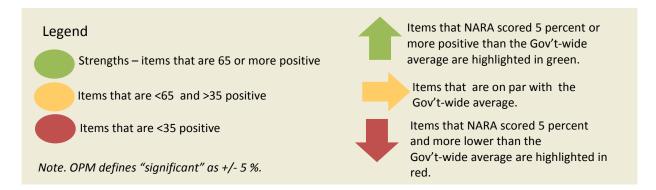
National Archives and Records Administration (NARA) Employee Viewpoint Survey (EVS) 2010 Results, Comparison of NARA-wide Average and Government-wide Average.



	2010 EVS SURVEY ITEMS	2010 Gov't Wide % Positive	NARA Wide	NARA Wide
			2010 % Positive	Difference +/- from Gov't Wide
*	I am given a real opportunity to improve my skills in my organization.	65.9	<u> </u>	<b>→</b> -4.9
	I have enough information to do my job well.	72.9	<b>70.1</b>	<del>→</del> -2.8
	I feel encouraged to come up with new and better ways of doing 3. things.	59.9	<u> </u>	<b>⇒</b> -3.4
*	My work gives me a feeling of personal accomplishment.	74.7	72.2	<del>→</del> -2.5
*	5. I like the kind of work I do.	85.6	82.5	<del>→</del> -3.1
	6. I know what is expected of me on the job.	80.8	80.4	<b>→</b> -0.4
	7. When needed I am willing to put in the extra effort to get a job done.	96.7	96.4	<b>⇒</b> -0.3
	8. I am constantly looking for ways to do my job better.	91.7	88.3	<del>→</del> -3.4
	I have sufficient resources (for example, people, materials, budget) to 9. get my job done.	50.1	<u> </u>	<b>⇒</b> 1.9
*	10. My workload is reasonable.	59.1	<b>57.5</b>	<del>→</del> -1.6
*	11. My talents are used well in the workplace.	60.4	<b>56.7</b>	<b>→</b> -3.7
*	12. I know how my work relates to the agency's goals and priorities.	84.4	83.4	<b>→</b> -1.0
*	13. The work I do is important.	92.2	90.8	<del>→</del> -1.4
*	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs 14. well.	67.0	<u>63.1</u>	<b>⇒</b> -3.9
*	15. My performance appraisal is a fair reflection of my performance.	68.4	72.3	⇒ 3.9
	16. I am held accountable for achieving results.	84.0	83.0	<del>→</del> -1.0
	I can disclose a suspected violation of any law, rule or regulation 17. without fear of reprisal.	61.6	<u> </u>	<b>⇒</b> -3.5
*	18. My training needs are assessed.	53.8	<b>47.4</b>	<b>↓</b> -6.4
*	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully 19. Successful, Outstanding).	67.8	75.6	<b>1.8</b>
*	20. The people I work with cooperate to get the job done.	74.7	71.4	<b>→</b> -3.3
	21. My work unit is able to recruit people with the right skills.	45.8	<b>46.2</b>	→ 0.4
*	22. Promotions in my work unit are based on merit.	35.4	37.5	<b>→</b> 2.1
*	In my work unit, steps are taken to deal with a poor performer who 23. cannot or will not improve.	30.8	34.6	<b>⇒</b> 3.8
*	In my work unit, differences in performance are recognized in a 24. meaningful way.	36.2	<b>36.7</b>	<b>⇒</b> 0.5
	Awards in my work unit depend on how well employees perform their 25. jobs.	43.5	<u> </u>	<b>☆</b> 8.4

<sup>\*</sup> Annual Employee Survey (AES) prescribed items.

The percentages in this report reflect the "weighted results" of the 2010 Employee Viewpoint Survey as calculated and reported by the United States Office of Personnel Management (OPM).

National Archives and Records Administration (NARA) Employee Viewpoint Survey (EVS) 2010 Results, Comparison of NARA-wide Average and Government-wide Average.

