift Investment Board	48	74.5%	8.5%	17.0%
2006 Federal Retirement Thrift Investment Board	41	52.8%	27.5%	19.6%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2013 Governmentwide	373,824	70.3%	15.1%	14.6%
2013 Federal Retirement Thrift Investment Board	92	74.7%	12.9%	12.4%
2012 Federal Retirement Thrift Investment Board	58	87.6%	5.1%	7.2%
2011 Federal Retirement Thrift Investment Board	71	82.5%	9.2%	8.3%
2010 Federal Retirement Thrift Investment Board	60	73.9%	7.7%	18.3%
2008 Federal Retirement Thrift Investment Board	48	78.2%	13.4%	8.4%
2006 Federal Retirement Thrift Investment Board	41	63.6%	15.1%	21.3%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2013 Governmentwide	369,988	82.8%	11.0%	6.2%
2013 Federal Retirement Thrift Investment Board	92	89.3%	6.7%	4.1%
2012 Federal Retirement Thrift Investment Board	58	90.8%	3.8%	5.4%
2011 Federal Retirement Thrift Investment Board	71	86.7%	8.9%	4.5%
2010 Federal Retirement Thrift Investment Board	60	89.7%	6.7%	3.6%
2008 Federal Retirement Thrift Investment Board	48	91.5%	4.3%	4.1%
2006 Federal Retirement Thrift Investment Board	41	77.0%	9.1%	13.9%

Federal Retirement Thrift Investment Board

Trend Report

My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2013 Governmentwide	372,218	79.2%	11.2%	9.5%
2013 Federal Retirement Thrift Investment Board	92	75.7%	12.5%	11.9%
2012 Federal Retirement Thrift Investment Board	57	84.0%	3.7%	12.3%
2011 Federal Retirement Thrift Investment Board	71	82.0%	5.2%	12.8%
2010 Federal Retirement Thrift Investment Board	60	78.8%	10.2%	11.0%
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2013 Governmentwide	373,797	95.6%	2.8%	1.6%
2013 Federal Retirement Thrift Investment Board	91	96.8%	1.0%	2.2%
2012 Federal Retirement Thrift Investment Board	58	98.4%	0.0%	1.6%
2011 Federal Retirement Thrift Investment Board	71	95.1%	4.9%	0.0%
2010 Federal Retirement Thrift Investment Board	59	94.9%	1.9%	3.2%
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	374,956	90.4%	7.8%	1.8%
2013 Federal Retirement Thrift Investment Board	92	91.0%	7.8%	1.2%
2012 Federal Retirement Thrift Investment Board	58	96.2%	3.8%	0.0%
2011 Federal Retirement Thrift Investment Board	71	91.5%	8.5%	0.0%
2010 Federal Retirement Thrift Investment Board	60	96.7%	1.9%	1.5%
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	374,731	43.8%	16.7%	39.5%	915
2013 Federal Retirement Thrift Investment Board	91	67.1%	10.7%	22.2%	0
2012 Federal Retirement Thrift Investment Board	57	52.5%	13.8%	33.8%	0
2011 Federal Retirement Thrift Investment Board	71	69.2%	6.5%	24.3%	0
2010 Federal Retirement Thrift Investment Board	59	61.9%	10.7%	27.4%	1
2008 Federal Retirement Thrift Investment Board	48	59.2%	12.7%	28.1%	0
2006 Federal Retirement Thrift Investment Board	39	52.2%	15.9%	31.8%	2

Federal Retirement Thrift Investment Board

Trend Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,621	57.5%	16.7%	25.8%	677
2013 Federal Retirement Thrift Investment Board	90	66.4%	11.5%	22.2%	0
2012 Federal Retirement Thrift Investment Board	58	62.4%	5.0%	32.6%	0
2011 Federal Retirement Thrift Investment Board	71	59.1%	11.5%	29.5%	0
2010 Federal Retirement Thrift Investment Board	60	47.3%	14.1%	38.6%	0
2008 Federal Retirement Thrift Investment Board	48	53.7%	14.7%	31.6%	0
2006 Federal Retirement Thrift Investment Board	41	47.0%	18.4%	34.6%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,841	57.3%	17.3%	25.4%	1,905
2013 Federal Retirement Thrift Investment Board	91	67.8%	9.3%	22.9%	0
2012 Federal Retirement Thrift Investment Board	57	80.3%	10.7%	9.0%	1
2011 Federal Retirement Thrift Investment Board	71	64.6%	11.5%	24.0%	0
2010 Federal Retirement Thrift Investment Board	60	60.1%	8.4%	31.5%	0
2008 Federal Retirement Thrift Investment Board	48	68.6%	12.8%	18.6%	0
2006 Federal Retirement Thrift Investment Board	40	55.3%	12.3%	32.4%	1

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,620	82.5%	10.5%	7.0%	1,411
2013 Federal Retirement Thrift Investment Board	91	88.8%	4.7%	6.5%	0
2012 Federal Retirement Thrift Investment Board	58	83.1%	11.6%	5.2%	0
2011 Federal Retirement Thrift Investment Board	71	89.5%	3.7%	6.8%	0
2010 Federal Retirement Thrift Investment Board	60	90.1%	6.7%	3.2%	0
2008 Federal Retirement Thrift Investment Board	48	98.1%	1.9%	0.0%	0
2006 Federal Retirement Thrift Investment Board	41	82.0%	12.7%	5.3%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	369,703	90.0%	6.9%	3.1%	1,092
2013 Federal Retirement Thrift Investment Board	88	93.2%	4.4%	2.4%	0
2012 Federal Retirement Thrift Investment Board	58	98.2%	0.0%	1.8%	0
2011 Federal Retirement Thrift Investment Board	70	90.9%	5.1%	3.9%	0
2010 Federal Retirement Thrift Investment Board	57	91.4%	7.1%	1.6%	2
2008 Federal Retirement Thrift Investment Board	48	89.8%	8.1%	2.1%	0
2006 Federal Retirement Thrift Investment Board	41	85.6%	12.2%	2.2%	0

