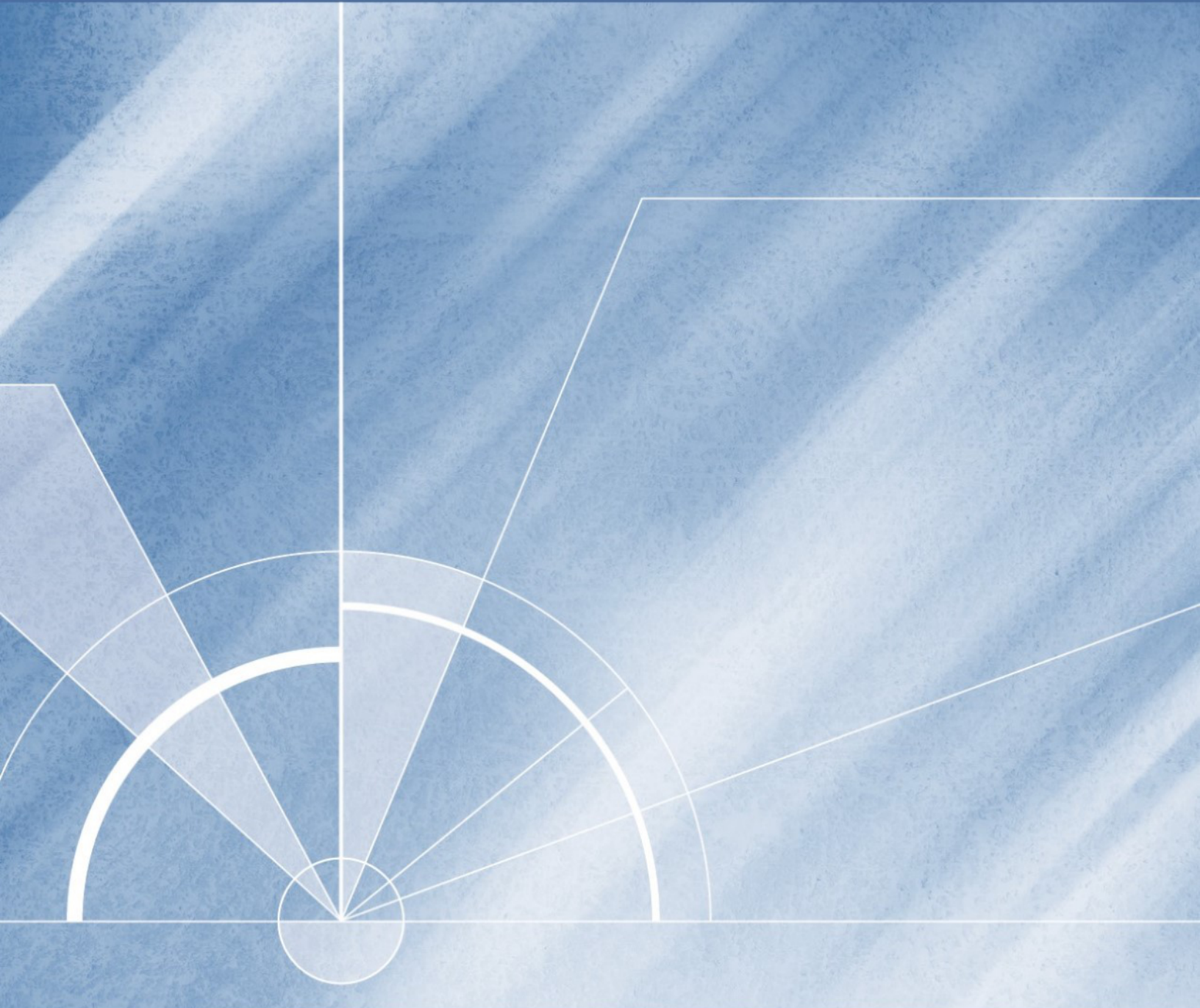


2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

Agency
Trend
Report

Federal Retirement Thrift Investment Board



Federal Retirement Thrift Investment Board

Trend Report

This 2016 Federal Employee Viewpoint Survey Report provides trend results for your department or agency.

Response Summary

	Surveys Completed
2016 Governmentwide	407,789
2016 Federal Retirement Thrift Investment Board	179
2015 Federal Retirement Thrift Investment Board	142
2014 Federal Retirement Thrift Investment Board	133
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

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" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "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.

The last column indicates whether or not there was a statistically significant increase, decrease, or no change in positive percentages from the previous year. Statistical significance indicates that the differences from year to year are not due to random chance. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2016 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2015 to 2016. Please keep in mind that with large sample sizes, even small differences may show statistical significance.

