

National Archives and Records Administration

2011 Federal Employee Viewpoint Survey: Trend Report

Response Summary

	Surveys Completed
2011 Governmentwide	266,376
2011 National Archives and Records Administration	1,855
2010 National Archives and Records Administration	1,986
2008 National Archives and Records Administration	1,370
2006 National Archives and Records Administration	1,442

This 2011 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
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
2011 National Archives and Records Administration	1,853	58.7%	18.3%	23.0%
2010 National Archives and Records Administration	1,981	61.0%	15.6%	23.3%
2008 National Archives and Records Administration	1,370	60.4%	17.4%	22.2%
2006 National Archives and Records Administration	1,442	58.1%	17.3%	24.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
2011 National Archives and Records Administration	1,849	68.0%	13.7%	18.3%
2010 National Archives and Records Administration	1,983	70.1%	13.6%	16.4%
2008 National Archives and Records Administration	1,370	72.3%	14.8%	12.9%
2006 National Archives and Records Administration	1,442	70.9%	14.6%	14.6%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
2011 National Archives and Records Administration	1,852	54.1%	18.9%	27.0%
2010 National Archives and Records Administration	1,978	56.5%	17.8%	25.7%
2008 National Archives and Records Administration	1,370	58.6%	16.6%	24.8%
2006 National Archives and Records Administration	1,442	57.5%	19.2%	23.4%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
2011 National Archives and Records Administration	1,853	71.5%	13.8%	14.7%
2010 National Archives and Records Administration	1,981	72.2%	14.1%	13.7%
2008 National Archives and Records Administration	1,370	72.0%	14.7%	13.3%
2006 National Archives and Records Administration	1,442	72.9%	14.6%	12.4%

5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
2011 National Archives and Records Administration	1,848	81.4%	12.1%	6.5%
2010 National Archives and Records Administration	1,983	82.5%	10.9%	6.6%
2008 National Archives and Records Administration	1,370	81.9%	12.2%	5.9%
2006 National Archives and Records Administration	1,442	82.2%	11.7%	6.1%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
2011 National Archives and Records Administration	1,845	77.8%	11.3%	10.8%
2010 National Archives and Records Administration	1,980	80.4%	10.6%	9.0%
2008 National Archives and Records Administration	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
2011 National Archives and Records Administration	1,853	96.2%	2.8%	1.0%
2010 National Archives and Records Administration	1,982	96.4%	2.4%	1.1%
2008 National Archives and Records Administration	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
2011 National Archives and Records Administration	1,851	88.5%	9.6%	1.9%
2010 National Archives and Records Administration	1,979	88.3%	9.8%	1.9%
2008 National Archives and Records Administration	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
2011 National Archives and Records Administration	1,838	49.7%	16.9%	33.3%	12
2010 National Archives and Records Administration	1,969	52.0%	17.2%	30.8%	12
2008 National Archives and Records Administration	1,352	53.1%	18.2%	28.7%	18
2006 National Archives and Records Administration	1,415	49.5%	18.5%	32.1%	27

10. *My workload is reasonable.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
2011 National Archives and Records Administration	1,846	59.6%	16.7%	23.8%	4
2010 National Archives and Records Administration	1,974	57.5%	15.9%	26.6%	10
2008 National Archives and Records Administration	1,354	57.2%	17.7%	25.1%	16
2006 National Archives and Records Administration	1,432	61.1%	16.0%	23.0%	10

11. *My talents are used well in the workplace.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
2011 National Archives and Records Administration	1,825	56.3%	16.3%	27.4%	19
2010 National Archives and Records Administration	1,954	56.7%	14.2%	29.2%	13
2008 National Archives and Records Administration	1,350	61.1%	15.9%	23.0%	20
2006 National Archives and Records Administration	1,418	59.5%	15.5%	25.0%	24

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
2011 National Archives and Records Administration	1,831	80.5%	11.2%	8.4%	17
2010 National Archives and Records Administration	1,965	83.4%	9.4%	7.2%	18
2008 National Archives and Records Administration	1,360	85.0%	9.6%	5.4%	10
2006 National Archives and Records Administration	1,434	83.6%	10.2%	6.2%	8

