

2014

Federal Employee Viewpoint Survey Results

Employees Influencing Change

FOREST SERVICE (FS)

3rd Level Subagency Comparison Report

United States Office of
Personnel Management

Department of Agriculture
FOREST SERVICE (FS)
3rd Level Subagency Comparison Report

Response Summary

	Surveys Completed
Department of Agriculture	20,162
Natural Resources and Environment	8,439
FOREST SERVICE (FS)	5,868
FPL (FOREST PRODUCTS LABORATORY)	38
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27
NA, S&PF (NORTHEASTERN AREA, S&PF)	47
NRS (NORTHERN RESEARCH STATION)	69
PNW (PACIFIC NORTHWEST RESEARCH STATION)	40
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50
REGION 1 (NORTHERN REGION)	411
REGION 2 (ROCKY MOUNTAIN REGION)	440
REGION 3 (SOUTHWEST REGION)	332
REGION 4 (INTERMOUNTAIN REGION)	385
REGION 5 (PACIFIC SOUTHWEST REGION)	502
REGION 6 (SOUTHWEST REGION)	560
REGION 8 (SOUTHERN REGION)	519
REGION 9 (EASTERN REGION)	478
REGION 10 (ALASKA REGION)	136
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51
SRS (SOUTHERN RESEARCH STATION)	55
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	228
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,190
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within 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*

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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 subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

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My Work Experience

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,127	61.1%	17.4%	21.5%
Natural Resources and Environment	8,429	63.1%	16.0%	20.9%
FOREST SERVICE (FS)	5,861	61.7%	15.3%	23.0%
FPL (FOREST PRODUCTS LABORATORY)	38	64.6%	14.8%	20.6%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	61.1%	22.0%	16.9%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	89.4%	2.0%	8.6%
NRS (NORTHERN RESEARCH STATION)	69	65.4%	8.2%	26.4%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	40	62.5%	25.3%	12.3%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	60.7%	7.9%	31.4%
REGION 1 (NORTHERN REGION)	410	62.7%	14.6%	22.7%
REGION 2 (ROCKY MOUNTAIN REGION)	439	61.5%	19.5%	19.0%
REGION 3 (SOUTHWEST REGION)	331	62.0%	18.1%	20.0%
REGION 4 (INTERMOUNTAIN REGION)	385	63.2%	14.7%	22.0%
REGION 5 (PACIFIC SOUTHWEST REGION)	502	58.1%	15.7%	26.2%
REGION 6 (SOUTHWEST REGION)	559	67.3%	13.1%	19.7%
REGION 8 (SOUTHERN REGION)	519	63.0%	13.8%	23.1%
REGION 9 (EASTERN REGION)	478	62.3%	16.4%	21.4%
REGION 10 (ALASKA REGION)	136	71.5%	13.6%	14.9%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	69.0%	11.5%	19.5%
SRS (SOUTHERN RESEARCH STATION)	55	70.3%	15.8%	13.9%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	228	36.7%	13.8%	49.5%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,187	55.8%	15.8%	28.5%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	68.1%	23.0%	9.0%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	69.1%	12.8%	18.1%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	69.1%	16.6%	14.3%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	57.9%	18.8%	23.4%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	70.9%	13.6%	15.5%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,953	66.2%	17.0%	16.8%
Natural Resources and Environment	8,342	63.7%	17.9%	18.4%
FOREST SERVICE (FS)	5,796	65.0%	17.3%	17.7%
FPL (FOREST PRODUCTS LABORATORY)	37	87.6%	10.0%	2.3%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	80.5%	11.2%	8.2%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	89.5%	10.5%	0.0%
NRS (NORTHERN RESEARCH STATION)	68	76.1%	13.7%	10.2%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	66.3%	22.8%	10.9%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	64.0%	11.0%	25.0%
REGION 1 (NORTHERN REGION)	404	61.9%	18.7%	19.4%
REGION 2 (ROCKY MOUNTAIN REGION)	431	64.9%	18.3%	16.7%
REGION 3 (SOUTHWEST REGION)	329	65.4%	17.6%	17.1%
REGION 4 (INTERMOUNTAIN REGION)	381	64.4%	17.0%	18.6%
REGION 5 (PACIFIC SOUTHWEST REGION)	499	60.3%	17.5%	22.2%
REGION 6 (SOUTHWEST REGION)	554	62.5%	20.1%	17.4%
REGION 8 (SOUTHERN REGION)	516	67.8%	18.7%	13.5%
REGION 9 (EASTERN REGION)	472	65.2%	17.2%	17.6%
REGION 10 (ALASKA REGION)	135	68.9%	17.0%	14.2%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	76.8%	14.9%	8.3%
SRS (SOUTHERN RESEARCH STATION)	54	67.2%	13.9%	19.0%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	225	50.3%	20.4%	29.3%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,171	64.0%	16.1%	19.9%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	66.9%	12.1%	21.0%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	71.1%	13.2%	15.7%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	85.5%	4.2%	10.2%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	61.1%	6.5%	32.4%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	67.1%	17.4%	15.5%