Federal Retirement Thrift Investment Board

Trend Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	373,712	66.1%	14.3%	19.5%	1,514
2013 Federal Retirement Thrift Investment Board	92	85.6%	6.2%	8.2%	0
2012 Federal Retirement Thrift Investment Board	58	89.9%	6.7%	3.5%	0
2011 Federal Retirement Thrift Investment Board	71	66.5%	17.2%	16.4%	0
2010 Federal Retirement Thrift Investment Board	59	66.5%	13.2%	20.4%	1
2008 Federal Retirement Thrift Investment Board	48	75.6%	16.9%	7.5%	0
2006 Federal Retirement Thrift Investment Board	40	84.0%	10.8%	5.2%	1

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	369,528	68.4%	15.2%	16.4%	5,283
2013 Federal Retirement Thrift Investment Board	89	76.7%	11.6%	11.7%	3
2012 Federal Retirement Thrift Investment Board	57	72.9%	12.9%	14.1%	1
2011 Federal Retirement Thrift Investment Board	71	82.8%	5.0%	12.2%	0
2010 Federal Retirement Thrift Investment Board	59	79.4%	5.1%	15.5%	0
2008 Federal Retirement Thrift Investment Board	48	75.2%	8.8%	16.0%	0
2006 Federal Retirement Thrift Investment Board	35	50.6%	17.0%	32.4%	6

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,151	81.5%	12.4%	6.1%	1,767
2013 Federal Retirement Thrift Investment Board	90	90.9%	8.1%	1.0%	0
2012 Federal Retirement Thrift Investment Board	58	83.6%	12.8%	3.5%	0
2011 Federal Retirement Thrift Investment Board	71	84.5%	6.5%	8.9%	0
2010 Federal Retirement Thrift Investment Board	59	86.3%	10.3%	3.4%	1
2008 Federal Retirement Thrift Investment Board	48	98.0%	0.0%	2.0%	0
2006 Federal Retirement Thrift Investment Board	41	69.6%	25.7%	4.8%	0

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Trend Report

My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	357,689	61.2%	19.4%	19.5%	16,155
2013 Federal Retirement Thrift Investment Board	87	54.6%	22.9%	22.5%	5
2012 Federal Retirement Thrift Investment Board	51	64.4%	16.5%	19.1%	6
2011 Federal Retirement Thrift Investment Board	65	58.8%	23.6%	17.6%	6
2010 Federal Retirement Thrift Investment Board	55	54.3%	15.7%	30.0%	5
2008 Federal Retirement Thrift Investment Board	44	48.1%	42.5%	9.4%	4
2006 Federal Retirement Thrift Investment Board	35	28.1%	26.8%	45.1%	6

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	370,252	49.8%	24.1%	26.1%	4,271
2013 Federal Retirement Thrift Investment Board	92	68.3%	13.1%	18.6%	0
2012 Federal Retirement Thrift Investment Board	58	60.6%	13.9%	25.5%	0
2011 Federal Retirement Thrift Investment Board	71	74.0%	15.2%	10.8%	0
2010 Federal Retirement Thrift Investment Board	58	68.3%	7.0%	24.7%	1
2008 Federal Retirement Thrift Investment Board	48	54.0%	19.8%	26.2%	0
2006 Federal Retirement Thrift Investment Board	39	31.2%	25.4%	43.4%	2

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).

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	366,770	67.7%	14.6%	17.7%	9,032
2013 Federal Retirement Thrift Investment Board	87	72.4%	11.5%	16.1%	5
2012 Federal Retirement Thrift Investment Board	57	77.4%	4.8%	17.8%	1
2011 Federal Retirement Thrift Investment Board	70	83.4%	5.0%	11.5%	1
2010 Federal Retirement Thrift Investment Board	60	82.8%	9.0%	8.1%	0
2008 Federal Retirement Thrift Investment Board	47	73.0%	14.1%	13.0%	1
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

Federal Retirement Thrift Investment Board

Trend Report

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
2013 Governmentwide	375,451	72.5%	14.3%	13.2%
2013 Federal Retirement Thrift Investment Board	91	79.0%	9.9%	11.1%
2012 Federal Retirement Thrift Investment Board	57	77.9%	10.4%	11.6%
2011 Federal Retirement Thrift Investment Board	70	71.9%	13.1%	15.0%
2010 Federal Retirement Thrift Investment Board	60	78.0%	9.8%	12.2%
2008 Federal Retirement Thrift Investment Board	48	89.4%	8.4%	2.1%
2006 Federal Retirement Thrift Investment Board	41	84.9%	9.9%	5.1%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,026	40.2%	26.7%	33.1%	13,660
2013 Federal Retirement Thrift Investment Board	91	70.8%	14.5%	14.8%	1
2012 Federal Retirement Thrift Investment Board	57	64.6%	17.8%	17.6%	0
2011 Federal Retirement Thrift Investment Board	67	56.4%	24.4%	19.2%	3
2010 Federal Retirement Thrift Investment Board	56	57.8%	23.6%	18.6%	4
2008 Federal Retirement Thrift Investment Board	47	53.7%	35.1%	11.2%	1
2006 Federal Retirement Thrift Investment Board	36	39.6%	36.7%	23.7%	5

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	349,090	31.6%	29.5%	39.0%	24,611
2013 Federal Retirement Thrift Investment Board	83	58.7%	13.8%	27.5%	8
2012 Federal Retirement Thrift Investment Board	54	59.7%	14.3%	26.1%	4
2011 Federal Retirement Thrift Investment Board	64	60.0%	15.1%	24.9%	7
2010 Federal Retirement Thrift Investment Board	54	51.9%	15.2%	32.9%	6
2008 Federal Retirement Thrift Investment Board	43	49.1%	30.5%	20.4%	5
2006 Federal Retirement Thrift Investment Board	38	21.2%	27.8%	51.0%	3

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	341,154	28.0%	27.5%	44.6%	32,879
2013 Federal Retirement Thrift Investment Board	84	42.8%	25.4%	31.8%	8
2012 Federal Retirement Thrift Investment Board	55	34.0%	18.6%	47.4%	3
2011 Federal Retirement Thrift Investment Board	66	54.3%	16.0%	29.7%	5
2010 Federal Retirement Thrift Investment Board	57	37.1%	22.1%	40.8%	3
2008 Federal Retirement Thrift Investment Board	42	30.2%	40.0%	29.8%	6
2006 Federal Retirement Thrift Investment Board	35	17.1%	34.2%	48.7%	6

Federal Retirement Thrift Investment Board

Trend Report

My Work Unit (continued)