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
2011 National Archives and Records Administration	1,838	89.7%	7.2%	3.1%	9
2010 National Archives and Records Administration	1,958	90.8%	6.0%	3.2%	12
2008 National Archives and Records Administration	1,365	88.9%	8.2%	2.9%	5
2006 National Archives and Records Administration	1,440	90.7%	6.4%	2.9%	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
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
2011 National Archives and Records Administration	1,835	65.3%	13.6%	21.1%	16
2010 National Archives and Records Administration	1,969	63.1%	13.3%	23.6%	16
2008 National Archives and Records Administration	1,358	63.5%	14.7%	21.8%	12
2006 National Archives and Records Administration	1,427	63.6%	14.2%	22.3%	15

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
2011 National Archives and Records Administration	1,819	74.3%	11.5%	14.2%	28
2010 National Archives and Records Administration	1,958	72.3%	10.3%	17.4%	23
2008 National Archives and Records Administration	1,352	71.9%	12.2%	15.9%	18
2006 National Archives and Records Administration	1,421	69.4%	13.6%	17.0%	21

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
2011 National Archives and Records Administration	1,825	82.9%	11.7%	5.4%	20
2010 National Archives and Records Administration	1,966	83.0%	12.3%	4.7%	15
2008 National Archives and Records Administration	1,355	81.9%	12.5%	5.6%	15
2006 National Archives and Records Administration	1,430	81.0%	13.2%	5.8%	12

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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
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
2011 National Archives and Records Administration	1,759	58.6%	19.7%	21.7%	90
2010 National Archives and Records Administration	1,866	58.1%	21.6%	20.3%	108
2008 National Archives and Records Administration	1,242	51.6%	25.0%	23.4%	128
2006 National Archives and Records Administration	1,282	46.1%	28.5%	25.5%	160

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
2011 National Archives and Records Administration	1,806	45.3%	26.6%	28.2%	36
2010 National Archives and Records Administration	1,924	47.4%	25.4%	27.2%	41
2008 National Archives and Records Administration	1,347	47.5%	27.6%	24.9%	23
2006 National Archives and Records Administration	1,417	42.9%	28.1%	29.0%	25

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
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
2011 National Archives and Records Administration	1,812	74.2%	10.7%	15.1%	35
2010 National Archives and Records Administration	1,963	75.6%	10.1%	14.3%	21
2008 National Archives and Records Administration	1,337	76.2%	11.6%	12.3%	33
2006 National Archives and Records Administration	--	--	--	--	--

My Work Unit

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

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
2011 National Archives and Records Administration	1,825	70.1%	15.6%	14.3%
2010 National Archives and Records Administration	1,951	71.4%	13.7%	14.9%
2008 National Archives and Records Administration	1,370	82.6%	9.3%	8.1%
2006 National Archives and Records Administration	1,442	81.0%	10.0%	9.0%

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
2011 National Archives and Records Administration	1,788	46.1%	26.1%	27.8%	64
2010 National Archives and Records Administration	1,912	46.2%	27.4%	26.4%	70
2008 National Archives and Records Administration	1,344	46.5%	28.6%	24.8%	26
2006 National Archives and Records Administration	1,400	44.4%	30.2%	25.4%	42

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
2011 National Archives and Records Administration	1,749	36.8%	26.3%	36.9%	95
2010 National Archives and Records Administration	1,878	37.5%	22.6%	39.9%	103
2008 National Archives and Records Administration	1,312	37.8%	22.6%	39.6%	58
2006 National Archives and Records Administration	1,376	38.0%	23.0%	39.0%	66

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
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
2011 National Archives and Records Administration	1,719	33.5%	28.1%	38.4%	132
2010 National Archives and Records Administration	1,836	34.6%	26.8%	38.6%	144
2008 National Archives and Records Administration	1,276	36.4%	26.0%	37.6%	94
2006 National Archives and Records Administration	1,336	35.2%	24.0%	40.9%	106

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
2011 National Archives and Records Administration	1,741	37.6%	28.5%	33.9%	108
2010 National Archives and Records Administration	1,880	36.7%	27.4%	36.0%	100
2008 National Archives and Records Administration	1,318	33.0%	29.8%	37.2%	52
2006 National Archives and Records Administration	1,376	32.2%	29.9%	37.9%	66