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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
Department of Agriculture	19,818	55.2%	20.2%	24.6%
Natural Resources and Environment	8,300	54.1%	20.7%	25.2%
FOREST SERVICE (FS)	5,772	55.8%	19.0%	25.2%
FPL (FOREST PRODUCTS LABORATORY)	38	68.3%	19.3%	12.5%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	70.0%	22.6%	7.4%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	70.6%	10.9%	18.5%
NRS (NORTHERN RESEARCH STATION)	68	66.0%	14.9%	19.1%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	52.2%	20.0%	27.7%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	54.3%	22.1%	23.7%
REGION 1 (NORTHERN REGION)	405	54.3%	19.5%	26.1%
REGION 2 (ROCKY MOUNTAIN REGION)	431	52.9%	26.8%	20.3%
REGION 3 (SOUTHWEST REGION)	329	55.3%	20.3%	24.5%
REGION 4 (INTERMOUNTAIN REGION)	375	60.1%	17.5%	22.3%
REGION 5 (PACIFIC SOUTHWEST REGION)	495	48.5%	19.0%	32.5%
REGION 6 (SOUTHWEST REGION)	550	58.3%	21.8%	19.9%
REGION 8 (SOUTHERN REGION)	514	54.1%	20.9%	25.0%
REGION 9 (EASTERN REGION)	469	55.8%	22.4%	21.8%
REGION 10 (ALASKA REGION)	134	57.4%	16.9%	25.6%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	68.5%	11.5%	20.1%
SRS (SOUTHERN RESEARCH STATION)	55	70.9%	9.6%	19.5%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	226	36.7%	11.6%	51.7%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,166	57.2%	15.8%	26.9%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	59.8%	9.6%	30.6%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	61.0%	17.2%	21.9%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	69.1%	10.6%	20.2%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	49.0%	25.1%	25.9%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	111	61.7%	10.6%	27.6%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,995	71.2%	15.5%	13.3%
Natural Resources and Environment	8,373	70.3%	15.9%	13.8%
FOREST SERVICE (FS)	5,817	70.3%	15.3%	14.4%
FPL (FOREST PRODUCTS LABORATORY)	38	82.9%	12.6%	4.5%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	84.7%	15.3%	0.0%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	83.5%	3.9%	12.5%
NRS (NORTHERN RESEARCH STATION)	69	76.4%	13.3%	10.3%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	78.8%	15.5%	5.7%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	76.4%	9.7%	13.8%
REGION 1 (NORTHERN REGION)	407	68.7%	15.1%	16.2%
REGION 2 (ROCKY MOUNTAIN REGION)	438	70.5%	18.1%	11.4%
REGION 3 (SOUTHWEST REGION)	329	71.1%	13.8%	15.1%
REGION 4 (INTERMOUNTAIN REGION)	382	64.5%	17.9%	17.6%
REGION 5 (PACIFIC SOUTHWEST REGION)	494	70.4%	16.2%	13.5%
REGION 6 (SOUTHWEST REGION)	557	70.6%	15.2%	14.2%
REGION 8 (SOUTHERN REGION)	515	68.9%	14.8%	16.3%
REGION 9 (EASTERN REGION)	475	69.9%	16.0%	14.1%
REGION 10 (ALASKA REGION)	134	65.1%	15.8%	19.1%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	77.4%	11.4%	11.2%
SRS (SOUTHERN RESEARCH STATION)	54	77.2%	10.5%	12.3%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	227	59.3%	16.9%	23.8%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,177	69.6%	16.1%	14.3%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	64.6%	9.8%	25.6%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	74.5%	14.0%	11.5%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	48	91.4%	4.6%	4.0%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	30	55.9%	32.2%	11.9%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	76.8%	8.9%	14.2%

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My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Department of Agriculture	19,743	84.5%	10.3%	5.3%
Natural Resources and Environment	8,254	84.6%	10.0%	5.4%
FOREST SERVICE (FS)	5,729	85.2%	9.6%	5.3%
FPL (FOREST PRODUCTS LABORATORY)	36	89.0%	8.7%	2.4%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	92.1%	3.4%	4.4%
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	93.3%	2.2%	4.5%
NRS (NORTHERN RESEARCH STATION)	67	91.0%	4.5%	4.5%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	40	92.1%	2.4%	5.6%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	89.7%	5.9%	4.5%
REGION 1 (NORTHERN REGION)	402	82.2%	11.6%	6.2%
REGION 2 (ROCKY MOUNTAIN REGION)	433	85.0%	11.4%	3.6%
REGION 3 (SOUTHWEST REGION)	328	84.6%	10.6%	4.7%
REGION 4 (INTERMOUNTAIN REGION)	376	83.2%	13.0%	3.8%
REGION 5 (PACIFIC SOUTHWEST REGION)	486	86.2%	9.1%	4.7%
REGION 6 (SOUTHWEST REGION)	547	86.4%	8.1%	5.6%
REGION 8 (SOUTHERN REGION)	507	86.7%	8.7%	4.6%
REGION 9 (EASTERN REGION)	465	83.6%	11.3%	5.1%
REGION 10 (ALASKA REGION)	134	83.4%	6.9%	9.6%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	88.6%	1.9%	9.5%
SRS (SOUTHERN RESEARCH STATION)	54	85.2%	7.2%	7.6%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	224	88.0%	5.8%	6.2%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,159	83.1%	11.5%	5.4%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	33	71.1%	8.8%	20.1%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	77	88.2%	5.0%	6.8%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	91.2%	4.9%	3.9%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	68.5%	28.4%	3.2%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	110	84.3%	8.2%	7.4%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,951	77.9%	12.5%	9.6%
Natural Resources and Environment	8,361	76.2%	13.7%	10.0%
FOREST SERVICE (FS)	5,807	74.6%	13.7%	11.7%
FPL (FOREST PRODUCTS LABORATORY)	38	90.0%	2.3%	7.7%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	89.3%	10.7%	0.0%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	85.3%	6.1%	8.6%
NRS (NORTHERN RESEARCH STATION)	68	83.4%	6.3%	10.3%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	40	67.3%	19.1%	13.6%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	84.0%	10.3%	5.6%
REGION 1 (NORTHERN REGION)	407	70.6%	14.3%	15.1%
REGION 2 (ROCKY MOUNTAIN REGION)	436	73.5%	15.6%	10.9%
REGION 3 (SOUTHWEST REGION)	330	74.5%	13.5%	12.1%
REGION 4 (INTERMOUNTAIN REGION)	379	75.8%	11.5%	12.7%
REGION 5 (PACIFIC SOUTHWEST REGION)	498	73.3%	16.4%	10.3%
REGION 6 (SOUTHWEST REGION)	552	73.0%	14.6%	12.4%
REGION 8 (SOUTHERN REGION)	509	77.1%	15.7%	7.2%
REGION 9 (EASTERN REGION)	474	75.5%	13.0%	11.5%
REGION 10 (ALASKA REGION)	136	73.0%	13.3%	13.6%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	79.4%	10.3%	10.3%
SRS (SOUTHERN RESEARCH STATION)	55	75.9%	11.8%	12.3%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	228	64.0%	14.5%	21.4%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,176	74.9%	12.4%	12.7%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	79.2%	9.2%	11.6%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	76.0%	12.9%	11.2%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	86.2%	4.6%	9.2%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	59.5%	23.7%	16.8%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	71.9%	12.9%	15.2%