Note: The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '--' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

Federal Retirement Thrift Investment Board

Trend Report

My Work Experience

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
2016 Federal Retirement Thrift Investment Board	178	80.4%	8.4%	11.2%	↘
2015 Federal Retirement Thrift Investment Board	142	85.4%	5.1%	9.5%	→
2014 Federal Retirement Thrift Investment Board	133	84.8%	3.8%	11.4%	↗
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,152	70.2%	14.7%	15.1%	
2016 Federal Retirement Thrift Investment Board	179	68.1%	15.2%	16.7%	↘
2015 Federal Retirement Thrift Investment Board	142	75.1%	8.6%	16.3%	→
2014 Federal Retirement Thrift Investment Board	133	76.7%	11.3%	12.0%	→
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,408	57.7%	18.0%	24.3%	
2016 Federal Retirement Thrift Investment Board	176	69.4%	11.7%	19.0%	→
2015 Federal Retirement Thrift Investment Board	142	71.6%	8.4%	20.0%	→
2014 Federal Retirement Thrift Investment Board	127	72.1%	12.2%	15.7%	→
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%	

Federal Retirement Thrift Investment Board

Trend Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
2016 Federal Retirement Thrift Investment Board	178	74.0%	7.4%	18.7%	→
2015 Federal Retirement Thrift Investment Board	142	76.7%	8.9%	14.4%	→
2014 Federal Retirement Thrift Investment Board	132	74.6%	13.1%	12.3%	→
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%	

5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,675	83.2%	10.8%	6.1%	
2016 Federal Retirement Thrift Investment Board	175	84.8%	7.0%	8.2%	→
2015 Federal Retirement Thrift Investment Board	139	86.2%	6.2%	7.5%	→
2014 Federal Retirement Thrift Investment Board	130	83.8%	9.2%	7.0%	↘
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	402,718	79.4%	11.0%	9.6%	
2016 Federal Retirement Thrift Investment Board	177	74.5%	11.9%	13.6%	↘
2015 Federal Retirement Thrift Investment Board	140	81.2%	7.8%	11.0%	→
2014 Federal Retirement Thrift Investment Board	132	79.6%	9.9%	10.5%	→
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%	

Federal Retirement Thrift Investment Board

Trend Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
2016 Federal Retirement Thrift Investment Board	178	97.2%	1.1%	1.7%	↗
2015 Federal Retirement Thrift Investment Board	142	94.3%	3.4%	2.3%	↘
2014 Federal Retirement Thrift Investment Board	132	98.4%	0.7%	0.9%	→
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	405,416	90.9%	7.2%	1.8%	
2016 Federal Retirement Thrift Investment Board	178	93.6%	4.7%	1.7%	→
2015 Federal Retirement Thrift Investment Board	142	91.1%	7.2%	1.6%	↘
2014 Federal Retirement Thrift Investment Board	133	94.3%	5.7%	0.0%	↗
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%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	405,568	46.6%	16.0%	37.5%	922	
2016 Federal Retirement Thrift Investment Board	178	59.7%	12.4%	28.0%	1	↘
2015 Federal Retirement Thrift Investment Board	142	71.2%	7.9%	20.8%	0	↗
2014 Federal Retirement Thrift Investment Board	132	66.1%	11.0%	22.9%	1	→
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	

Federal Retirement Thrift Investment Board

Trend Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
2016 Federal Retirement Thrift Investment Board	176	62.0%	9.3%	28.7%	1	↘
2015 Federal Retirement Thrift Investment Board	138	72.7%	11.4%	16.0%	0	↗
2014 Federal Retirement Thrift Investment Board	132	62.4%	16.1%	21.5%	1	→
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	

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,751	58.4%	16.5%	25.1%	1,759	
2016 Federal Retirement Thrift Investment Board	176	62.8%	10.7%	26.6%	2	↘
2015 Federal Retirement Thrift Investment Board	139	70.1%	7.8%	22.1%	1	→
2014 Federal Retirement Thrift Investment Board	129	69.7%	7.8%	22.6%	1	→
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,835	83.1%	9.9%	7.0%	1,337	
2016 Federal Retirement Thrift Investment Board	178	84.4%	5.7%	9.9%	0	↘
2015 Federal Retirement Thrift Investment Board	142	91.3%	4.4%	4.4%	0	→
2014 Federal Retirement Thrift Investment Board	132	89.0%	4.2%	6.8%	1	→
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	

Federal Retirement Thrift Investment Board Trend Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
2016 Federal Retirement Thrift Investment Board	175	90.2%	4.6%	5.1%	0	→
2015 Federal Retirement Thrift Investment Board	140	92.8%	4.4%	2.8%	0	↘
2014 Federal Retirement Thrift Investment Board	131	96.8%	0.9%	2.3%	0	↗
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	