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
2011 National Archives and Records Administration	1,740	51.5%	20.9%	27.6%	106
2010 National Archives and Records Administration	1,905	51.9%	18.8%	29.3%	78
2008 National Archives and Records Administration	1,322	54.5%	18.4%	27.0%	48
2006 National Archives and Records Administration	1,383	51.5%	20.3%	28.1%	59

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
2011 National Archives and Records Administration	1,833	67.5%	15.5%	17.1%	16
2010 National Archives and Records Administration	1,958	66.3%	15.9%	17.8%	19
2008 National Archives and Records Administration	1,357	71.0%	14.7%	14.3%	13
2006 National Archives and Records Administration	1,434	70.4%	14.0%	15.5%	8

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
2011 National Archives and Records Administration	1,762	54.5%	27.5%	17.9%	77
2010 National Archives and Records Administration	1,902	53.1%	29.2%	17.8%	77
2008 National Archives and Records Administration	1,340	51.8%	29.9%	18.3%	30
2006 National Archives and Records Administration	1,401	51.2%	31.0%	17.8%	41

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

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
2011 National Archives and Records Administration	1,850	82.1%	14.1%	3.8%
2010 National Archives and Records Administration	1,977	81.6%	14.5%	3.9%
2008 National Archives and Records Administration	1,370	83.9%	13.2%	3.0%
2006 National Archives and Records Administration	1,442	83.4%	13.6%	3.0%

My Agency

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
2011 National Archives and Records Administration	1,784	64.2%	20.8%	15.0%	52
2010 National Archives and Records Administration	1,935	65.6%	20.3%	14.1%	42
2008 National Archives and Records Administration	1,359	69.5%	16.0%	14.5%	11
2006 National Archives and Records Administration	1,433	70.4%	16.8%	12.8%	9

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
2011 National Archives and Records Administration	1,786	37.9%	25.1%	37.0%	50
2010 National Archives and Records Administration	1,911	38.5%	26.0%	35.4%	70
2008 National Archives and Records Administration	1,335	41.3%	27.0%	31.7%	35
2006 National Archives and Records Administration	1,407	36.6%	31.9%	31.5%	35

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
2011 National Archives and Records Administration	1,792	48.3%	22.5%	29.2%	46
2010 National Archives and Records Administration	1,948	50.6%	19.8%	29.6%	32
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
2011 National Archives and Records Administration	1,770	36.3%	27.5%	36.3%	57
2010 National Archives and Records Administration	1,923	37.4%	27.3%	35.2%	54
2008 National Archives and Records Administration	1,340	40.4%	24.5%	35.1%	30
2006 National Archives and Records Administration	1,410	38.9%	26.8%	34.3%	32

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
2011 National Archives and Records Administration	1,696	27.0%	27.2%	45.8%	129
2010 National Archives and Records Administration	1,861	27.8%	26.9%	45.3%	117
2008 National Archives and Records Administration	1,304	29.2%	26.1%	44.7%	66
2006 National Archives and Records Administration	1,369	26.6%	28.3%	45.1%	73

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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
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
2011 National Archives and Records Administration	1,688	46.1%	29.8%	24.1%	146
2010 National Archives and Records Administration	1,821	47.5%	29.2%	23.3%	161
2008 National Archives and Records Administration	1,286	55.0%	25.2%	19.8%	84
2006 National Archives and Records Administration	1,346	52.1%	28.4%	19.5%	96

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
2011 National Archives and Records Administration	1,794	67.5%	17.0%	15.5%	38
2010 National Archives and Records Administration	1,940	65.2%	16.5%	18.2%	38
2008 National Archives and Records Administration	1,349	66.4%	16.5%	17.0%	21
2006 National Archives and Records Administration	1,419	65.5%	16.2%	18.3%	23

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
2011 National Archives and Records Administration	1,806	72.8%	14.6%	12.5%	23
2010 National Archives and Records Administration	1,931	65.3%	18.5%	16.2%	46
2008 National Archives and Records Administration	1,341	68.8%	17.7%	13.5%	29
2006 National Archives and Records Administration	1,408	60.7%	22.4%	17.0%	34