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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
Department of Agriculture	20,024	96.4%	2.5%	1.1%
Natural Resources and Environment	8,384	96.3%	2.5%	1.2%
FOREST SERVICE (FS)	5,818	95.8%	2.6%	1.5%
FPL (FOREST PRODUCTS LABORATORY)	38	100.0%	0.0%	0.0%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	91.5%	4.3%	4.3%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	97.6%	0.0%	2.4%
NRS (NORTHERN RESEARCH STATION)	69	97.1%	0.0%	2.9%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	91.7%	5.0%	3.3%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	95.4%	2.0%	2.6%
REGION 1 (NORTHERN REGION)	403	95.0%	3.3%	1.7%
REGION 2 (ROCKY MOUNTAIN REGION)	436	94.5%	4.0%	1.6%
REGION 3 (SOUTHWEST REGION)	332	97.3%	1.9%	0.8%
REGION 4 (INTERMOUNTAIN REGION)	380	97.8%	0.4%	1.7%
REGION 5 (PACIFIC SOUTHWEST REGION)	497	95.0%	3.5%	1.5%
REGION 6 (SOUTHWEST REGION)	558	96.2%	2.6%	1.1%
REGION 8 (SOUTHERN REGION)	515	96.6%	2.0%	1.4%
REGION 9 (EASTERN REGION)	472	95.7%	2.9%	1.4%
REGION 10 (ALASKA REGION)	136	94.7%	3.9%	1.4%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	98.2%	1.8%	0.0%
SRS (SOUTHERN RESEARCH STATION)	55	98.0%	2.0%	0.0%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	227	92.5%	3.1%	4.4%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,181	95.0%	3.3%	1.7%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	92.2%	3.4%	4.5%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	97.2%	1.5%	1.3%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	100.0%	0.0%	0.0%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	30	100.0%	0.0%	0.0%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	98.7%	1.3%	0.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,065	90.1%	8.5%	1.4%
Natural Resources and Environment	8,408	90.0%	8.6%	1.5%
FOREST SERVICE (FS)	5,842	90.2%	8.2%	1.7%
FPL (FOREST PRODUCTS LABORATORY)	38	94.8%	5.2%	0.0%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	91.9%	8.1%	0.0%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	93.7%	4.3%	2.0%
NRS (NORTHERN RESEARCH STATION)	69	92.6%	3.1%	4.3%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	40	92.0%	8.0%	0.0%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	90.5%	7.0%	2.5%
REGION 1 (NORTHERN REGION)	410	91.3%	6.6%	2.1%
REGION 2 (ROCKY MOUNTAIN REGION)	439	90.2%	8.3%	1.4%
REGION 3 (SOUTHWEST REGION)	332	90.3%	8.7%	1.0%
REGION 4 (INTERMOUNTAIN REGION)	382	91.8%	7.0%	1.2%
REGION 5 (PACIFIC SOUTHWEST REGION)	500	90.1%	7.9%	2.0%
REGION 6 (SOUTHWEST REGION)	558	88.6%	10.6%	0.8%
REGION 8 (SOUTHERN REGION)	516	88.0%	9.7%	2.3%
REGION 9 (EASTERN REGION)	474	90.0%	8.9%	1.1%
REGION 10 (ALASKA REGION)	134	87.3%	9.6%	3.0%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	92.1%	7.9%	0.0%
SRS (SOUTHERN RESEARCH STATION)	54	95.8%	4.2%	0.0%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	228	90.5%	6.9%	2.6%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,185	89.8%	7.7%	2.4%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	83.1%	13.2%	3.7%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	90.9%	7.8%	1.3%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	93.6%	6.4%	0.0%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	86.6%	13.4%	0.0%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	90.4%	9.6%	0.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,088	38.2%	16.8%	44.9%	26
Natural Resources and Environment	8,412	32.5%	16.9%	50.6%	10
FOREST SERVICE (FS)	5,847	28.7%	15.3%	56.0%	8
FPL (FOREST PRODUCTS LABORATORY)	38	20.2%	0.0%	79.8%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	35.3%	14.1%	50.6%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	63.8%	16.5%	19.7%	0
NRS (NORTHERN RESEARCH STATION)	69	25.6%	15.2%	59.1%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	40	33.4%	17.6%	49.0%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	14.9%	19.6%	65.5%	0
REGION 1 (NORTHERN REGION)	410	28.1%	13.3%	58.6%	0
REGION 2 (ROCKY MOUNTAIN REGION)	439	24.0%	17.3%	58.7%	0
REGION 3 (SOUTHWEST REGION)	330	28.6%	14.7%	56.7%	2
REGION 4 (INTERMOUNTAIN REGION)	385	25.5%	15.1%	59.3%	0
REGION 5 (PACIFIC SOUTHWEST REGION)	502	23.7%	16.5%	59.8%	0
REGION 6 (SOUTHWEST REGION)	558	20.8%	18.3%	60.9%	1
REGION 8 (SOUTHERN REGION)	516	28.1%	14.6%	57.3%	1
REGION 9 (EASTERN REGION)	475	30.1%	15.4%	54.5%	1
REGION 10 (ALASKA REGION)	136	35.4%	14.1%	50.5%	0
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	32.7%	15.5%	51.8%	0
SRS (SOUTHERN RESEARCH STATION)	54	46.6%	21.7%	31.7%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	228	8.9%	9.4%	81.7%	0
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,183	39.2%	15.4%	45.5%	2
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	52.9%	9.4%	37.7%	1
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	29.7%	13.4%	56.9%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	49.0%	5.2%	45.8%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	20.5%	7.8%	71.6%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	38.7%	16.6%	44.8%	0