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	353,920	31.4%	29.0%	39.5%	20,703
2013 Federal Retirement Thrift Investment Board	87	54.3%	21.0%	24.7%	5
2012 Federal Retirement Thrift Investment Board	52	45.2%	23.3%	31.5%	6
2011 Federal Retirement Thrift Investment Board	65	52.5%	26.3%	21.2%	6
2010 Federal Retirement Thrift Investment Board	52	53.5%	22.0%	24.5%	7
2008 Federal Retirement Thrift Investment Board	43	43.4%	29.4%	27.2%	5
2006 Federal Retirement Thrift Investment Board	36	19.1%	14.2%	66.6%	5

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,157	37.7%	26.3%	36.1%	23,879
2013 Federal Retirement Thrift Investment Board	82	61.4%	13.3%	25.3%	9
2012 Federal Retirement Thrift Investment Board	53	57.8%	15.0%	27.1%	4
2011 Federal Retirement Thrift Investment Board	66	75.7%	11.7%	12.6%	5
2010 Federal Retirement Thrift Investment Board	53	67.6%	11.2%	21.2%	7
2008 Federal Retirement Thrift Investment Board	43	62.3%	14.1%	23.7%	5
2006 Federal Retirement Thrift Investment Board	39	27.4%	15.5%	57.1%	2

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	373,151	71.8%	14.8%	13.4%	1,576
2013 Federal Retirement Thrift Investment Board	91	77.3%	6.7%	16.1%	0
2012 Federal Retirement Thrift Investment Board	58	85.7%	4.6%	9.7%	0
2011 Federal Retirement Thrift Investment Board	71	76.3%	7.5%	16.2%	0
2010 Federal Retirement Thrift Investment Board	57	80.5%	7.3%	12.2%	1
2008 Federal Retirement Thrift Investment Board	48	78.5%	4.0%	17.4%	0
2006 Federal Retirement Thrift Investment Board	41	77.8%	17.4%	4.9%	0

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,810	52.3%	29.6%	18.1%	14,051
2013 Federal Retirement Thrift Investment Board	90	74.1%	18.1%	7.8%	2
2012 Federal Retirement Thrift Investment Board	58	67.8%	22.2%	10.1%	0
2011 Federal Retirement Thrift Investment Board	69	64.7%	23.7%	11.6%	2
2010 Federal Retirement Thrift Investment Board	57	68.7%	17.1%	14.2%	2
2008 Federal Retirement Thrift Investment Board	47	58.9%	24.1%	16.9%	1
2006 Federal Retirement Thrift Investment Board	39	38.3%	39.6%	22.2%	2

Federal Retirement Thrift Investment Board

Trend Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
2013 Governmentwide	374,621	82.5%	14.3%	3.2%
2013 Federal Retirement Thrift Investment Board	92	92.4%	5.7%	2.0%
2012 Federal Retirement Thrift Investment Board	58	95.2%	4.8%	0.0%
2011 Federal Retirement Thrift Investment Board	71	84.9%	10.7%	4.5%
2010 Federal Retirement Thrift Investment Board	60	86.6%	8.2%	5.2%
2008 Federal Retirement Thrift Investment Board	48	93.1%	6.9%	0.0%
2006 Federal Retirement Thrift Investment Board	41	86.5%	13.5%	0.0%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,785	69.7%	18.1%	12.2%	5,883
2013 Federal Retirement Thrift Investment Board	89	83.8%	5.2%	11.0%	2
2012 Federal Retirement Thrift Investment Board	56	78.1%	10.4%	11.5%	1
2011 Federal Retirement Thrift Investment Board	70	74.1%	10.6%	15.2%	1
2010 Federal Retirement Thrift Investment Board	57	76.1%	7.5%	16.4%	2
2008 Federal Retirement Thrift Investment Board	48	84.6%	6.3%	9.1%	0
2006 Federal Retirement Thrift Investment Board	41	67.1%	10.1%	22.8%	0

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,361	42.9%	26.0%	31.1%	8,232
2013 Federal Retirement Thrift Investment Board	91	61.9%	13.1%	25.0%	1
2012 Federal Retirement Thrift Investment Board	57	59.7%	22.7%	17.6%	0
2011 Federal Retirement Thrift Investment Board	67	52.3%	20.9%	26.8%	4
2010 Federal Retirement Thrift Investment Board	58	54.7%	8.8%	36.5%	2
2008 Federal Retirement Thrift Investment Board	46	50.2%	26.0%	23.8%	2
2006 Federal Retirement Thrift Investment Board	38	29.3%	29.3%	41.4%	3

Federal Retirement Thrift Investment Board

Trend Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,183	45.6%	24.5%	29.9%	7,290
2013 Federal Retirement Thrift Investment Board	88	64.0%	17.5%	18.5%	3
2012 Federal Retirement Thrift Investment Board	56	61.9%	22.8%	15.2%	1
2011 Federal Retirement Thrift Investment Board	68	72.1%	15.5%	12.5%	3
2010 Federal Retirement Thrift Investment Board	56	56.7%	20.1%	23.2%	4
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	355,365	35.5%	29.9%	34.7%	11,534
2013 Federal Retirement Thrift Investment Board	84	51.2%	26.8%	22.0%	7
2012 Federal Retirement Thrift Investment Board	53	54.8%	27.0%	18.2%	4
2011 Federal Retirement Thrift Investment Board	68	46.7%	29.8%	23.5%	3
2010 Federal Retirement Thrift Investment Board	57	45.2%	25.4%	29.4%	3
2008 Federal Retirement Thrift Investment Board	45	52.8%	20.8%	26.4%	3
2006 Federal Retirement Thrift Investment Board	37	18.9%	31.9%	49.2%	4

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	341,941	18.6%	26.7%	54.7%	24,285
2013 Federal Retirement Thrift Investment Board	79	42.2%	16.3%	41.4%	13
2012 Federal Retirement Thrift Investment Board	48	36.2%	15.5%	48.4%	9
2011 Federal Retirement Thrift Investment Board	63	39.8%	25.8%	34.3%	8
2010 Federal Retirement Thrift Investment Board	54	49.2%	10.9%	39.9%	4
2008 Federal Retirement Thrift Investment Board	43	41.8%	25.2%	33.0%	5
2006 Federal Retirement Thrift Investment Board	38	10.7%	18.0%	71.3%	3