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
2011 National Archives and Records Administration	1,718	47.7%	23.7%	28.6%	113
2010 National Archives and Records Administration	1,862	48.5%	22.2%	29.3%	113
2008 National Archives and Records Administration	1,286	52.8%	21.9%	25.2%	84
2006 National Archives and Records Administration	1,341	44.8%	25.8%	29.4%	101

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My Agency (continued)

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
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
2011 National Archives and Records Administration	1,677	61.3%	22.4%	16.3%	154
2010 National Archives and Records Administration	1,806	60.7%	20.6%	18.7%	166
2008 National Archives and Records Administration	1,249	62.5%	21.3%	16.2%	121
2006 National Archives and Records Administration	1,285	62.5%	22.5%	14.9%	157

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
2011 National Archives and Records Administration	1,771	64.3%	22.4%	13.3%	58
2010 National Archives and Records Administration	1,910	66.1%	21.2%	12.7%	52
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
2011 National Archives and Records Administration	1,828	51.8%	24.6%	23.6%
2010 National Archives and Records Administration	1,978	56.7%	22.7%	20.7%
2008 National Archives and Records Administration	1,370	55.7%	23.1%	21.2%
2006 National Archives and Records Administration	1,442	55.2%	23.4%	21.4%

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
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
2011 National Archives and Records Administration	1,712	47.3%	24.6%	28.1%	124
2010 National Archives and Records Administration	1,814	49.7%	24.6%	25.7%	166
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

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My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
2011 National Archives and Records Administration	1,805	80.0%	10.6%	9.4%	24
2010 National Archives and Records Administration	1,958	79.5%	11.6%	9.0%	21
2008 National Archives and Records Administration	1,363	78.0%	13.4%	8.6%	7
2006 National Archives and Records Administration	1,424	80.9%	12.6%	6.5%	18

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
2011 National Archives and Records Administration	1,815	63.2%	18.4%	18.5%	14
2010 National Archives and Records Administration	1,967	63.6%	16.5%	19.9%	12
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
2011 National Archives and Records Administration	1,798	62.8%	18.9%	18.3%	32
2010 National Archives and Records Administration	1,952	62.7%	18.0%	19.3%	26
2008 National Archives and Records Administration	1,350	57.8%	21.4%	20.8%	20
2006 National Archives and Records Administration	1,424	57.7%	20.8%	21.5%	18

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
2011 National Archives and Records Administration	1,661	62.9%	25.2%	11.9%	166
2010 National Archives and Records Administration	1,805	62.2%	24.4%	13.4%	169
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
2011 National Archives and Records Administration	1,813	59.7%	19.1%	21.1%	14
2010 National Archives and Records Administration	1,959	59.8%	19.8%	20.4%	17
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

National Archives and Records Administration *Trend Report*

My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
2011 National Archives and Records Administration	1,799	64.0%	19.1%	17.0%	25
2010 National Archives and Records Administration	1,941	62.3%	18.1%	19.7%	34
2008 National Archives and Records Administration	1,359	63.9%	17.8%	18.3%	11
2006 National Archives and Records Administration	1,431	63.0%	18.7%	18.3%	11

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
2011 National Archives and Records Administration	1,830	73.2%	13.6%	13.2%
2010 National Archives and Records Administration	1,973	74.7%	12.6%	12.7%
2008 National Archives and Records Administration	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
2011 National Archives and Records Administration	1,827	78.8%	11.0%	10.2%
2010 National Archives and Records Administration	1,977	78.7%	11.6%	9.7%
2008 National Archives and Records Administration	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
2011 National Archives and Records Administration	1,826	75.1%	10.5%	14.4%
2010 National Archives and Records Administration	1,971	78.1%	10.0%	11.8%
2008 National Archives and Records Administration	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
2011 National Archives and Records Administration	1,827	63.5%	18.1%	18.4%
2010 National Archives and Records Administration	1,971	65.8%	16.1%	18.1%
2008 National Archives and Records Administration	1,370	63.8%	17.7%	18.5%
2006 National Archives and Records Administration	1,442	62.1%	16.4%	21.5%