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,936	48.3%	18.2%	33.5%	29
Natural Resources and Environment	8,346	43.4%	18.9%	37.6%	12
FOREST SERVICE (FS)	5,798	40.8%	18.2%	41.0%	9
FPL (FOREST PRODUCTS LABORATORY)	37	59.6%	18.3%	22.2%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	45.1%	14.9%	40.0%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	68.2%	10.3%	21.5%	0
NRS (NORTHERN RESEARCH STATION)	69	44.5%	30.4%	25.1%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	40	34.4%	28.1%	37.5%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	54.8%	16.9%	28.2%	1
REGION 1 (NORTHERN REGION)	405	38.1%	15.9%	45.9%	1
REGION 2 (ROCKY MOUNTAIN REGION)	434	38.7%	19.1%	42.2%	0
REGION 3 (SOUTHWEST REGION)	328	39.6%	23.1%	37.3%	1
REGION 4 (INTERMOUNTAIN REGION)	380	35.9%	14.7%	49.4%	0
REGION 5 (PACIFIC SOUTHWEST REGION)	500	34.5%	18.8%	46.7%	0
REGION 6 (SOUTHWEST REGION)	557	34.0%	17.1%	48.9%	1
REGION 8 (SOUTHERN REGION)	511	43.5%	17.9%	38.6%	0
REGION 9 (EASTERN REGION)	471	36.9%	19.7%	43.4%	1
REGION 10 (ALASKA REGION)	135	35.5%	11.2%	53.3%	0
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	63.2%	8.5%	28.3%	0
SRS (SOUTHERN RESEARCH STATION)	53	69.5%	14.6%	15.8%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	223	29.4%	17.1%	53.5%	0
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,177	48.1%	17.2%	34.7%	3
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	59.6%	11.8%	28.6%	1
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	36.2%	25.4%	38.4%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	63.2%	14.7%	22.0%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	37.8%	19.4%	42.8%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	45.3%	19.1%	35.6%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,368	57.2%	18.5%	24.3%	52
Natural Resources and Environment	8,092	56.5%	18.5%	25.0%	22
FOREST SERVICE (FS)	5,625	55.0%	17.7%	27.4%	16
FPL (FOREST PRODUCTS LABORATORY)	35	65.7%	11.3%	23.0%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	25	80.0%	16.2%	3.7%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	44	70.6%	6.1%	23.3%	0
NRS (NORTHERN RESEARCH STATION)	67	59.7%	14.2%	26.1%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	37	53.6%	17.0%	29.3%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	44	55.0%	18.9%	26.1%	0
REGION 1 (NORTHERN REGION)	396	55.5%	16.6%	28.0%	0
REGION 2 (ROCKY MOUNTAIN REGION)	426	53.5%	18.9%	27.6%	0
REGION 3 (SOUTHWEST REGION)	321	55.7%	16.2%	28.0%	0
REGION 4 (INTERMOUNTAIN REGION)	371	57.7%	15.2%	27.1%	0
REGION 5 (PACIFIC SOUTHWEST REGION)	479	51.2%	19.9%	29.0%	1
REGION 6 (SOUTHWEST REGION)	543	57.7%	16.7%	25.7%	0
REGION 8 (SOUTHERN REGION)	496	54.5%	19.1%	26.4%	1
REGION 9 (EASTERN REGION)	451	52.8%	21.0%	26.1%	1
REGION 10 (ALASKA REGION)	131	55.0%	18.1%	27.0%	1
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	61.3%	14.2%	24.5%	0
SRS (SOUTHERN RESEARCH STATION)	53	59.7%	15.8%	24.6%	1
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	218	42.9%	17.0%	40.1%	1
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,140	54.5%	18.3%	27.3%	9
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	32	52.7%	23.0%	24.3%	1
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	79	56.8%	14.6%	28.6%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	48	68.5%	11.9%	19.6%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	49.0%	21.5%	29.4%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	111	57.3%	16.3%	26.4%	0

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,958	81.4%	11.6%	7.0%	67
Natural Resources and Environment	8,357	79.3%	12.4%	8.4%	27
FOREST SERVICE (FS)	5,811	77.2%	12.7%	10.1%	21
FPL (FOREST PRODUCTS LABORATORY)	38	79.8%	15.0%	5.2%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	100.0%	0.0%	0.0%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	90.2%	7.8%	2.0%	0
NRS (NORTHERN RESEARCH STATION)	69	74.8%	11.7%	13.5%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	64.2%	17.7%	18.1%	1
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	83.0%	9.5%	7.5%	0
REGION 1 (NORTHERN REGION)	403	71.9%	14.2%	13.8%	2
REGION 2 (ROCKY MOUNTAIN REGION)	435	77.5%	13.0%	9.5%	1
REGION 3 (SOUTHWEST REGION)	328	77.0%	11.7%	11.4%	2
REGION 4 (INTERMOUNTAIN REGION)	382	75.4%	16.8%	7.8%	1
REGION 5 (PACIFIC SOUTHWEST REGION)	497	75.0%	13.3%	11.7%	2
REGION 6 (SOUTHWEST REGION)	554	74.6%	16.3%	9.0%	2
REGION 8 (SOUTHERN REGION)	515	80.0%	12.0%	7.9%	2
REGION 9 (EASTERN REGION)	473	79.1%	11.6%	9.3%	2
REGION 10 (ALASKA REGION)	135	83.4%	9.0%	7.6%	0
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	78.6%	13.4%	8.0%	0
SRS (SOUTHERN RESEARCH STATION)	54	69.9%	16.5%	13.6%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	227	56.7%	16.7%	26.5%	1
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,179	82.8%	8.9%	8.3%	4
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	79.8%	17.7%	2.4%	1
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	83.7%	9.9%	6.4%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	88.3%	6.3%	5.3%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	74.1%	12.5%	13.4%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	77.7%	12.4%	9.9%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,792	88.8%	8.3%	2.9%	49
Natural Resources and Environment	8,283	87.5%	9.3%	3.2%	22
FOREST SERVICE (FS)	5,755	88.6%	8.2%	3.2%	17
FPL (FOREST PRODUCTS LABORATORY)	37	87.1%	12.9%	0.0%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	100.0%	0.0%	0.0%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	92.3%	5.7%	2.0%	0
NRS (NORTHERN RESEARCH STATION)	69	87.7%	4.8%	7.4%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	79.6%	17.1%	3.3%	1
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	49	94.1%	4.5%	1.4%	0
REGION 1 (NORTHERN REGION)	401	85.4%	10.1%	4.6%	2
REGION 2 (ROCKY MOUNTAIN REGION)	433	87.8%	8.9%	3.4%	1
REGION 3 (SOUTHWEST REGION)	322	90.0%	6.6%	3.4%	2
REGION 4 (INTERMOUNTAIN REGION)	379	89.1%	8.7%	2.1%	1
REGION 5 (PACIFIC SOUTHWEST REGION)	492	89.5%	7.7%	2.9%	1
REGION 6 (SOUTHWEST REGION)	552	89.1%	8.2%	2.7%	2
REGION 8 (SOUTHERN REGION)	510	89.8%	7.6%	2.6%	0
REGION 9 (EASTERN REGION)	472	86.7%	10.5%	2.8%	2
REGION 10 (ALASKA REGION)	132	87.2%	10.3%	2.5%	0
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	92.4%	5.7%	1.8%	0
SRS (SOUTHERN RESEARCH STATION)	54	91.2%	6.7%	2.0%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	223	85.8%	8.3%	5.9%	0
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,165	89.7%	6.6%	3.7%	3
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	69.4%	22.6%	8.0%	1
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	79	88.2%	8.0%	3.8%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	48	96.2%	1.9%	1.9%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	73.1%	26.9%	0.0%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	111	89.6%	9.6%	0.8%	1