28. Employees in my work unit share job knowledge with each other.  27. The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work 28. group? The workforce has the job-relevant knowledge and skills necessary 29. to accomplish organizational goals. Employees have a feeling of personal empowerment with respect to 30. work processes. Employees have a feeling of personal empowerment with respect to 31. services to customers. Employees are recognized for providing high quality products and 31. services to customers. 32. Creativity and innovation are rewarded. 33. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of 34. diversity issues, mentoring).  35. Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security 36. threats. Arbitrary action, personal favoritism and coercion for partisan political 37. purposes are not tolerated. 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 38. requirements) are not tolerated.  39. My agency is successful at accomplishing its mission.  41. better place to work.  My supervisor supports my need to balance work and other life 42. issues. Supervisor/steam leaders in my work unit provide employees with the 43. opportunities to demonstrate their leadership skills. Discussions with my supervisor/steam leader about my performance 44. se workforce representative of all sagements of society.  Supervisor/steam leaders in my work unit support employee 47. development.  My supervisor/steam leaders in my work unit support employee 48. My supervisor/steam leader is my work unit support employee 49. Supervisor/steam leaders in my work unit support employee 40. Supervisor/st				
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* 42. issues.  Supervisors/team leaders in my work unit provide employees with the 43. opportunities to demonstrate their leadership skills.  Discussions with my supervisor/team leader about my performance 44. are worthwhile.  My supervisors/team leader in my work unit are committed to a 45. workforce representative of all segments of society.  Supervisors/team leaders provide employees with constructive 46. suggestions to improve their job performance.  Supervisors/team leaders in my work unit support employee 47. development.  48. My supervisors/team leader listens to what I have to say.  49. My supervisor/team leader treats me with respect.  In the last six months, my supervisor/team leader has talked with me 50. about my performance.  51. I have trust and confidence in my supervisor.  Overall, how good a job do you feel is being done by your immediate 52. supervisor/team leader?  In my organization, leaders generate high levels of motivation and 44.5  My organization's leaders maintain high standards of honesty and 54. integrity.  Managers/supervisors/team leaders work well with employees of 52.5  As a 42. 46.0  66.0  63.6  62.2  62.3  62.2  63.1  62.2  63.3  62.2  64.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.2  65.3  62.4  62.4  62.4  62.4  62.4  62.4  62.7  60.9	41. better place to work.	44.5	<u> </u>	<b>☆</b> 5.2
43. opportunities to demonstrate their leadership skills.  Discussions with my supervisor/team leader about my performance  44. are worthwhile.  My supervisor/team leader in my work unit are committed to a 45. workforce representative of all segments of society.  Supervisors/team leaders provide employees with constructive 46. suggestions to improve their job performance.  Supervisors/team leaders in my work unit support employee  47. development.  48. My supervisor/team leader listens to what I have to say.  49. My supervisor/team leader treats me with respect.  In the last six months, my supervisor/team leader has talked with me 50. about my performance.  51. I have trust and confidence in my supervisor.  Overall, how good a job do you feel is being done by your immediate 52. supervisor/team leader?  In my organization, leaders generate high levels of motivation and 53. commitment in the workforce.  My organization's leaders maintain high standards of honesty and 54. integrity.  Managers/supervisors/team leaders work well with employees of	* 42. issues.	76.2	79.5	⇒ 3.3
* 44. are worthwhile.  My supervisor/team leader in my work unit are committed to a 45. workforce representative of all segments of society.  Supervisors/team leaders provide employees with constructive 46. suggestions to improve their job performance.  Supervisors/team leaders in my work unit support employee 47. development.  48. My supervisor/team leader listens to what I have to say.  49. My supervisor/team leader treats me with respect.  In the last six months, my supervisor/team leader has talked with me 50. about my performance.  * 51. I have trust and confidence in my supervisor.  Overall, how good a job do you feel is being done by your immediate 52. supervisor/team leader?  In my organization, leaders generate high levels of motivation and  * 53. commitment in the workforce.  My organization's leaders maintain high standards of honesty and 54. integrity.  Managers/supervisors/team leaders work well with employees of	43. opportunities to demonstrate their leadership skills.	66.0	<b>63.6</b>	-2.4