National Archives and Records Administration

Trend Report

My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
2011 National Archives and Records Administration	1,827	66.7%	20.0%	13.2%
2010 National Archives and Records Administration	1,974	68.1%	18.6%	13.3%
2008 National Archives and Records Administration	1,370	65.4%	20.9%	13.6%
2006 National Archives and Records Administration	1,442	65.2%	20.8%	13.9%

Leadership

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
2011 National Archives and Records Administration	1,793	35.5%	27.3%	37.2%	28
2010 National Archives and Records Administration	1,936	37.3%	24.5%	38.2%	32
2008 National Archives and Records Administration	1,354	33.3%	27.5%	39.2%	16
2006 National Archives and Records Administration	1,428	33.8%	27.8%	38.4%	14

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
2011 National Archives and Records Administration	1,730	47.7%	26.6%	25.7%	88
2010 National Archives and Records Administration	1,884	49.1%	23.4%	27.5%	85
2008 National Archives and Records Administration	1,326	46.1%	26.4%	27.4%	44
2006 National Archives and Records Administration	1,402	47.7%	26.2%	26.0%	40

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
2011 National Archives and Records Administration	1,700	54.9%	25.3%	19.8%	115
2010 National Archives and Records Administration	1,865	55.9%	23.2%	20.9%	100
2008 National Archives and Records Administration	1,324	59.8%	23.9%	16.3%	46
2006 National Archives and Records Administration	1,377	58.5%	22.7%	18.8%	65

National Archives and Records Administration *Trend Report*

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
2011 National Archives and Records Administration	1,780	55.8%	21.5%	22.7%	33
2010 National Archives and Records Administration	1,945	56.6%	20.3%	23.1%	21
2008 National Archives and Records Administration	1,355	56.8%	19.0%	24.2%	15
2006 National Archives and Records Administration	1,428	54.4%	21.7%	23.9%	14

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
2011 National Archives and Records Administration	1,674	56.7%	24.5%	18.8%	138
2010 National Archives and Records Administration	1,835	58.8%	25.0%	16.2%	129
2008 National Archives and Records Administration	1,286	61.9%	21.2%	17.0%	84
2006 National Archives and Records Administration	1,369	61.3%	22.3%	16.5%	73

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
2011 National Archives and Records Administration	1,756	43.0%	23.8%	33.2%	57
2010 National Archives and Records Administration	1,909	44.0%	22.8%	33.2%	58
2008 National Archives and Records Administration	1,322	48.6%	22.6%	28.8%	48
2006 National Archives and Records Administration	1,406	46.2%	21.8%	32.0%	36

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
2011 National Archives and Records Administration	1,736	45.5%	25.7%	28.8%	70
2010 National Archives and Records Administration	1,882	47.4%	23.8%	28.8%	72
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

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
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
2011 National Archives and Records Administration	1,741	53.1%	25.9%	21.0%	70
2010 National Archives and Records Administration	1,892	53.2%	25.1%	21.7%	77
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

National Archives and Records Administration *Trend Report*

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
2011 National Archives and Records Administration	1,788	45.3%	25.6%	29.1%	26
2010 National Archives and Records Administration	1,927	48.9%	22.7%	28.3%	24
2008 National Archives and Records Administration	1,363	47.5%	23.8%	28.7%	7
2006 National Archives and Records Administration	1,432	45.3%	25.3%	29.4%	10

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

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
2011 National Archives and Records Administration	1,617	48.7%	30.0%	21.3%	199
2010 National Archives and Records Administration	1,725	50.4%	28.6%	20.9%	237
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

My Satisfaction

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
2011 National Archives and Records Administration	1,813	45.4%	23.4%	31.2%
2010 National Archives and Records Administration	1,966	49.7%	22.8%	27.5%
2008 National Archives and Records Administration	1,370	50.5%	21.6%	27.9%
2006 National Archives and Records Administration	1,442	48.6%	20.7%	30.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
2011 National Archives and Records Administration	1,816	46.6%	25.6%	27.9%
2010 National Archives and Records Administration	1,970	48.4%	23.8%	27.9%
2008 National Archives and Records Administration	1,370	45.4%	22.7%	31.9%
2006 National Archives and Records Administration	1,442	43.2%	22.9%	33.9%