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,048	69.5%	14.8%	15.7%	58
Natural Resources and Environment	8,401	70.0%	14.4%	15.5%	20
FOREST SERVICE (FS)	5,835	66.7%	15.6%	17.7%	20
FPL (FOREST PRODUCTS LABORATORY)	38	84.2%	13.0%	2.7%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	81.5%	6.8%	11.7%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	77.5%	12.7%	9.8%	0
NRS (NORTHERN RESEARCH STATION)	69	76.1%	9.1%	14.8%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	71.7%	23.4%	5.0%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	74.2%	4.0%	21.8%	0
REGION 1 (NORTHERN REGION)	409	61.8%	17.8%	20.4%	1
REGION 2 (ROCKY MOUNTAIN REGION)	436	60.4%	15.4%	24.2%	1
REGION 3 (SOUTHWEST REGION)	330	66.6%	17.3%	16.1%	2
REGION 4 (INTERMOUNTAIN REGION)	384	62.1%	20.3%	17.6%	1
REGION 5 (PACIFIC SOUTHWEST REGION)	500	59.3%	16.9%	23.9%	1
REGION 6 (SOUTHWEST REGION)	559	63.4%	16.4%	20.2%	0
REGION 8 (SOUTHERN REGION)	516	71.5%	14.9%	13.6%	2
REGION 9 (EASTERN REGION)	477	67.9%	11.3%	20.8%	1
REGION 10 (ALASKA REGION)	135	66.9%	16.0%	17.0%	1
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	68.6%	21.7%	9.7%	0
SRS (SOUTHERN RESEARCH STATION)	53	74.2%	15.5%	10.3%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	227	54.7%	26.1%	19.1%	1
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,183	75.7%	12.4%	11.9%	6
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	74.9%	22.7%	2.5%	1
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	68.4%	12.4%	19.2%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	72.0%	8.5%	19.5%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	42.3%	32.0%	25.8%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	111	64.2%	12.0%	23.8%	2

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,955	66.4%	16.1%	17.5%	134
Natural Resources and Environment	8,357	64.7%	17.1%	18.1%	56
FOREST SERVICE (FS)	5,803	61.7%	17.1%	21.2%	50
FPL (FOREST PRODUCTS LABORATORY)	38	75.4%	12.0%	12.6%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	69.4%	12.1%	18.5%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	75.7%	5.7%	18.6%	0
NRS (NORTHERN RESEARCH STATION)	69	60.1%	11.3%	28.7%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	44.4%	23.6%	32.0%	1
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	72.2%	14.1%	13.7%	0
REGION 1 (NORTHERN REGION)	404	58.7%	17.2%	24.0%	4
REGION 2 (ROCKY MOUNTAIN REGION)	437	62.9%	18.6%	18.5%	2
REGION 3 (SOUTHWEST REGION)	330	61.5%	18.4%	20.1%	2
REGION 4 (INTERMOUNTAIN REGION)	383	61.9%	19.8%	18.3%	1
REGION 5 (PACIFIC SOUTHWEST REGION)	497	55.8%	21.0%	23.2%	4
REGION 6 (SOUTHWEST REGION)	552	62.7%	20.3%	17.0%	7
REGION 8 (SOUTHERN REGION)	514	64.9%	14.4%	20.7%	3
REGION 9 (EASTERN REGION)	476	54.9%	16.5%	28.6%	1
REGION 10 (ALASKA REGION)	131	69.1%	14.9%	16.0%	4
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	73.8%	11.9%	14.3%	0
SRS (SOUTHERN RESEARCH STATION)	54	66.6%	12.5%	20.9%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	224	50.9%	16.0%	33.0%	3
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,174	64.3%	14.6%	21.1%	14
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	62.5%	16.5%	21.1%	1
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	66.7%	18.7%	14.6%	1
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	48	75.7%	11.0%	13.4%	1
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	66.5%	21.0%	12.5%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	71.0%	12.7%	16.2%	1

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,963	82.8%	11.8%	5.5%	79
Natural Resources and Environment	8,360	81.1%	12.5%	6.4%	37
FOREST SERVICE (FS)	5,809	78.1%	13.9%	8.0%	33
FPL (FOREST PRODUCTS LABORATORY)	37	77.6%	19.7%	2.7%	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	88.0%	12.0%	0.0%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	83.2%	4.7%	12.1%	1
NRS (NORTHERN RESEARCH STATION)	69	76.8%	7.1%	16.2%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	74.3%	17.6%	8.1%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	49	81.5%	16.6%	1.9%	1
REGION 1 (NORTHERN REGION)	408	76.2%	13.5%	10.4%	1
REGION 2 (ROCKY MOUNTAIN REGION)	435	76.1%	15.2%	8.8%	2
REGION 3 (SOUTHWEST REGION)	330	77.0%	14.0%	8.9%	2
REGION 4 (INTERMOUNTAIN REGION)	383	81.6%	11.8%	6.5%	1
REGION 5 (PACIFIC SOUTHWEST REGION)	498	76.4%	15.3%	8.3%	2
REGION 6 (SOUTHWEST REGION)	552	74.4%	16.3%	9.3%	5
REGION 8 (SOUTHERN REGION)	516	80.9%	13.3%	5.8%	1
REGION 9 (EASTERN REGION)	475	72.9%	14.8%	12.3%	3
REGION 10 (ALASKA REGION)	132	81.5%	10.2%	8.3%	2
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	90.3%	7.9%	1.8%	0
SRS (SOUTHERN RESEARCH STATION)	54	85.2%	13.1%	1.7%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	224	70.5%	17.4%	12.1%	3
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,179	82.9%	11.5%	5.6%	6
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	84.2%	13.5%	2.3%	1
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	72.6%	20.8%	6.6%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	85.3%	6.3%	8.4%	1
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	66.3%	20.1%	13.6%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	78.3%	14.9%	6.8%	0