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	Difference from previous year
2016 Governmentwide	403,735	65.7%	14.0%	20.3%	1,775	
2016 Federal Retirement Thrift Investment Board	178	89.7%	5.7%	4.6%	1	→
2015 Federal Retirement Thrift Investment Board	141	87.9%	5.6%	6.5%	0	↗
2014 Federal Retirement Thrift Investment Board	132	82.5%	7.0%	10.5%	1	→
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,544	69.6%	14.3%	16.2%	6,003	
2016 Federal Retirement Thrift Investment Board	171	73.4%	10.9%	15.7%	7	→
2015 Federal Retirement Thrift Investment Board	140	75.7%	11.5%	12.9%	2	↗
2014 Federal Retirement Thrift Investment Board	128	70.4%	15.0%	14.7%	5	↘
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	

Federal Retirement Thrift Investment Board Trend Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
2016 Federal Retirement Thrift Investment Board	174	86.4%	9.6%	4.0%	1	↘
2015 Federal Retirement Thrift Investment Board	142	93.6%	5.0%	1.4%	0	↗
2014 Federal Retirement Thrift Investment Board	131	86.5%	11.9%	1.6%	1	↘
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	386,924	62.1%	18.1%	19.8%	17,784	
2016 Federal Retirement Thrift Investment Board	167	62.4%	16.6%	21.0%	10	↘
2015 Federal Retirement Thrift Investment Board	132	68.2%	13.0%	18.7%	10	↗
2014 Federal Retirement Thrift Investment Board	121	62.9%	17.7%	19.4%	11	↗
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	

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	401,073	52.9%	22.9%	24.2%	4,002	
2016 Federal Retirement Thrift Investment Board	176	73.9%	11.8%	14.3%	3	→
2015 Federal Retirement Thrift Investment Board	142	77.5%	11.4%	11.1%	0	↗
2014 Federal Retirement Thrift Investment Board	131	69.2%	11.6%	19.2%	1	→
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	

Federal Retirement Thrift Investment Board

Trend Report

My Work Experience (continued)

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	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
2016 Federal Retirement Thrift Investment Board	172	70.7%	12.7%	16.7%	7	↘
2015 Federal Retirement Thrift Investment Board	140	77.5%	10.8%	11.7%	2	→
2014 Federal Retirement Thrift Investment Board	126	78.0%	10.3%	11.7%	7	↗
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	

My Work Unit

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,886	73.3%	13.5%	13.2%	
2016 Federal Retirement Thrift Investment Board	179	77.0%	11.4%	11.6%	↘
2015 Federal Retirement Thrift Investment Board	141	82.4%	5.6%	12.0%	→
2014 Federal Retirement Thrift Investment Board	133	80.9%	10.3%	8.8%	→
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%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,412	42.6%	25.2%	32.2%	14,370	
2016 Federal Retirement Thrift Investment Board	171	75.3%	11.2%	13.5%	8	→
2015 Federal Retirement Thrift Investment Board	140	74.0%	13.3%	12.6%	2	→
2014 Federal Retirement Thrift Investment Board	132	73.2%	10.6%	16.3%	1	→
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	

Federal Retirement Thrift Investment Board Trend Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
2016 Federal Retirement Thrift Investment Board	155	55.8%	22.3%	21.9%	23	→
2015 Federal Retirement Thrift Investment Board	134	58.5%	20.4%	21.1%	8	→
2014 Federal Retirement Thrift Investment Board	117	56.4%	24.4%	19.2%	15	→
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	

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	Difference from previous year
2016 Governmentwide	363,758	29.3%	27.1%	43.6%	41,216	
2016 Federal Retirement Thrift Investment Board	154	44.8%	28.3%	26.9%	25	→
2015 Federal Retirement Thrift Investment Board	124	42.9%	32.8%	24.3%	18	→
2014 Federal Retirement Thrift Investment Board	118	45.6%	31.4%	23.0%	15	→
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,352	34.0%	27.9%	38.1%	25,041	
2016 Federal Retirement Thrift Investment Board	162	44.2%	25.6%	30.2%	16	↘
2015 Federal Retirement Thrift Investment Board	134	52.7%	22.0%	25.3%	8	↗
2014 Federal Retirement Thrift Investment Board	114	46.6%	25.9%	27.4%	18	↘
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	

Federal Retirement Thrift Investment Board Trend Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
2016 Federal Retirement Thrift Investment Board	168	56.9%	17.9%	25.2%	11	→
2015 Federal Retirement Thrift Investment Board	129	61.3%	16.1%	22.6%	11	→
2014 Federal Retirement Thrift Investment Board	117	58.1%	22.2%	19.6%	15	→
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,664	73.3%	13.8%	12.9%	1,739	
2016 Federal Retirement Thrift Investment Board	179	80.2%	10.4%	9.4%	0	→
2015 Federal Retirement Thrift Investment Board	141	80.0%	10.5%	9.5%	1	→
2014 Federal Retirement Thrift Investment Board	133	79.1%	10.8%	10.0%	0	→
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,303	54.2%	28.2%	17.6%	16,713	
2016 Federal Retirement Thrift Investment Board	174	74.1%	14.2%	11.7%	5	→
2015 Federal Retirement Thrift Investment Board	135	74.9%	14.1%	11.0%	6	→
2014 Federal Retirement Thrift Investment Board	125	78.2%	14.3%	7.5%	8	→
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	