Federal Retirement Thrift Investment Board

Trend Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	340,531	55.2%	29.8%	15.0%	27,416
2013 Federal Retirement Thrift Investment Board	85	53.8%	25.5%	20.7%	7
2012 Federal Retirement Thrift Investment Board	49	45.6%	38.0%	16.4%	8
2011 Federal Retirement Thrift Investment Board	64	54.9%	20.1%	24.9%	7
2010 Federal Retirement Thrift Investment Board	54	45.6%	27.4%	26.9%	6
2008 Federal Retirement Thrift Investment Board	45	52.8%	21.6%	25.6%	3
2006 Federal Retirement Thrift Investment Board	37	33.6%	27.6%	38.9%	4

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,330	76.1%	13.9%	10.0%	5,220
2013 Federal Retirement Thrift Investment Board	89	86.6%	10.5%	3.0%	1
2012 Federal Retirement Thrift Investment Board	56	87.1%	9.4%	3.6%	1
2011 Federal Retirement Thrift Investment Board	70	68.4%	22.2%	9.4%	1
2010 Federal Retirement Thrift Investment Board	58	61.3%	29.4%	9.3%	2
2008 Federal Retirement Thrift Investment Board	47	76.4%	12.9%	10.7%	1
2006 Federal Retirement Thrift Investment Board	41	68.5%	21.9%	9.6%	0

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	361,939	75.9%	14.7%	9.4%	5,179
2013 Federal Retirement Thrift Investment Board	92	85.9%	8.2%	5.9%	0
2012 Federal Retirement Thrift Investment Board	57	72.9%	10.5%	16.6%	0
2011 Federal Retirement Thrift Investment Board	71	61.1%	14.2%	24.8%	0
2010 Federal Retirement Thrift Investment Board	58	42.3%	21.3%	36.4%	2
2008 Federal Retirement Thrift Investment Board	48	52.3%	26.4%	21.3%	0
2006 Federal Retirement Thrift Investment Board	38	39.2%	34.8%	25.9%	3

Federal Retirement Thrift Investment Board

Trend Report

My Agency (continued)

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	346,836	50.7%	23.4%	25.9%	20,370
2013 Federal Retirement Thrift Investment Board	85	60.4%	12.0%	27.7%	7
2012 Federal Retirement Thrift Investment Board	52	67.2%	10.0%	22.8%	5
2011 Federal Retirement Thrift Investment Board	65	59.3%	20.6%	20.1%	6
2010 Federal Retirement Thrift Investment Board	56	53.7%	23.1%	23.2%	4
2008 Federal Retirement Thrift Investment Board	43	52.8%	31.0%	16.2%	5
2006 Federal Retirement Thrift Investment Board	34	31.8%	26.2%	42.0%	7

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.*

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	334,239	65.4%	20.4%	14.3%	31,656
2013 Federal Retirement Thrift Investment Board	85	69.5%	15.1%	15.4%	7
2012 Federal Retirement Thrift Investment Board	49	71.4%	20.7%	7.9%	8
2011 Federal Retirement Thrift Investment Board	64	67.8%	13.6%	18.6%	7
2010 Federal Retirement Thrift Investment Board	55	64.0%	14.4%	21.6%	5
2008 Federal Retirement Thrift Investment Board	42	64.9%	22.8%	12.2%	6
2006 Federal Retirement Thrift Investment Board	32	43.3%	29.2%	27.5%	9

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,459	74.4%	17.6%	8.0%	6,811
2013 Federal Retirement Thrift Investment Board	92	87.7%	8.3%	4.0%	0
2012 Federal Retirement Thrift Investment Board	57	94.7%	5.3%	0.0%	0
2011 Federal Retirement Thrift Investment Board	71	87.4%	11.3%	1.4%	0
2010 Federal Retirement Thrift Investment Board	60	84.9%	6.3%	8.8%	0
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

Federal Retirement Thrift Investment Board

Trend Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
2013 Governmentwide	367,707	63.2%	21.4%	15.4%
2013 Federal Retirement Thrift Investment Board	92	74.3%	12.4%	13.2%
2012 Federal Retirement Thrift Investment Board	57	78.8%	13.9%	7.4%
2011 Federal Retirement Thrift Investment Board	71	75.0%	9.6%	15.4%
2010 Federal Retirement Thrift Investment Board	60	67.3%	17.6%	15.1%
2008 Federal Retirement Thrift Investment Board	48	69.1%	20.6%	10.3%
2006 Federal Retirement Thrift Investment Board	41	19.9%	32.4%	47.7%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	335,303	38.3%	28.8%	33.0%	32,630
2013 Federal Retirement Thrift Investment Board	84	61.3%	17.6%	21.1%	8
2012 Federal Retirement Thrift Investment Board	55	58.7%	22.4%	18.9%	2
2011 Federal Retirement Thrift Investment Board	70	64.2%	16.3%	19.5%	1
2010 Federal Retirement Thrift Investment Board	58	56.4%	13.9%	29.8%	2
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

My Supervisor/Team Leader

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	364,464	77.2%	11.8%	11.0%	2,159
2013 Federal Retirement Thrift Investment Board	92	77.8%	8.8%	13.4%	0
2012 Federal Retirement Thrift Investment Board	57	74.9%	12.7%	12.3%	0
2011 Federal Retirement Thrift Investment Board	71	84.1%	6.2%	9.7%	0
2010 Federal Retirement Thrift Investment Board	60	85.6%	6.5%	7.9%	0
2008 Federal Retirement Thrift Investment Board	48	80.9%	9.0%	10.2%	0
2006 Federal Retirement Thrift Investment Board	40	76.4%	13.4%	10.2%	1

Federal Retirement Thrift Investment Board

Trend Report

My Supervisor/Team Leader (continued)