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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
Department of Agriculture	19,297	57.8%	21.0%	21.1%	751
Natural Resources and Environment	8,134	58.4%	20.3%	21.3%	266
FOREST SERVICE (FS)	5,652	56.4%	19.5%	24.1%	192
FPL (FOREST PRODUCTS LABORATORY)	34	61.4%	14.0%	24.7%	3
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	51.9%	28.6%	19.5%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	85.1%	8.5%	6.3%	1
NRS (NORTHERN RESEARCH STATION)	66	59.9%	18.2%	21.9%	3
PNW (PACIFIC NORTHWEST RESEARCH STATION)	37	51.3%	32.4%	16.2%	3
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	58.5%	23.4%	18.1%	0
REGION 1 (NORTHERN REGION)	403	56.9%	15.3%	27.7%	7
REGION 2 (ROCKY MOUNTAIN REGION)	429	57.9%	19.8%	22.3%	9
REGION 3 (SOUTHWEST REGION)	322	52.3%	22.4%	25.3%	9
REGION 4 (INTERMOUNTAIN REGION)	378	57.8%	22.6%	19.6%	7
REGION 5 (PACIFIC SOUTHWEST REGION)	485	56.8%	16.3%	26.9%	15
REGION 6 (SOUTHWEST REGION)	530	64.6%	18.6%	16.8%	28
REGION 8 (SOUTHERN REGION)	504	56.0%	18.7%	25.3%	14
REGION 9 (EASTERN REGION)	466	54.5%	22.6%	22.9%	11
REGION 10 (ALASKA REGION)	133	46.4%	24.9%	28.7%	3
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	46	57.4%	18.1%	24.4%	4
SRS (SOUTHERN RESEARCH STATION)	54	62.5%	14.5%	23.0%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	221	41.0%	13.9%	45.1%	6
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,136	52.9%	20.8%	26.3%	46
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	32	56.4%	24.8%	18.8%	3
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	76	59.5%	20.6%	19.9%	5
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	45	68.0%	15.3%	16.7%	2
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	27	59.1%	21.3%	19.5%	4
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	105	56.8%	22.6%	20.6%	9

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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,900	49.9%	24.8%	25.2%	160
Natural Resources and Environment	8,351	52.0%	23.5%	24.5%	50
FOREST SERVICE (FS)	5,803	46.8%	24.8%	28.3%	37
FPL (FOREST PRODUCTS LABORATORY)	38	49.3%	33.3%	17.4%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	39.3%	43.5%	17.2%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	69.1%	18.6%	12.3%	0
NRS (NORTHERN RESEARCH STATION)	68	47.9%	28.2%	23.9%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	40	36.2%	40.9%	22.9%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	51.5%	27.3%	21.2%	2
REGION 1 (NORTHERN REGION)	406	45.5%	25.0%	29.5%	2
REGION 2 (ROCKY MOUNTAIN REGION)	435	46.0%	26.9%	27.2%	2
REGION 3 (SOUTHWEST REGION)	330	46.0%	23.1%	30.9%	1
REGION 4 (INTERMOUNTAIN REGION)	382	47.3%	24.8%	27.9%	3
REGION 5 (PACIFIC SOUTHWEST REGION)	499	47.6%	24.5%	27.9%	1
REGION 6 (SOUTHWEST REGION)	554	52.0%	22.2%	25.8%	2
REGION 8 (SOUTHERN REGION)	516	49.1%	24.9%	25.9%	3
REGION 9 (EASTERN REGION)	476	46.7%	27.0%	26.3%	1
REGION 10 (ALASKA REGION)	135	45.9%	26.1%	28.1%	1
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	49.2%	22.8%	28.0%	0
SRS (SOUTHERN RESEARCH STATION)	53	50.9%	30.9%	18.2%	1
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	225	32.4%	17.1%	50.4%	2
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,168	43.7%	23.9%	32.5%	13
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	33	42.1%	31.7%	26.2%	2
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	52.1%	21.7%	26.1%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	43.5%	24.9%	31.5%	1
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	38.0%	17.4%	44.6%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	48.6%	24.3%	27.1%	0

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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
Department of Agriculture	19,911	65.0%	14.3%	20.6%	223
Natural Resources and Environment	8,345	62.6%	15.2%	22.2%	77
FOREST SERVICE (FS)	5,787	60.8%	15.3%	23.9%	67
FPL (FOREST PRODUCTS LABORATORY)	38	71.4%	18.2%	10.4%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	63.3%	15.2%	21.5%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	68.9%	16.5%	14.6%	0
NRS (NORTHERN RESEARCH STATION)	68	59.7%	9.8%	30.4%	1
PNW (PACIFIC NORTHWEST RESEARCH STATION)	40	55.3%	23.7%	21.0%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	49	84.2%	10.3%	5.6%	1
REGION 1 (NORTHERN REGION)	405	54.4%	14.6%	31.0%	5
REGION 2 (ROCKY MOUNTAIN REGION)	437	61.9%	18.1%	19.9%	2
REGION 3 (SOUTHWEST REGION)	326	63.9%	14.5%	21.6%	6
REGION 4 (INTERMOUNTAIN REGION)	380	61.7%	17.1%	21.1%	5
REGION 5 (PACIFIC SOUTHWEST REGION)	496	57.9%	16.0%	26.1%	5
REGION 6 (SOUTHWEST REGION)	553	54.1%	17.0%	28.9%	7
REGION 8 (SOUTHERN REGION)	514	62.6%	16.2%	21.2%	5
REGION 9 (EASTERN REGION)	472	62.5%	14.0%	23.5%	5
REGION 10 (ALASKA REGION)	133	63.1%	15.1%	21.8%	3
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	69.4%	10.1%	20.5%	1
SRS (SOUTHERN RESEARCH STATION)	55	65.2%	15.1%	19.6%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	224	45.0%	17.3%	37.7%	1
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,167	65.6%	12.5%	21.9%	16
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	74.6%	6.0%	19.4%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	48.5%	19.4%	32.1%	1
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	48	78.7%	3.9%	17.4%	1
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	70.6%	20.3%	9.1%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	59.0%	18.3%	22.7%	2