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	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
2016 Federal Retirement Thrift Investment Board	178	90.3%	7.4%	2.3%	→
2015 Federal Retirement Thrift Investment Board	142	91.4%	7.9%	0.7%	↗
2014 Federal Retirement Thrift Investment Board	133	87.9%	11.4%	0.7%	↘
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%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,750	69.4%	17.3%	13.3%	6,753	
2016 Federal Retirement Thrift Investment Board	177	72.2%	11.9%	15.9%	2	↘
2015 Federal Retirement Thrift Investment Board	137	77.8%	13.4%	8.8%	2	→
2014 Federal Retirement Thrift Investment Board	130	80.2%	12.3%	7.6%	1	↘
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,805	44.8%	24.6%	30.6%	9,449	
2016 Federal Retirement Thrift Investment Board	176	56.6%	14.1%	29.3%	3	↗
2015 Federal Retirement Thrift Investment Board	136	50.9%	23.3%	25.9%	4	↘
2014 Federal Retirement Thrift Investment Board	126	60.5%	25.2%	14.3%	5	→
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	

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	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
2016 Federal Retirement Thrift Investment Board	175	61.9%	16.0%	22.1%	4	→
2015 Federal Retirement Thrift Investment Board	136	66.5%	18.0%	15.5%	4	→
2014 Federal Retirement Thrift Investment Board	126	67.6%	21.2%	11.2%	5	→
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	

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	385,387	38.4%	28.3%	33.3%	13,365	
2016 Federal Retirement Thrift Investment Board	170	54.0%	20.9%	25.1%	7	→
2015 Federal Retirement Thrift Investment Board	135	57.4%	23.8%	18.8%	5	→
2014 Federal Retirement Thrift Investment Board	126	56.3%	26.8%	16.9%	5	→
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,966	22.3%	26.9%	50.7%	29,028	
2016 Federal Retirement Thrift Investment Board	152	37.5%	23.9%	38.6%	24	→
2015 Federal Retirement Thrift Investment Board	126	39.8%	27.3%	33.0%	13	→
2014 Federal Retirement Thrift Investment Board	115	40.5%	25.4%	34.1%	16	→
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	

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	Difference from previous year
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
2016 Federal Retirement Thrift Investment Board	167	71.4%	19.2%	9.4%	11	→
2015 Federal Retirement Thrift Investment Board	134	75.6%	17.1%	7.4%	6	↗
2014 Federal Retirement Thrift Investment Board	123	69.9%	21.8%	8.3%	6	↗
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,340	76.0%	13.3%	10.7%	6,278	
2016 Federal Retirement Thrift Investment Board	179	89.3%	7.9%	2.8%	0	→
2015 Federal Retirement Thrift Investment Board	138	87.1%	6.1%	6.8%	1	→
2014 Federal Retirement Thrift Investment Board	130	89.0%	9.4%	1.6%	0	↗
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,948	77.2%	13.3%	9.5%	4,677	
2016 Federal Retirement Thrift Investment Board	176	89.0%	5.8%	5.2%	0	↘
2015 Federal Retirement Thrift Investment Board	137	93.4%	2.8%	3.8%	0	↗
2014 Federal Retirement Thrift Investment Board	130	86.0%	8.1%	6.0%	0	→
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	

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	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
2016 Federal Retirement Thrift Investment Board	162	58.6%	19.2%	22.2%	17	↘
2015 Federal Retirement Thrift Investment Board	130	64.7%	18.0%	17.3%	9	→
2014 Federal Retirement Thrift Investment Board	122	62.2%	21.1%	16.7%	9	→
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	

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	Difference from previous year
2016 Governmentwide	361,746	66.7%	18.9%	14.4%	35,073	
2016 Federal Retirement Thrift Investment Board	153	71.2%	16.0%	12.8%	25	↘
2015 Federal Retirement Thrift Investment Board	130	75.3%	14.8%	9.9%	10	→
2014 Federal Retirement Thrift Investment Board	122	75.8%	15.8%	8.4%	7	↗
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	

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,488	74.0%	17.2%	8.8%	7,188	
2016 Federal Retirement Thrift Investment Board	178	80.0%	10.5%	9.6%	1	↘
2015 Federal Retirement Thrift Investment Board	140	85.7%	10.5%	3.8%	0	↘
2014 Federal Retirement Thrift Investment Board	130	91.5%	4.7%	3.8%	1	↗
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	

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	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
2016 Federal Retirement Thrift Investment Board	179	68.6%	15.5%	15.9%	↘
2015 Federal Retirement Thrift Investment Board	140	75.8%	10.8%	13.4%	→
2014 Federal Retirement Thrift Investment Board	131	75.0%	14.8%	10.2%	→
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%	