45. workforce representative of all segments of society.  Supervisors/team leaders provide employees with constructive 46. suggestions to improve their job performance.  Supervisors/team leaders in my work unit support employee 47. development.  48. My supervisor/team leader listens to what I have to say.  49. My supervisor/team leader treats me with respect.  In the last six months, my supervisor/team leader has talked with me 50. about my performance.  * 51. I have trust and confidence in my supervisor.  Overall, how good a job do you feel is being done by your immediate 52. supervisor/team leader?  In my organization, leaders generate high levels of motivation and 53. commitment in the workforce.  My organization's leaders maintain high standards of honesty and 54. integrity.  Managers/supervisors/team leaders work well with employees of	* 44. are worthwhile.	62.4	<b>62.7</b>	→ 0.3
46. suggestions to improve their job performance.  Supervisors/team leaders in my work unit support employee  47. development.  48. My supervisor/team leader listens to what I have to say.  49. My supervisor/team leader treats me with respect.  In the last six months, my supervisor/team leader has talked with me 50. about my performance.  51. I have trust and confidence in my supervisor.  Overall, how good a job do you feel is being done by your immediate 52. supervisor/team leader?  In my organization, leaders generate high levels of motivation and 53. commitment in the workforce.  My organization's leaders maintain high standards of honesty and 54. integrity.  Managers/supervisors/team leaders work well with employees of 55.7  Supervisors/team leaders in my work unit support employee 65.9  65.9  66.9  74.8  74.7  74.7  74.7  74.7  74.7  74.7  75.7  76.4  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  76.4  78.1  76.4  76.4  78.1  76.4  76.4  78.1  76.4  76.5  66.5  65.8  76.5  76.6  76.6	45. workforce representative of all segments of society.	65.3	62.2	→ -3.1
* 47. development.  48. My supervisor/team leader listens to what I have to say.  49. My supervisor/team leader treats me with respect.  In the last six months, my supervisor/team leader has talked with me 50. about my performance.  * 51. I have trust and confidence in my supervisor.  Overall, how good a job do you feel is being done by your immediate 52. supervisor/team leader?  In my organization, leaders generate high levels of motivation and 53. commitment in the workforce.  My organization's leaders maintain high standards of honesty and 54. integrity.  Managers/supervisors/team leaders work well with employees of 55.7  ** 49.1  ** 66.5  ** 65.8  ** -0.7  ** -7.2  ** -7.2  ** -3.6  ** -0.1  ** -4.8  ** -4.7  ** -1.2  ** -1.2  ** -1.2  ** -1.2  ** -1.7  ** -1.2	46. suggestions to improve their job performance.	60.9	<u> </u>	<b>⇒</b> -1.1
49. My supervisor/team leader treats me with respect.  In the last six months, my supervisor/team leader has talked with me 50. about my performance.  * 51. I have trust and confidence in my supervisor.  Overall, how good a job do you feel is being done by your immediate 52. supervisor/team leader?  In my organization, leaders generate high levels of motivation and 53. commitment in the workforce.  My organization's leaders maintain high standards of honesty and 54. integrity.  Managers/supervisors/team leaders work well with employees of 52. 55.0  78.7  78.7  78.7  78.1  78.1  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  78.1  76.4  76.4  78.1  76.4  76.4  78.1  76.4  78.1  76.4  76.4  78.1  76.4  76.4  78.1  76.4  76.4  76.4  76.4  78.1  76.4  76.4  78.1  76.4  76.	* 47. development.			K
In the last six months, my supervisor/team leader has talked with me 50. about my performance.  * 51. I have trust and confidence in my supervisor.  Overall, how good a job do you feel is being done by your immediate 52. supervisor/team leader?  In my organization, leaders generate high levels of motivation and 53. commitment in the workforce.  My organization's leaders maintain high standards of honesty and 54. integrity.  Managers/supervisors/team leaders work well with employees of 55.  Total 78.1 78.1 76.4 76.4 76.4 76.4 76.4 76.4 76.4 76.4				
50. about my performance.  * 51. I have trust and confidence in my supervisor.  Overall, how good a job do you feel is being done by your immediate  * 52. supervisor/team leader?  In my organization, leaders generate high levels of motivation and  53. commitment in the workforce.  My organization's leaders maintain high standards of honesty and  54. integrity.  Managers/supervisors/team leaders work well with employees of	·	79.9	78.7	<del>→</del> -1.2
Overall, how good a job do you feel is being done by your immediate  * 52. supervisor/team leader?  In my organization, leaders generate high levels of motivation and  * 53. commitment in the workforce.  My organization's leaders maintain high standards of honesty and  54. integrity.  Managers/supervisors/team leaders work well with employees of	50. about my performance.			
* 52. supervisor/team leader?  In my organization, leaders generate high levels of motivation and  * 53. commitment in the workforce.  My organization's leaders maintain high standards of honesty and 54. integrity.  Managers/supervisors/team leaders work well with employees of 63.5	• •	66.5	65.8	-0.7
* 53. commitment in the workforce.  My organization's leaders maintain high standards of honesty and 54. integrity.  Managers/supervisors/team leaders work well with employees of 55.7  * 44.5  * 55.7  49.1  -6.6	* 52. supervisor/team leader?	68.4	68.1	-0.3
54. integrity.  Managers/supervisors/team leaders work well with employees of  63.5	* 53. commitment in the workforce.	44.5	37.3	<b>↓</b> -7.2
	54. integrity.	55.7	<b>49.1</b>	-6.6
*   55. different backgrounds.	Managers/supervisors/team leaders work well with employees of  * 55. different backgrounds.	63.5	<b>55.9</b>	<b>↓</b> -7.6