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My Work Unit

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,099	74.4%	13.3%	12.4%
Natural Resources and Environment	8,419	74.7%	13.0%	12.3%
FOREST SERVICE (FS)	5,852	71.2%	14.5%	14.3%
FPL (FOREST PRODUCTS LABORATORY)	38	85.0%	7.0%	8.0%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	77.2%	15.8%	7.0%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	76.7%	16.9%	6.4%
NRS (NORTHERN RESEARCH STATION)	69	76.1%	12.1%	11.8%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	40	75.0%	14.4%	10.6%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	75.0%	8.9%	16.1%
REGION 1 (NORTHERN REGION)	410	72.3%	12.0%	15.8%
REGION 2 (ROCKY MOUNTAIN REGION)	438	71.4%	14.8%	13.8%
REGION 3 (SOUTHWEST REGION)	331	69.6%	15.3%	15.1%
REGION 4 (INTERMOUNTAIN REGION)	383	71.1%	13.3%	15.6%
REGION 5 (PACIFIC SOUTHWEST REGION)	501	68.6%	14.4%	17.0%
REGION 6 (SOUTHWEST REGION)	557	70.1%	16.0%	14.0%
REGION 8 (SOUTHERN REGION)	517	64.7%	19.4%	15.9%
REGION 9 (EASTERN REGION)	476	74.2%	15.5%	10.2%
REGION 10 (ALASKA REGION)	136	66.0%	19.7%	14.4%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	77.8%	10.0%	12.1%
SRS (SOUTHERN RESEARCH STATION)	55	85.7%	7.2%	7.2%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	228	68.2%	11.5%	20.3%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,188	70.9%	15.0%	14.1%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	80.2%	8.5%	11.3%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	79.0%	6.9%	14.2%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	84.3%	9.1%	6.6%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	71.0%	11.7%	17.3%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	76.1%	12.5%	11.4%

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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
Department of Agriculture	19,456	34.1%	27.8%	38.0%	666
Natural Resources and Environment	8,251	33.0%	26.6%	40.3%	173
FOREST SERVICE (FS)	5,750	30.7%	24.4%	44.8%	107
FPL (FOREST PRODUCTS LABORATORY)	36	28.2%	27.4%	44.3%	2
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	58.4%	37.4%	4.3%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	48.0%	19.1%	32.9%	0
NRS (NORTHERN RESEARCH STATION)	68	21.8%	27.8%	50.4%	1
PNW (PACIFIC NORTHWEST RESEARCH STATION)	37	29.9%	32.0%	38.0%	3
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	49	18.6%	22.6%	58.8%	1
REGION 1 (NORTHERN REGION)	406	29.7%	22.5%	47.9%	4
REGION 2 (ROCKY MOUNTAIN REGION)	432	24.1%	24.7%	51.2%	7
REGION 3 (SOUTHWEST REGION)	329	30.3%	22.5%	47.2%	3
REGION 4 (INTERMOUNTAIN REGION)	377	34.5%	22.2%	43.3%	8
REGION 5 (PACIFIC SOUTHWEST REGION)	493	21.3%	24.9%	53.8%	8
REGION 6 (SOUTHWEST REGION)	549	37.3%	24.4%	38.3%	8
REGION 8 (SOUTHERN REGION)	508	29.1%	26.7%	44.2%	9
REGION 9 (EASTERN REGION)	469	29.1%	24.5%	46.4%	8
REGION 10 (ALASKA REGION)	133	46.8%	24.7%	28.4%	3
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	35.9%	20.8%	43.3%	1
SRS (SOUTHERN RESEARCH STATION)	52	34.6%	28.0%	37.4%	3
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	224	23.2%	15.8%	61.1%	4
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,160	34.9%	26.3%	38.8%	29
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	32	54.7%	12.4%	32.9%	3
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	32.8%	26.6%	40.7%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	52.2%	18.1%	29.7%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	18.7%	32.8%	48.4%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	41.6%	21.0%	37.3%	2

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	18,843	32.5%	29.6%	37.8%	1,133
Natural Resources and Environment	7,962	30.8%	29.4%	39.9%	405
FOREST SERVICE (FS)	5,529	27.0%	28.2%	44.7%	284
FPL (FOREST PRODUCTS LABORATORY)	36	40.1%	30.5%	29.4%	2
IITF (INTL INSTITUTE TROPICAL FORESTRY)	25	43.1%	35.4%	21.5%	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	44	44.5%	20.2%	35.3%	3
NRS (NORTHERN RESEARCH STATION)	63	33.2%	34.2%	32.6%	5
PNW (PACIFIC NORTHWEST RESEARCH STATION)	35	29.1%	35.6%	35.3%	4
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	45	32.1%	35.3%	32.6%	2
REGION 1 (NORTHERN REGION)	398	26.5%	25.9%	47.5%	12
REGION 2 (ROCKY MOUNTAIN REGION)	417	24.0%	25.7%	50.3%	21
REGION 3 (SOUTHWEST REGION)	318	26.4%	27.9%	45.7%	12
REGION 4 (INTERMOUNTAIN REGION)	361	27.7%	28.9%	43.4%	16
REGION 5 (PACIFIC SOUTHWEST REGION)	472	21.2%	25.5%	53.2%	26
REGION 6 (SOUTHWEST REGION)	531	29.6%	29.0%	41.4%	25
REGION 8 (SOUTHERN REGION)	488	24.8%	30.0%	45.2%	24
REGION 9 (EASTERN REGION)	455	18.3%	32.8%	48.8%	20
REGION 10 (ALASKA REGION)	129	38.2%	26.1%	35.7%	4
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	48	43.5%	21.0%	35.4%	3
SRS (SOUTHERN RESEARCH STATION)	51	33.8%	37.5%	28.7%	4
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	220	15.6%	17.8%	66.7%	7
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,101	30.6%	28.3%	41.2%	78
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	30	33.9%	27.3%	38.8%	4
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	79	32.3%	38.1%	29.7%	1
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	48	47.5%	25.8%	26.7%	1
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	23.9%	28.7%	47.4%	3
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	107	32.4%	22.7%	44.9%	6

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My Work Unit (continued)