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	Difference from previous year
2016 Governmentwide	370,195	40.9%	26.8%	32.3%	30,395	
2016 Federal Retirement Thrift Investment Board	177	65.3%	15.8%	18.9%	2	→
2015 Federal Retirement Thrift Investment Board	135	62.8%	18.4%	18.8%	5	→
2014 Federal Retirement Thrift Investment Board	126	63.8%	18.5%	17.6%	5	→
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	

My Supervisor

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	397,533	78.3%	10.8%	10.9%	2,147	
2016 Federal Retirement Thrift Investment Board	179	87.3%	5.1%	7.6%	0	→
2015 Federal Retirement Thrift Investment Board	139	87.1%	5.5%	7.4%	1	↗
2014 Federal Retirement Thrift Investment Board	129	81.9%	5.8%	12.2%	2	↗
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	

Federal Retirement Thrift Investment Board Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
2016 Federal Retirement Thrift Investment Board	178	84.1%	5.8%	10.1%	0	→
2015 Federal Retirement Thrift Investment Board	139	81.2%	7.2%	11.6%	1	↗
2014 Federal Retirement Thrift Investment Board	131	74.8%	14.1%	11.1%	0	↗
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	

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	391,835	63.4%	18.2%	18.4%	4,496	
2016 Federal Retirement Thrift Investment Board	177	75.3%	11.0%	13.7%	0	→
2015 Federal Retirement Thrift Investment Board	137	76.2%	10.5%	13.4%	1	↗
2014 Federal Retirement Thrift Investment Board	130	72.0%	16.1%	11.9%	1	↗
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	365,376	67.8%	21.7%	10.5%	32,531	
2016 Federal Retirement Thrift Investment Board	161	81.6%	12.0%	6.4%	16	→
2015 Federal Retirement Thrift Investment Board	132	80.8%	10.4%	8.8%	6	→
2014 Federal Retirement Thrift Investment Board	122	79.6%	12.1%	8.3%	9	↗
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	

Federal Retirement Thrift Investment Board Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
2016 Federal Retirement Thrift Investment Board	179	75.0%	12.1%	12.9%	0	→
2015 Federal Retirement Thrift Investment Board	137	74.9%	14.2%	10.9%	2	→
2014 Federal Retirement Thrift Investment Board	130	72.7%	13.8%	13.5%	1	↗
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	

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,465	65.6%	17.8%	16.6%	6,120	
2016 Federal Retirement Thrift Investment Board	179	86.1%	7.4%	6.5%	0	↗
2015 Federal Retirement Thrift Investment Board	137	81.6%	5.9%	12.5%	2	→
2014 Federal Retirement Thrift Investment Board	131	80.9%	9.4%	9.7%	0	→
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	

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,731	76.1%	12.1%	11.8%	
2016 Federal Retirement Thrift Investment Board	179	85.1%	6.2%	8.7%	→
2015 Federal Retirement Thrift Investment Board	140	83.6%	2.7%	13.7%	↗
2014 Federal Retirement Thrift Investment Board	130	79.2%	12.6%	8.2%	↗
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%	

Federal Retirement Thrift Investment Board Trend Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
2016 Federal Retirement Thrift Investment Board	178	88.1%	3.0%	9.0%	↗
2015 Federal Retirement Thrift Investment Board	140	83.4%	7.9%	8.7%	→
2014 Federal Retirement Thrift Investment Board	131	85.0%	9.1%	5.9%	↗
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,581	77.6%	10.0%	12.4%	
2016 Federal Retirement Thrift Investment Board	177	92.0%	3.3%	4.6%	↗
2015 Federal Retirement Thrift Investment Board	140	87.6%	4.8%	7.5%	→
2014 Federal Retirement Thrift Investment Board	131	86.6%	8.2%	5.1%	↗
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%	

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,003	67.4%	16.0%	16.6%	
2016 Federal Retirement Thrift Investment Board	179	76.9%	11.9%	11.2%	↗
2015 Federal Retirement Thrift Investment Board	140	71.0%	13.9%	15.2%	→
2014 Federal Retirement Thrift Investment Board	131	68.3%	18.1%	13.6%	→
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%	

Federal Retirement Thrift Investment Board

Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
2016 Federal Retirement Thrift Investment Board	179	79.9%	13.2%	6.9%	↗
2015 Federal Retirement Thrift Investment Board	138	74.8%	15.7%	9.5%	→
2014 Federal Retirement Thrift Investment Board	131	71.8%	18.9%	9.3%	↗
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%	

Leadership

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	388,819	40.9%	24.1%	35.0%	7,594	
2016 Federal Retirement Thrift Investment Board	178	55.6%	15.1%	29.2%	1	→
2015 Federal Retirement Thrift Investment Board	139	56.2%	17.2%	26.6%	1	↘
2014 Federal Retirement Thrift Investment Board	128	61.7%	24.2%	14.1%	2	→
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	372,029	51.8%	24.0%	24.3%	23,730	
2016 Federal Retirement Thrift Investment Board	173	60.6%	13.2%	26.2%	6	→
2015 Federal Retirement Thrift Investment Board	134	65.2%	14.9%	19.9%	5	→
2014 Federal Retirement Thrift Investment Board	127	69.6%	18.4%	12.0%	3	→
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	