43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	364,224	64.7%	17.9%	17.4%	1,703
2013 Federal Retirement Thrift Investment Board	92	70.2%	7.6%	22.2%	0
2012 Federal Retirement Thrift Investment Board	57	71.7%	15.7%	12.6%	0
2011 Federal Retirement Thrift Investment Board	71	71.8%	14.0%	14.2%	0
2010 Federal Retirement Thrift Investment Board	60	74.9%	11.8%	13.4%	0
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,838	61.4%	19.7%	19.0%	3,744
2013 Federal Retirement Thrift Investment Board	89	64.6%	13.5%	21.9%	2
2012 Federal Retirement Thrift Investment Board	56	70.9%	10.1%	19.0%	1
2011 Federal Retirement Thrift Investment Board	70	74.7%	10.7%	14.6%	1
2010 Federal Retirement Thrift Investment Board	58	75.7%	10.8%	13.4%	2
2008 Federal Retirement Thrift Investment Board	48	71.3%	16.3%	12.3%	0
2006 Federal Retirement Thrift Investment Board	38	49.1%	24.5%	26.4%	3

45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	335,808	64.6%	24.5%	11.0%	29,552
2013 Federal Retirement Thrift Investment Board	88	74.2%	9.5%	16.3%	4
2012 Federal Retirement Thrift Investment Board	56	78.2%	16.6%	5.2%	1
2011 Federal Retirement Thrift Investment Board	63	72.6%	19.7%	7.7%	8
2010 Federal Retirement Thrift Investment Board	57	67.8%	23.6%	8.6%	3
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	363,407	60.3%	20.8%	18.8%	1,849
2013 Federal Retirement Thrift Investment Board	92	58.0%	21.1%	20.9%	0
2012 Federal Retirement Thrift Investment Board	57	69.2%	16.8%	13.9%	0
2011 Federal Retirement Thrift Investment Board	70	73.5%	9.5%	16.9%	1
2010 Federal Retirement Thrift Investment Board	59	72.7%	12.1%	15.2%	1
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

Federal Retirement Thrift Investment Board

Trend Report

My Supervisor/Team Leader (continued)

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	361,042	64.0%	19.0%	17.0%	4,398
2013 Federal Retirement Thrift Investment Board	92	77.0%	8.3%	14.7%	0
2012 Federal Retirement Thrift Investment Board	56	78.9%	8.5%	12.6%	0
2011 Federal Retirement Thrift Investment Board	71	80.5%	9.6%	9.9%	0
2010 Federal Retirement Thrift Investment Board	59	81.2%	10.9%	7.9%	1
2008 Federal Retirement Thrift Investment Board	48	78.5%	13.2%	8.3%	0
2006 Federal Retirement Thrift Investment Board	40	46.2%	28.0%	25.7%	1

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2013 Governmentwide	365,387	74.4%	13.1%	12.5%
2013 Federal Retirement Thrift Investment Board	92	71.5%	9.7%	18.8%
2012 Federal Retirement Thrift Investment Board	56	78.8%	10.4%	10.7%
2011 Federal Retirement Thrift Investment Board	71	77.7%	8.4%	13.9%
2010 Federal Retirement Thrift Investment Board	60	76.1%	8.8%	15.0%
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2013 Governmentwide	364,519	79.7%	11.0%	9.4%
2013 Federal Retirement Thrift Investment Board	92	78.0%	8.0%	14.0%
2012 Federal Retirement Thrift Investment Board	56	84.6%	5.1%	10.4%
2011 Federal Retirement Thrift Investment Board	70	84.3%	5.7%	10.0%
2010 Federal Retirement Thrift Investment Board	60	83.5%	8.8%	7.7%
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2013 Governmentwide	364,501	76.7%	10.5%	12.8%
2013 Federal Retirement Thrift Investment Board	92	75.9%	7.4%	16.7%
2012 Federal Retirement Thrift Investment Board	56	79.1%	5.1%	15.8%
2011 Federal Retirement Thrift Investment Board	71	89.8%	7.5%	2.7%
2010 Federal Retirement Thrift Investment Board	60	90.3%	4.6%	5.0%
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

Federal Retirement Thrift Investment Board

Trend Report

My Supervisor/Team Leader (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2013 Governmentwide	364,718	65.8%	17.2%	17.0%
2013 Federal Retirement Thrift Investment Board	92	66.3%	14.3%	19.4%
2012 Federal Retirement Thrift Investment Board	56	78.4%	9.3%	12.3%
2011 Federal Retirement Thrift Investment Board	71	72.8%	8.0%	19.2%
2010 Federal Retirement Thrift Investment Board	60	70.0%	15.1%	14.8%
2008 Federal Retirement Thrift Investment Board	48	75.0%	10.4%	14.6%
2006 Federal Retirement Thrift Investment Board	41	52.5%	30.3%	17.3%

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
2013 Governmentwide	364,643	68.4%	18.8%	12.7%
2013 Federal Retirement Thrift Investment Board	92	66.5%	17.0%	16.5%
2012 Federal Retirement Thrift Investment Board	56	75.0%	17.5%	7.5%
2011 Federal Retirement Thrift Investment Board	71	72.8%	14.6%	12.6%
2010 Federal Retirement Thrift Investment Board	60	68.2%	23.7%	8.1%
2008 Federal Retirement Thrift Investment Board	48	71.3%	22.5%	6.2%
2006 Federal Retirement Thrift Investment Board	41	61.9%	25.6%	12.5%

Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	358,319	40.8%	26.2%	33.0%	3,649
2013 Federal Retirement Thrift Investment Board	91	60.3%	16.7%	23.0%	1
2012 Federal Retirement Thrift Investment Board	56	47.0%	37.4%	15.6%	0
2011 Federal Retirement Thrift Investment Board	69	58.0%	17.6%	24.4%	1
2010 Federal Retirement Thrift Investment Board	59	54.1%	18.9%	26.9%	0
2008 Federal Retirement Thrift Investment Board	48	65.0%	12.9%	22.1%	0
2006 Federal Retirement Thrift Investment Board	40	25.1%	16.7%	58.3%	1

Federal Retirement Thrift Investment Board

Trend Report

Leadership (continued)

54. My organization's leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	349,438	53.6%	23.6%	22.8%	12,164
2013 Federal Retirement Thrift Investment Board	91	64.3%	13.6%	22.2%	1
2012 Federal Retirement Thrift Investment Board	54	74.2%	14.6%	11.2%	2
2011 Federal Retirement Thrift Investment Board	68	73.4%	10.7%	15.9%	3
2010 Federal Retirement Thrift Investment Board	58	70.2%	14.0%	15.8%	1
2008 Federal Retirement Thrift Investment Board	45	71.3%	24.4%	4.2%	3
2006 Federal Retirement Thrift Investment Board	38	23.3%	27.7%	49.1%	3