<sup>\*</sup> Annual Employee Survey (AES) prescribed items.

National Archives and Records Administration (NARA) Employee Viewpoint Survey (EVS) 2010 Results, Comparison of NARA-wide Average and Government-wide Average.

*	56. Managers communicate the goals and priorities of the organization.	64.2	<b>56.6</b>	<b>↓ -7.6</b>
	Managers review and evaluate the organization's progress toward 57. meeting its goals and objectives.	63.5	<b>58.8</b>	<b>→</b> -4.7
	Managers promote communication among different work units (for 58. example, about projects, goals, needed resources).	54.5	<b>44.0</b>	<b>↓</b> -10.5
	Managers support collaboration across work units to accomplish work 59. objectives.	57.5	<b>47.4</b>	<b>↓</b> -10.1
	Overall, how good a job do you feel is being done by the manager 60. directly above your immediate supervisor/team leader?	57.3	53.2	<b>→</b> -4.1
*	61. I have a high level of respect for my organization's senior leaders.	55.6	<b>48.9</b>	<b>↓</b> -6.7
	62. Senior leaders demonstrate support for Work/Life programs.	54.7	<b>50.4</b>	<b>→</b> -4.3
	How satisfied are you with your involvement in decisions that affect 63. your work?	54.8	<b>49.7</b>	<b>↓</b> -5.1
*	How satisfied are you with the information you receive from 64. management on what's going on in your organization?	51.0	<b>48.4</b>	<b>→</b> -2.6
*	How satisfied are you with the recognition you receive for doing a 65. good job?	52.2	<u> </u>	→ -0.8
*	How satisfied are you with the policies and practices of your senior 66. leaders?	45.1	<b>40.2</b>	-4.9
*	How satisfied are you with your opportunity to get a better job in your 67. organization?	41.7	35.8	<b>↓</b> -5.9
*	How satisfied are you with the training you receive for your present 68. job?	55.8	<b>50.7</b>	<b>↓</b> -5.1
*	69. Considering everything, how satisfied are you with your job?	71.5	<b>64.5</b>	<b>√</b> -7.0
*	70. Considering everything, how satisfied are you with your pay?	65.8	<b>57.2</b>	<b>↓</b> -8.6
	71. Considering everything, how satisfied are you with your organization?	62.4	<b>53.2</b>	<b>↓</b> -9.2
	Please select the response below that BEST describes your 72. teleworking situation.			
	Telework on a Regular Basis	9.7	11.2	<b>→</b> 1.5
	Telework Infrequently	11.6	<b>14.3</b>	<b>⇒</b> 2.7
	Do Not Telework, Must Be Physically Present	36.1	39.5	→ 3.4
	Do Not Telework, Technical Issues	7.3	7.5	→ 0.2
	Not Allowed to Telework	23.0	14.4	-8.6
	Choose Not to Telework	12.3	13.0	→ 0.7
	How satisfied are you with the following Work/Life programs in your 73. agency? - Telework	35.4	<u>41.5</u>	<b>☆</b> 6.1
	How satisfied are you with the following Work/Life programs in your 74. agency? - Alternative Work Schedules (AWS)	59.5	65.8	<b>☆</b> 6.3
	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) 75.	51.2	<b>50.3</b>	-0.9
	How satisfied are you with the following Work/Life programs in your 76. agency? - Employee Assistance Program (EAP)	48.1	<b>45.2</b>	<b>→</b> -2.9
	Child Care Programs (for example, daycare, parenting classes, 77. parenting support groups)	23.1	25.8	<b>⇒</b> 2.7
	How satisfied are you with the following Work/Life programs in your agency? - Elder Care Programs (for example, support groups, 78. speakers)	19.9	16.7	→ -3.2

<sup>\*</sup> Annual Employee Survey (AES) prescribed items.