Federal Retirement Thrift Investment Board

Trend Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
2016 Federal Retirement Thrift Investment Board	170	70.1%	17.5%	12.3%	7	→
2015 Federal Retirement Thrift Investment Board	134	73.3%	13.5%	13.2%	4	→
2014 Federal Retirement Thrift Investment Board	125	73.1%	12.8%	14.1%	5	→
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,027	60.3%	20.1%	19.6%	5,145	
2016 Federal Retirement Thrift Investment Board	177	68.0%	14.8%	17.2%	1	→
2015 Federal Retirement Thrift Investment Board	138	68.0%	14.8%	17.3%	2	↘
2014 Federal Retirement Thrift Investment Board	129	74.1%	15.6%	10.3%	1	→
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	367,493	60.1%	23.5%	16.4%	26,319	
2016 Federal Retirement Thrift Investment Board	175	69.1%	15.9%	15.0%	4	↗
2015 Federal Retirement Thrift Investment Board	134	63.7%	20.4%	15.9%	6	↘
2014 Federal Retirement Thrift Investment Board	125	76.4%	14.4%	9.2%	3	→
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	

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	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
2016 Federal Retirement Thrift Investment Board	175	58.7%	17.0%	24.3%	2	→
2015 Federal Retirement Thrift Investment Board	137	60.0%	17.7%	22.3%	3	↘
2014 Federal Retirement Thrift Investment Board	126	70.3%	13.6%	16.1%	3	↗
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,902	55.7%	22.4%	21.8%	14,062	
2016 Federal Retirement Thrift Investment Board	178	63.8%	16.9%	19.3%	1	→
2015 Federal Retirement Thrift Investment Board	139	60.1%	20.4%	19.5%	1	↘
2014 Federal Retirement Thrift Investment Board	126	69.5%	13.7%	16.8%	3	↗
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	373,425	57.9%	23.3%	18.9%	21,965	
2016 Federal Retirement Thrift Investment Board	175	61.1%	21.8%	17.1%	3	↘
2015 Federal Retirement Thrift Investment Board	134	68.5%	17.0%	14.4%	5	→
2014 Federal Retirement Thrift Investment Board	124	69.6%	18.9%	11.5%	5	→
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	

Federal Retirement Thrift Investment Board

Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
2016 Federal Retirement Thrift Investment Board	178	56.6%	19.0%	24.4%	1	↘
2015 Federal Retirement Thrift Investment Board	139	65.7%	13.0%	21.3%	1	→
2014 Federal Retirement Thrift Investment Board	128	68.2%	14.4%	17.4%	1	→
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	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,124	55.1%	25.8%	19.1%	32,433	
2016 Federal Retirement Thrift Investment Board	176	73.4%	12.9%	13.6%	3	→
2015 Federal Retirement Thrift Investment Board	134	76.1%	15.0%	8.9%	5	↗
2014 Federal Retirement Thrift Investment Board	127	71.9%	16.8%	11.3%	3	→
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	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	394,068	50.7%	22.7%	26.6%	
2016 Federal Retirement Thrift Investment Board	179	63.5%	14.8%	21.7%	→
2015 Federal Retirement Thrift Investment Board	139	65.9%	14.1%	20.0%	→
2014 Federal Retirement Thrift Investment Board	130	69.1%	12.0%	19.0%	→
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%	

Federal Retirement Thrift Investment Board Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
2016 Federal Retirement Thrift Investment Board	179	59.7%	12.2%	28.1%	→
2015 Federal Retirement Thrift Investment Board	140	62.9%	20.6%	16.5%	↘
2014 Federal Retirement Thrift Investment Board	129	67.2%	14.1%	18.7%	→
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,389	47.5%	23.8%	28.7%	
2016 Federal Retirement Thrift Investment Board	178	62.5%	13.6%	23.9%	→
2015 Federal Retirement Thrift Investment Board	139	63.0%	17.4%	19.6%	↗
2014 Federal Retirement Thrift Investment Board	130	57.8%	25.1%	17.1%	↘
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,440	42.5%	29.3%	28.3%	
2016 Federal Retirement Thrift Investment Board	179	48.9%	24.0%	27.1%	↘
2015 Federal Retirement Thrift Investment Board	140	59.4%	17.2%	23.3%	↗
2014 Federal Retirement Thrift Investment Board	128	55.1%	23.1%	21.8%	↘
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%	