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	344,622	62.8%	22.6%	14.6%	15,793
2013 Federal Retirement Thrift Investment Board	84	75.1%	10.6%	14.3%	6
2012 Federal Retirement Thrift Investment Board	54	72.6%	17.6%	9.8%	2
2011 Federal Retirement Thrift Investment Board	67	70.2%	17.0%	12.8%	4
2010 Federal Retirement Thrift Investment Board	57	68.6%	13.2%	18.3%	2
2008 Federal Retirement Thrift Investment Board	47	69.7%	22.1%	8.2%	1
2006 Federal Retirement Thrift Investment Board	37	56.0%	29.6%	14.4%	4

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	357,806	61.2%	20.3%	18.6%	3,047
2013 Federal Retirement Thrift Investment Board	92	73.6%	13.0%	13.3%	0
2012 Federal Retirement Thrift Investment Board	56	75.7%	12.9%	11.4%	0
2011 Federal Retirement Thrift Investment Board	71	74.9%	14.3%	10.9%	0
2010 Federal Retirement Thrift Investment Board	59	75.5%	12.6%	11.9%	1
2008 Federal Retirement Thrift Investment Board	48	81.3%	16.6%	2.1%	0
2006 Federal Retirement Thrift Investment Board	39	51.2%	20.1%	28.6%	2

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	340,114	60.7%	23.8%	15.5%	20,067
2013 Federal Retirement Thrift Investment Board	88	73.7%	15.1%	11.2%	2
2012 Federal Retirement Thrift Investment Board	53	64.8%	22.4%	12.8%	3
2011 Federal Retirement Thrift Investment Board	69	68.8%	22.9%	8.3%	2
2010 Federal Retirement Thrift Investment Board	56	75.0%	14.0%	11.0%	4
2008 Federal Retirement Thrift Investment Board	44	81.2%	16.5%	2.3%	4
2006 Federal Retirement Thrift Investment Board	36	44.0%	31.5%	24.5%	5

Federal Retirement Thrift Investment Board

Trend Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,863	52.3%	23.0%	24.7%	9,912
2013 Federal Retirement Thrift Investment Board	91	57.0%	16.3%	26.8%	0
2012 Federal Retirement Thrift Investment Board	55	51.0%	27.0%	22.0%	1
2011 Federal Retirement Thrift Investment Board	70	48.6%	24.7%	26.7%	1
2010 Federal Retirement Thrift Investment Board	57	50.4%	21.7%	28.0%	3
2008 Federal Retirement Thrift Investment Board	48	64.3%	12.2%	23.5%	0
2006 Federal Retirement Thrift Investment Board	40	58.8%	18.2%	22.9%	1

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,160	56.1%	23.0%	20.9%	10,380
2013 Federal Retirement Thrift Investment Board	92	64.5%	13.1%	22.4%	0
2012 Federal Retirement Thrift Investment Board	54	61.2%	15.4%	23.4%	2
2011 Federal Retirement Thrift Investment Board	67	56.0%	23.4%	20.5%	3
2010 Federal Retirement Thrift Investment Board	58	45.7%	29.5%	24.8%	2
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	342,315	57.0%	24.3%	18.6%	18,440
2013 Federal Retirement Thrift Investment Board	87	68.9%	19.0%	12.1%	3
2012 Federal Retirement Thrift Investment Board	53	72.8%	23.5%	3.7%	2
2011 Federal Retirement Thrift Investment Board	68	64.8%	18.8%	16.4%	2
2010 Federal Retirement Thrift Investment Board	59	65.5%	23.0%	11.5%	1
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	356,566	52.3%	23.8%	23.9%	4,307
2013 Federal Retirement Thrift Investment Board	91	68.6%	14.8%	16.7%	0
2012 Federal Retirement Thrift Investment Board	55	70.8%	17.9%	11.3%	1
2011 Federal Retirement Thrift Investment Board	71	72.5%	14.3%	13.1%	0
2010 Federal Retirement Thrift Investment Board	60	70.2%	13.2%	16.6%	0
2008 Federal Retirement Thrift Investment Board	48	73.6%	10.3%	16.1%	0
2006 Federal Retirement Thrift Investment Board	41	25.2%	38.4%	36.4%	0

Federal Retirement Thrift Investment Board

Trend Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	328,520	53.7%	27.6%	18.7%	32,091
2013 Federal Retirement Thrift Investment Board	89	71.3%	17.8%	10.9%	3
2012 Federal Retirement Thrift Investment Board	53	61.3%	28.5%	10.3%	3
2011 Federal Retirement Thrift Investment Board	69	63.1%	25.8%	11.1%	2
2010 Federal Retirement Thrift Investment Board	56	72.0%	15.5%	12.5%	4
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
2013 Governmentwide	358,999	49.5%	24.2%	26.3%
2013 Federal Retirement Thrift Investment Board	91	65.9%	12.8%	21.3%
2012 Federal Retirement Thrift Investment Board	55	68.2%	12.6%	19.2%
2011 Federal Retirement Thrift Investment Board	71	71.1%	11.2%	17.7%
2010 Federal Retirement Thrift Investment Board	60	60.3%	20.1%	19.6%
2008 Federal Retirement Thrift Investment Board	48	68.0%	18.1%	13.8%
2006 Federal Retirement Thrift Investment Board	41	38.1%	35.1%	26.8%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
2013 Governmentwide	358,403	47.6%	23.9%	28.5%
2013 Federal Retirement Thrift Investment Board	91	67.3%	13.6%	19.1%
2012 Federal Retirement Thrift Investment Board	55	71.7%	8.2%	20.0%
2011 Federal Retirement Thrift Investment Board	71	65.2%	22.6%	12.2%
2010 Federal Retirement Thrift Investment Board	60	63.7%	15.7%	20.5%
2008 Federal Retirement Thrift Investment Board	48	75.5%	14.3%	10.1%
2006 Federal Retirement Thrift Investment Board	41	26.7%	20.8%	52.5%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
2013 Governmentwide	357,371	45.4%	24.7%	29.9%
2013 Federal Retirement Thrift Investment Board	90	67.1%	13.6%	19.3%
2012 Federal Retirement Thrift Investment Board	54	72.1%	12.9%	15.0%
2011 Federal Retirement Thrift Investment Board	71	72.1%	18.2%	9.6%
2010 Federal Retirement Thrift Investment Board	60	63.9%	23.1%	13.0%
2008 Federal Retirement Thrift Investment Board	48	68.0%	17.8%	14.2%
2006 Federal Retirement Thrift Investment Board	41	34.5%	16.8%	48.8%