National Archives and Records Administration *Trend Report*

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
2011 National Archives and Records Administration	1,815	49.4%	21.8%	28.8%
2010 National Archives and Records Administration	1,966	51.4%	20.0%	28.6%
2008 National Archives and Records Administration	1,370	51.4%	19.8%	28.9%
2006 National Archives and Records Administration	1,442	51.8%	19.2%	29.0%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
2011 National Archives and Records Administration	1,809	36.5%	30.9%	32.6%
2010 National Archives and Records Administration	1,964	40.2%	27.8%	32.0%
2008 National Archives and Records Administration	1,370	38.7%	28.4%	32.9%
2006 National Archives and Records Administration	1,442	37.7%	27.5%	34.8%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
2011 National Archives and Records Administration	1,815	30.4%	27.3%	42.3%
2010 National Archives and Records Administration	1,966	35.8%	23.2%	41.0%
2008 National Archives and Records Administration	1,370	33.3%	25.9%	40.7%
2006 National Archives and Records Administration	1,442	30.3%	27.1%	42.6%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
2011 National Archives and Records Administration	1,811	47.5%	27.7%	24.8%
2010 National Archives and Records Administration	1,962	50.7%	25.9%	23.4%
2008 National Archives and Records Administration	1,370	50.6%	26.5%	22.9%
2006 National Archives and Records Administration	1,442	47.9%	27.7%	24.4%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
2011 National Archives and Records Administration	1,805	63.3%	19.0%	17.7%
2010 National Archives and Records Administration	1,962	64.5%	19.1%	16.4%
2008 National Archives and Records Administration	1,370	63.6%	18.9%	17.5%
2006 National Archives and Records Administration	1,442	61.5%	20.3%	18.2%

National Archives and Records Administration Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
2011 National Archives and Records Administration	1,813	55.9%	16.0%	28.0%
2010 National Archives and Records Administration	1,964	57.2%	17.0%	25.8%
2008 National Archives and Records Administration	1,370	54.5%	16.4%	29.1%
2006 National Archives and Records Administration	1,442	54.9%	17.4%	27.7%

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

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
2011 National Archives and Records Administration	1,815	49.5%	25.3%	25.2%
2010 National Archives and Records Administration	1,961	53.2%	22.5%	24.3%
2008 National Archives and Records Administration	1,370	50.6%	24.3%	25.0%
2006 National Archives and Records Administration	1,442	49.8%	23.2%	27.0%

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
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
2011 National Archives and Records Administration	1,813	37.2%	56.8%	6.0%
2010 National Archives and Records Administration	--	--	--	--
2008 National Archives and Records Administration	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
2011 National Archives and Records Administration	1,756	1.1%	10.3%	4.1%	11.9%
2010 National Archives and Records Administration	--	--	--	--	--
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

(continued)

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Trend Report

Work/Life (continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
2011 National Archives and Records Administration	1,756	39.1%	6.3%	14.3%	12.9%
2010 National Archives and Records Administration	--	--	--	--	--
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

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

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
2011 National Archives and Records Administration	1,808	23.3%	62.2%	14.5%
2010 National Archives and Records Administration	--	--	--	--
2008 National Archives and Records Administration	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--

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
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
2011 National Archives and Records Administration	1,802	23.4%	61.8%	14.8%
2010 National Archives and Records Administration	--	--	--	--
2008 National Archives and Records Administration	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--

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

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
2011 National Archives and Records Administration	1,802	11.4%	81.5%	7.1%
2010 National Archives and Records Administration	--	--	--	--
2008 National Archives and Records Administration	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--

National Archives and Records Administration

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
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
2011 National Archives and Records Administration	1,807	2.1%	78.3%	19.6%
2010 National Archives and Records Administration	--	--	--	--
2008 National Archives and Records Administration	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--

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
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
2011 National Archives and Records Administration	1,801	1.0%	78.1%	20.8%
2010 National Archives and Records Administration	--	--	--	--
2008 National Archives and Records Administration	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--