Federal Retirement Thrift Investment Board Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
2016 Federal Retirement Thrift Investment Board	176	45.3%	24.9%	29.8%	→
2015 Federal Retirement Thrift Investment Board	140	48.2%	29.0%	22.8%	→
2014 Federal Retirement Thrift Investment Board	130	47.5%	25.4%	27.1%	→
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,659	52.5%	23.5%	23.9%	
2016 Federal Retirement Thrift Investment Board	179	78.6%	13.2%	8.2%	→
2015 Federal Retirement Thrift Investment Board	138	80.5%	11.2%	8.4%	↗
2014 Federal Retirement Thrift Investment Board	130	75.8%	16.3%	7.9%	→
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,826	66.2%	17.4%	16.4%	
2016 Federal Retirement Thrift Investment Board	179	68.9%	15.1%	16.1%	↘
2015 Federal Retirement Thrift Investment Board	140	72.1%	16.2%	11.7%	↗
2014 Federal Retirement Thrift Investment Board	130	69.0%	17.1%	14.0%	↘
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%	

Federal Retirement Thrift Investment Board

Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
2016 Federal Retirement Thrift Investment Board	178	68.4%	16.6%	15.0%	→
2015 Federal Retirement Thrift Investment Board	139	70.5%	9.9%	19.6%	→
2014 Federal Retirement Thrift Investment Board	130	70.8%	9.9%	19.2%	↗
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%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,451	56.9%	21.4%	21.7%	
2016 Federal Retirement Thrift Investment Board	177	65.7%	16.4%	17.8%	↘
2015 Federal Retirement Thrift Investment Board	140	73.8%	8.8%	17.4%	→
2014 Federal Retirement Thrift Investment Board	129	72.5%	14.9%	12.5%	→
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%	

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2016 Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
2016 Federal Retirement Thrift Investment Board	179	94.1%	4.0%	1.3%	0.6%
2015 Federal Retirement Thrift Investment Board	140	95.2%	3.3%	1.6%	0.0%
2014 Federal Retirement Thrift Investment Board	130	84.3%	6.5%	8.3%	0.9%
2013 Federal Retirement Thrift Investment Board	--	--	--	--	--
2012 Federal Retirement Thrift Investment Board	--	--	--	--	--
2011 Federal Retirement Thrift Investment Board	--	--	--	--	--
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--

*This item was added to the survey in 2014. It is on a different response scale and is not included in the significance testing.

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
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
2016 Federal Retirement Thrift Investment Board	178	2.2%	68.8%	4.3%	11.7%
2015 Federal Retirement Thrift Investment Board	139	1.3%	63.9%	10.4%	13.8%
2014 Federal Retirement Thrift Investment Board	129	0.0%	32.5%	18.0%	19.6%
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	--	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

(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
2016 Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
2016 Federal Retirement Thrift Investment Board	178	0.6%	0.0%	4.6%	7.8%
2015 Federal Retirement Thrift Investment Board	139	1.4%	0.0%	2.3%	7.0%
2014 Federal Retirement Thrift Investment Board	129	1.4%	0.0%	14.0%	14.4%
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	--	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
2016 Federal Retirement Thrift Investment Board	178	40.0%	51.9%	8.1%
2015 Federal Retirement Thrift Investment Board	136	42.7%	51.7%	5.6%
2014 Federal Retirement Thrift Investment Board	128	50.1%	41.7%	8.2%
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	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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
2016 Governmentwide	390,233	26.8%	61.0%	12.1%
2016 Federal Retirement Thrift Investment Board	178	27.4%	64.5%	8.1%
2015 Federal Retirement Thrift Investment Board	139	31.7%	58.9%	9.4%
2014 Federal Retirement Thrift Investment Board	128	37.0%	54.2%	8.8%
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	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	387,376	13.6%	81.0%	5.3%
2016 Federal Retirement Thrift Investment Board	176	13.2%	83.9%	2.9%
2015 Federal Retirement Thrift Investment Board	136	10.4%	86.6%	3.1%
2014 Federal Retirement Thrift Investment Board	130	9.2%	86.0%	4.8%
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	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
2016 Federal Retirement Thrift Investment Board	178	1.8%	67.0%	31.2%
2015 Federal Retirement Thrift Investment Board	137	2.4%	66.6%	31.0%
2014 Federal Retirement Thrift Investment Board	130	2.5%	66.5%	31.0%
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	--	--	--	--

*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

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
2016 Governmentwide	391,248	2.3%	80.4%	17.2%
2016 Federal Retirement Thrift Investment Board	177	0.6%	75.2%	24.2%
2015 Federal Retirement Thrift Investment Board	138	0.0%	71.2%	28.8%
2014 Federal Retirement Thrift Investment Board	128	0.9%	72.8%	26.3%
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	--	--	--	--

*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	204,775	78.9%	12.0%	9.1%	6,007	
2016 Federal Retirement Thrift Investment Board	155	89.3%	4.9%	5.9%	0	↗
2015 Federal Retirement Thrift Investment Board	124	75.3%	10.7%	14.0%	1	↗
2014 Federal Retirement Thrift Investment Board	90	61.8%	17.3%	21.0%	1	→
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	--	--	--	--	--	--