Federal Retirement Thrift Investment Board

Trend Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
2013 Governmentwide	357,560	41.3%	29.7%	28.9%
2013 Federal Retirement Thrift Investment Board	91	60.7%	21.8%	17.5%
2012 Federal Retirement Thrift Investment Board	55	55.3%	25.6%	19.1%
2011 Federal Retirement Thrift Investment Board	71	66.7%	20.3%	13.0%
2010 Federal Retirement Thrift Investment Board	60	64.1%	12.2%	23.7%
2008 Federal Retirement Thrift Investment Board	48	65.0%	25.0%	10.0%
2006 Federal Retirement Thrift Investment Board	41	19.9%	22.6%	57.5%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
2013 Governmentwide	357,563	33.6%	28.7%	37.7%
2013 Federal Retirement Thrift Investment Board	89	50.4%	24.8%	24.8%
2012 Federal Retirement Thrift Investment Board	55	42.8%	40.1%	17.0%
2011 Federal Retirement Thrift Investment Board	71	40.3%	29.2%	30.5%
2010 Federal Retirement Thrift Investment Board	60	30.9%	38.9%	30.2%
2008 Federal Retirement Thrift Investment Board	48	33.2%	32.7%	34.0%
2006 Federal Retirement Thrift Investment Board	41	15.1%	26.8%	58.1%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
2013 Governmentwide	357,694	49.7%	24.6%	25.7%
2013 Federal Retirement Thrift Investment Board	91	75.1%	13.3%	11.6%
2012 Federal Retirement Thrift Investment Board	54	69.5%	23.1%	7.4%
2011 Federal Retirement Thrift Investment Board	71	71.7%	20.0%	8.3%
2010 Federal Retirement Thrift Investment Board	60	69.7%	15.3%	15.1%
2008 Federal Retirement Thrift Investment Board	48	62.7%	18.0%	19.3%
2006 Federal Retirement Thrift Investment Board	41	42.7%	21.6%	35.7%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
2013 Governmentwide	357,338	64.9%	18.5%	16.5%
2013 Federal Retirement Thrift Investment Board	90	74.7%	14.1%	11.2%
2012 Federal Retirement Thrift Investment Board	55	82.1%	8.8%	9.1%
2011 Federal Retirement Thrift Investment Board	71	76.8%	11.8%	11.4%
2010 Federal Retirement Thrift Investment Board	59	71.2%	13.1%	15.7%
2008 Federal Retirement Thrift Investment Board	48	79.0%	6.6%	14.3%
2006 Federal Retirement Thrift Investment Board	41	44.6%	29.1%	26.3%

Federal Retirement Thrift Investment Board

Trend Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
2013 Governmentwide	357,967	53.5%	18.2%	28.3%
2013 Federal Retirement Thrift Investment Board	91	66.0%	17.5%	16.5%
2012 Federal Retirement Thrift Investment Board	55	61.7%	18.8%	19.5%
2011 Federal Retirement Thrift Investment Board	71	62.0%	22.0%	16.0%
2010 Federal Retirement Thrift Investment Board	60	67.2%	15.2%	17.6%
2008 Federal Retirement Thrift Investment Board	48	61.2%	10.5%	28.4%
2006 Federal Retirement Thrift Investment Board	41	40.7%	19.8%	39.5%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
2013 Governmentwide	358,271	55.6%	22.7%	21.7%
2013 Federal Retirement Thrift Investment Board	91	74.2%	8.9%	16.9%
2012 Federal Retirement Thrift Investment Board	55	78.3%	14.2%	7.5%
2011 Federal Retirement Thrift Investment Board	70	76.2%	8.4%	15.4%
2010 Federal Retirement Thrift Investment Board	60	69.2%	12.1%	18.7%
2008 Federal Retirement Thrift Investment Board	48	70.0%	19.7%	10.3%
2006 Federal Retirement Thrift Investment Board	41	27.6%	17.6%	54.8%

Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2013 Governmentwide	358,004	39.1%	55.8%	5.0%
2013 Federal Retirement Thrift Investment Board	91	76.7%	21.1%	2.2%
2012 Federal Retirement Thrift Investment Board	55	77.0%	21.1%	1.8%
2011 Federal Retirement Thrift Investment Board	71	79.6%	20.4%	0.0%
2010 Federal Retirement Thrift Investment Board	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

Federal Retirement Thrift Investment Board

Trend Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation:

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2013 Governmentwide	351,757	3.3%	9.2%	4.0%	10.2%
2013 Federal Retirement Thrift Investment Board	90	0.0%	23.7%	7.4%	18.5%
2012 Federal Retirement Thrift Investment Board	54	1.8%	19.1%	12.6%	21.3%
2011 Federal Retirement Thrift Investment Board	69	0.0%	15.2%	14.3%	18.2%
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

(continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2013 Governmentwide	351,757	34.1%	5.5%	21.2%	12.5%
2013 Federal Retirement Thrift Investment Board	90	5.2%	3.1%	15.6%	26.6%
2012 Federal Retirement Thrift Investment Board	54	5.3%	5.4%	16.4%	18.1%
2011 Federal Retirement Thrift Investment Board	69	10.0%	3.8%	16.6%	21.9%
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

Federal Retirement Thrift Investment Board

Trend Report

Work/Life (continued)