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

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
2011 National Archives and Records Administration	973	46.2%	36.5%	17.3%	836
2010 National Archives and Records Administration	1,106	41.5%	41.2%	17.3%	835
2008 National Archives and Records Administration	784	41.3%	39.5%	19.1%	586
2006 National Archives and Records Administration	776	36.8%	42.7%	20.5%	666

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

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
2011 National Archives and Records Administration	1,015	58.2%	31.4%	10.4%	781
2010 National Archives and Records Administration	1,394	65.8%	24.9%	9.3%	551
2008 National Archives and Records Administration	1,062	68.5%	21.8%	9.7%	308
2006 National Archives and Records Administration	1,162	72.9%	18.8%	8.3%	280

National Archives and Records Administration

Trend Report

Work/Life (continued)

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
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
2011 National Archives and Records Administration	1,033	51.8%	35.7%	12.5%	764
2010 National Archives and Records Administration	1,476	50.3%	29.5%	20.3%	473
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

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

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
2011 National Archives and Records Administration	768	40.4%	51.2%	8.4%	1,035
2010 National Archives and Records Administration	1,113	45.2%	45.6%	9.3%	835
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

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
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
2011 National Archives and Records Administration	507	20.3%	65.1%	14.6%	1,298
2010 National Archives and Records Administration	798	25.8%	56.0%	18.2%	1,158
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

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
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
2011 National Archives and Records Administration	479	14.8%	71.9%	13.3%	1,328
2010 National Archives and Records Administration	732	16.7%	66.6%	16.7%	1,219
2008 National Archives and Records Administration	--	--	--	--	--
2006 National Archives and Records Administration	--	--	--	--	--

National Archives and Records Administration

Trend Report

Demographic Questions

85. Where do you work?

	<i>N</i>	<i>%</i>
Headquarters	853	48.0%
Field	925	52.0%

86. What is your supervisory status?

	<i>N</i>	<i>%</i>
Non-Supervisor	1,144	63.9%
Team Leader	305	17.0%
Supervisor	217	12.1%
Manager	100	5.6%
Executive	25	1.4%

87. Are you:

	<i>N</i>	<i>%</i>
Male	823	46.0%
Female	965	54.0%

88. Are you Hispanic or Latino?

	<i>N</i>	<i>%</i>
Yes	57	3.2%
No	1,715	96.8%

89. Race

	<i>N</i>	<i>%</i>
American Indian or Alaska Native	9	0.5%
Asian	41	2.4%
Black or African American	372	21.4%
Native Hawaiian or Other Pacific Islander	6	0.3%
White	1,260	72.4%
Two or more races (Not Hispanic or Latino)	53	3.0%

National Archives and Records Administration

Trend Report

Demographic Questions

90. What is your age group?

	N	%
25 and under	32	1.8%
26-29	116	6.5%
30-39	305	17.2%
40-49	493	27.8%
50-59	589	33.3%
60 or older	236	13.3%

91. What is your pay category/grade?

	N	%
Federal Wage System	9	0.5%
GS 1-6	462	26.0%
GS 7-12	808	45.5%
GS 13-15	476	26.8%
Senior Executive Service	15	0.8%
Senior Level (SL) or Scientific or Professional (ST)	4	0.2%
Other	3	0.2%

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

	N	%
Less than 1 year	31	1.7%
1 to 3 years	286	16.1%
4 to 5 years	128	7.2%
6 to 10 years	366	20.6%
11 to 14 years	174	9.8%
15 to 20 years	218	12.3%
More than 20 years	573	32.3%

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

	N	%
Less than 1 year	50	2.8%
1 to 3 years	377	21.2%
4 to 5 years	166	9.3%
6 to 10 years	386	21.7%
11 to 20 years	367	20.6%
More than 20 years	433	24.3%

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Trend Report

Demographic Questions

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

	<i>N</i>	<i>%</i>
No	1,238	69.3%
Yes, to retire	96	5.4%
Yes, to take another job within the Federal Government	299	16.7%
Yes, to take another job outside the Federal Government	74	4.1%
Yes, other	79	4.4%

95. *I am planning to retire:*

	<i>N</i>	<i>%</i>
Within one year	55	3.1%
Between one and three years	143	8.1%
Between three and five years	150	8.5%
Five or more years	1,409	80.2%