*This item was added to the survey in 2011. 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	Difference from previous year
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
2016 Federal Retirement Thrift Investment Board	68	94.4%	4.1%	1.5%	0	→
2015 Federal Retirement Thrift Investment Board	60	92.1%	4.6%	3.3%	2	→
2014 Federal Retirement Thrift Investment Board	65	94.0%	4.5%	1.5%	1	→
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	--	--	--	--	--	

*This item was added to the survey in 2011. 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	Difference from previous year
2016 Governmentwide	102,282	80.5%	15.7%	3.8%	7,335	
2016 Federal Retirement Thrift Investment Board	45	87.2%	12.8%	0.0%	3	↗
2015 Federal Retirement Thrift Investment Board	42	81.3%	15.7%	3.0%	2	→
2014 Federal Retirement Thrift Investment Board	44	85.3%	12.6%	2.1%	3	→
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	--	--	--	--	--	

*This item was added to the survey in 2011. 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	Difference from previous year
2016 Governmentwide	51,991	75.5%	20.1%	4.4%	8,067	
2016 Federal Retirement Thrift Investment Board	16	45.7%	42.4%	11.9%	8	--
2015 Federal Retirement Thrift Investment Board	11	67.7%	32.3%	0.0%	7	--
2014 Federal Retirement Thrift Investment Board	7	87.5%	12.5%	0.0%	4	--
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	--	--	--	--	--	

*This item was added to the survey in 2011. 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	Difference from previous year
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
2016 Federal Retirement Thrift Investment Board	1	0.0%	100.0%	0.0%	2	--
2015 Federal Retirement Thrift Investment Board	3	34.9%	65.1%	0.0%	3	--
2014 Federal Retirement Thrift Investment Board	2	100.0%	0.0%	0.0%	1	--
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	--	--	--	--	--	

**This item was added to the survey in 2011. 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	Difference from previous year
2016 Governmentwide	7,399	67.6%	30.2%	2.2%	3,730	
2016 Federal Retirement Thrift Investment Board	1	0.0%	0.0%	100.0%	1	--
2015 Federal Retirement Thrift Investment Board	2	0.0%	46.6%	53.4%	0	--
2014 Federal Retirement Thrift Investment Board	1	100.0%	0.0%	0.0%	2	--
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	--	--	--	--	--	

**This item was added to the survey in 2011. 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

Where do you work?

	N	%
Headquarters	177	100.0%
Field	0	0.0%

What is your supervisory status?

	N	%
Non-Supervisor	106	59.9%
Team Leader	11	6.2%
Supervisor	36	20.3%
Manager	13	7.3%
Senior Leader	11	6.2%

Are you:

	N	%
Male	87	50.0%
Female	87	50.0%

Are you Hispanic or Latino?

	N	%
Yes	12	7.0%
No	159	93.0%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	18	10.8%
Black or African American	60	36.1%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	77	46.4%
Two or more races	11	6.6%

Federal Retirement Thrift Investment Board

Trend Report

Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	3	1.7%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	19	11.0%
Associate's Degree (e.g., AA, AS)	7	4.0%
Bachelor's Degree (e.g., BA, BS)	66	38.2%
Master's Degree (e.g., MA, MS, MBA)	67	38.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	11	6.4%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	23	13.4%
GS 13-15	138	80.2%
Senior Executive Service	11	6.4%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	5	2.9%
1 to 3 years	36	20.9%
4 to 5 years	23	13.4%
6 to 10 years	40	23.3%
11 to 14 years	19	11.0%
15 to 20 years	15	8.7%
More than 20 years	34	19.8%

Federal Retirement Thrift Investment Board

Trend Report

Demographic Questions (continued)

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

	N	%
Less than 1 year	12	7.0%
1 to 3 years	99	57.6%
4 to 5 years	13	7.6%
6 to 10 years	20	11.6%
11 to 20 years	15	8.7%
More than 20 years	13	7.6%

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

	N	%
No	100	58.1%
Yes, to retire	1	0.6%
Yes, to take another job within the Federal Government	61	35.5%
Yes, to take another job outside the Federal Government	3	1.7%
Yes, other	7	4.1%

I am planning to retire:

	N	%
Within one year	2	1.2%
Between one and three years	7	4.1%
Between three and five years	11	6.5%
Five or more years	150	88.2%

Self-Identify as:

	N	%
Heterosexual or Straight	141	85.5%
Gay, Lesbian, Bisexual, or Transgender	4	2.4%
I prefer not to say	20	12.1%

What is your US military service status?

	N	%
No Prior Military Service	122	72.2%
Currently in National Guard or Reserves	5	3.0%
Retired	17	10.1%
Separated or Discharged	25	14.8%

Federal Retirement Thrift Investment Board

Trend Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	19	11.3%
No	149	88.7%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	2	1.1%
30-39	44	24.6%
40-49	65	36.3%
50-59	62	34.6%
60 or older	6	3.4%