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2013 Governmentwide	355,682	32.6%	45.2%	22.2%
2013 Federal Retirement Thrift Investment Board	89	49.8%	42.3%	7.9%
2012 Federal Retirement Thrift Investment Board	54	49.1%	40.1%	10.8%
2011 Federal Retirement Thrift Investment Board	70	60.1%	39.9%	0.0%
2010 Federal Retirement Thrift Investment Board	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2013 Governmentwide	354,458	28.2%	59.4%	12.4%
2013 Federal Retirement Thrift Investment Board	88	54.7%	44.2%	1.0%
2012 Federal Retirement Thrift Investment Board	54	53.4%	44.8%	1.8%
2011 Federal Retirement Thrift Investment Board	69	64.7%	34.1%	1.2%
2010 Federal Retirement Thrift Investment Board	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2013 Governmentwide	351,827	14.3%	80.0%	5.7%
2013 Federal Retirement Thrift Investment Board	89	11.9%	82.4%	5.7%
2012 Federal Retirement Thrift Investment Board	54	9.0%	87.1%	3.9%
2011 Federal Retirement Thrift Investment Board	69	12.5%	86.3%	1.2%
2010 Federal Retirement Thrift Investment Board	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

Federal Retirement Thrift Investment Board

Trend Report

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2013 Governmentwide	356,035	3.9%	78.7%	17.4%
2013 Federal Retirement Thrift Investment Board	91	1.2%	69.7%	29.0%
2012 Federal Retirement Thrift Investment Board	54	0.0%	67.9%	32.1%
2011 Federal Retirement Thrift Investment Board	69	2.6%	73.7%	23.7%
2010 Federal Retirement Thrift Investment Board	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2013 Governmentwide	356,650	2.6%	79.7%	17.7%
2013 Federal Retirement Thrift Investment Board	91	1.2%	70.7%	28.0%
2012 Federal Retirement Thrift Investment Board	54	1.6%	67.5%	31.0%
2011 Federal Retirement Thrift Investment Board	69	2.6%	72.4%	25.0%
2010 Federal Retirement Thrift Investment Board	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	147,505	75.6%	15.3%	9.1%	8,017
2013 Federal Retirement Thrift Investment Board	46	68.3%	17.0%	14.7%	0
2012 Federal Retirement Thrift Investment Board	29	63.9%	10.0%	26.1%	1
2011 Federal Retirement Thrift Investment Board	30	76.6%	8.0%	15.4%	3
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

Federal Retirement Thrift Investment Board

Trend Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	134,642	88.7%	7.9%	3.4%	3,316
2013 Federal Retirement Thrift Investment Board	44	95.9%	4.1%	0.0%	2
2012 Federal Retirement Thrift Investment Board	27	95.7%	0.0%	4.3%	0
2011 Federal Retirement Thrift Investment Board	43	90.5%	2.2%	7.3%	0
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

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)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	95,574	79.6%	16.9%	3.6%	7,496
2013 Federal Retirement Thrift Investment Board	47	78.6%	19.4%	1.9%	3
2012 Federal Retirement Thrift Investment Board	29	86.8%	13.2%	0.0%	0
2011 Federal Retirement Thrift Investment Board	46	84.3%	9.5%	6.2%	1
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	50,775	74.1%	21.8%	4.1%	8,526
2013 Federal Retirement Thrift Investment Board	7	88.2%	11.8%	0.0%	4
2012 Federal Retirement Thrift Investment Board	5	100.0%	0.0%	0.0%	0
2011 Federal Retirement Thrift Investment Board	7	100.0%	0.0%	0.0%	3
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

Federal Retirement Thrift Investment Board

Trend Report

Work/Life (continued)

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)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	10,108	70.3%	25.9%	3.8%	4,459
2013 Federal Retirement Thrift Investment Board	1	100.0%	0.0%	0.0%	0
2012 Federal Retirement Thrift Investment Board	0	--	--	--	0
2011 Federal Retirement Thrift Investment Board	2	54.0%	0.0%	46.0%	2
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	7,391	66.3%	31.3%	2.3%	3,445
2013 Federal Retirement Thrift Investment Board	1	100.0%	0.0%	0.0%	0
2012 Federal Retirement Thrift Investment Board	1	100.0%	0.0%	0.0%	0
2011 Federal Retirement Thrift Investment Board	1	100.0%	0.0%	0.0%	3
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--
2008 Federal Retirement Thrift Investment Board	--	--	--	--	--
2006 Federal Retirement Thrift Investment Board	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

Federal Retirement Thrift Investment Board

Trend Report

Demographic Questions

85. Where do you work?

	N	%
Headquarters	89	98.9%
Field	1	1.1%

86. What is your supervisory status?

	N	%
Non-Supervisor	54	60.0%
Team Leader	15	16.7%
Supervisor	9	10.0%
Manager	4	4.4%
Executive	8	8.9%

87. Are you:

	N	%
Male	40	46.0%
Female	47	54.0%

88. Are you Hispanic or Latino?

	N	%
Yes	6	6.9%
No	81	93.1%

89. Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	4	5.0%
Black or African American	26	32.5%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	47	58.8%
Two or more races (Not Hispanic or Latino)	3	3.8%

Federal Retirement Thrift Investment Board

Trend Report

Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	0	0.0%
26-29	5	5.9%
30-39	18	21.2%
40-49	35	41.2%
50-59	22	25.9%
60 or older	5	5.9%

91. What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	25	28.4%
GS 13-15	55	62.5%
Senior Executive Service	8	9.1%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	5	5.8%
1 to 3 years	19	22.1%
4 to 5 years	10	11.6%
6 to 10 years	9	10.5%
11 to 14 years	9	10.5%
15 to 20 years	9	10.5%
More than 20 years	25	29.1%

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	16	18.6%
1 to 3 years	21	24.4%
4 to 5 years	13	15.1%
6 to 10 years	6	7.0%
11 to 20 years	21	24.4%
More than 20 years	9	10.5%

Federal Retirement Thrift Investment Board

Trend Report

Demographic Questions (continued)

94. *Are you considering leaving your organization within the next year, and if so, why?*

	N	%
No	63	71.6%
Yes, to retire	4	4.5%
Yes, to take another job within the Federal Government	15	17.0%
Yes, to take another job outside the Federal Government	3	3.4%
Yes, other	3	3.4%

95. *I am planning to retire:*

	N	%
Within one year	4	4.8%
Between one and three years	3	3.6%
Between three and five years	4	4.8%
Five or more years	73	86.9%

96. *Self-Identify as:*

	N	%
Heterosexual or Straight	68	81.0%
Gay, Lesbian, Bisexual, or Transgender	5	6.0%
I prefer not to say	11	13.1%

97. *Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?*

	N	%
Yes	20	23.5%
No	65	76.5%

98. *Are you an individual with a disability?*

	N	%
Yes	4	4.7%
No	82	95.3%