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
Department of Agriculture	18,690	25.6%	28.2%	46.2%	1,369
Natural Resources and Environment	7,939	24.1%	26.6%	49.2%	460
FOREST SERVICE (FS)	5,548	20.9%	25.0%	54.0%	295
FPL (FOREST PRODUCTS LABORATORY)	35	32.2%	32.2%	35.5%	3
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	30.9%	27.7%	41.4%	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	45	38.0%	32.2%	29.8%	2
NRS (NORTHERN RESEARCH STATION)	62	29.1%	22.8%	48.1%	5
PNW (PACIFIC NORTHWEST RESEARCH STATION)	34	10.6%	50.0%	39.4%	6
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	46	27.1%	30.6%	42.4%	3
REGION 1 (NORTHERN REGION)	396	19.4%	17.4%	63.2%	13
REGION 2 (ROCKY MOUNTAIN REGION)	417	19.3%	24.4%	56.3%	20
REGION 3 (SOUTHWEST REGION)	319	20.6%	23.3%	56.1%	13
REGION 4 (INTERMOUNTAIN REGION)	366	20.8%	26.7%	52.5%	17
REGION 5 (PACIFIC SOUTHWEST REGION)	479	17.8%	23.0%	59.1%	21
REGION 6 (SOUTHWEST REGION)	524	18.6%	28.7%	52.7%	32
REGION 8 (SOUTHERN REGION)	496	21.4%	26.5%	52.1%	21
REGION 9 (EASTERN REGION)	451	16.7%	23.8%	59.4%	26
REGION 10 (ALASKA REGION)	130	24.7%	22.0%	53.2%	5
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	48	22.4%	35.4%	42.2%	3
SRS (SOUTHERN RESEARCH STATION)	51	29.8%	29.6%	40.6%	4
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	218	19.0%	14.8%	66.2%	10
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,120	25.2%	25.1%	49.7%	65
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	29	15.2%	27.5%	57.4%	6
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	73	19.8%	30.1%	50.1%	8
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	45	32.5%	19.5%	47.9%	4
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	30	29.7%	20.0%	50.4%	1
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	108	15.2%	28.8%	56.0%	6

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,186	29.3%	29.9%	40.7%	888
Natural Resources and Environment	8,089	27.1%	29.8%	43.0%	323
FOREST SERVICE (FS)	5,631	23.3%	28.1%	48.6%	218
FPL (FOREST PRODUCTS LABORATORY)	37	34.3%	28.6%	37.0%	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	41.8%	38.6%	19.6%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	43	44.3%	18.8%	36.9%	4
NRS (NORTHERN RESEARCH STATION)	63	25.4%	28.2%	46.4%	5
PNW (PACIFIC NORTHWEST RESEARCH STATION)	37	28.7%	29.9%	41.5%	3
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	26.7%	36.7%	36.6%	3
REGION 1 (NORTHERN REGION)	401	21.3%	26.7%	52.1%	10
REGION 2 (ROCKY MOUNTAIN REGION)	425	21.0%	27.6%	51.4%	13
REGION 3 (SOUTHWEST REGION)	321	23.0%	27.0%	50.0%	10
REGION 4 (INTERMOUNTAIN REGION)	379	21.3%	31.8%	46.9%	5
REGION 5 (PACIFIC SOUTHWEST REGION)	481	17.5%	29.1%	53.4%	20
REGION 6 (SOUTHWEST REGION)	533	21.7%	31.1%	47.3%	24
REGION 8 (SOUTHERN REGION)	503	25.6%	27.0%	47.4%	14
REGION 9 (EASTERN REGION)	456	17.5%	29.4%	53.1%	21
REGION 10 (ALASKA REGION)	129	28.2%	27.8%	44.0%	5
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	48	30.4%	22.6%	47.0%	3
SRS (SOUTHERN RESEARCH STATION)	49	39.5%	15.3%	45.2%	6
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	221	15.9%	19.5%	64.6%	7
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,136	27.8%	29.4%	42.9%	50
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	30	25.9%	22.5%	51.5%	4
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	77	24.3%	27.0%	48.7%	4
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	39.1%	29.7%	31.2%	2
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	30	28.3%	9.6%	62.1%	1
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	111	29.4%	25.0%	45.6%	3

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	18,962	37.9%	25.8%	36.3%	1,092
Natural Resources and Environment	7,991	35.5%	25.7%	38.8%	401
FOREST SERVICE (FS)	5,567	31.3%	24.1%	44.6%	274
FPL (FOREST PRODUCTS LABORATORY)	33	47.5%	25.2%	27.3%	4
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	47.8%	26.1%	26.1%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	45	46.9%	22.3%	30.8%	2
NRS (NORTHERN RESEARCH STATION)	66	33.3%	20.4%	46.3%	3
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	40.6%	21.7%	37.8%	2
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	46	46.6%	24.3%	29.1%	4
REGION 1 (NORTHERN REGION)	399	32.1%	19.4%	48.5%	10
REGION 2 (ROCKY MOUNTAIN REGION)	424	30.4%	26.6%	42.9%	15
REGION 3 (SOUTHWEST REGION)	323	31.5%	24.0%	44.5%	8
REGION 4 (INTERMOUNTAIN REGION)	367	29.5%	26.0%	44.6%	17
REGION 5 (PACIFIC SOUTHWEST REGION)	473	25.9%	22.8%	51.2%	25
REGION 6 (SOUTHWEST REGION)	528	31.1%	26.2%	42.7%	29
REGION 8 (SOUTHERN REGION)	491	28.4%	25.4%	46.2%	24
REGION 9 (EASTERN REGION)	455	23.2%	25.9%	50.9%	22
REGION 10 (ALASKA REGION)	133	39.9%	17.3%	42.8%	2
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	47.8%	17.2%	35.0%	2
SRS (SOUTHERN RESEARCH STATION)	51	46.1%	21.1%	32.8%	4
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	215	20.7%	17.1%	62.2%	12
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,114	34.0%	25.6%	40.4%	72
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	32	45.6%	12.1%	42.4%	3
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	76	38.8%	27.9%	33.3%	4
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	46	41.7%	29.6%	28.8%	2
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	30	28.0%	29.0%	43.0%	1
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	107	35.0%	22.5%	42.5%	7

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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
Department of Agriculture	20,007	72.8%	14.4%	12.8%	79
Natural Resources and Environment	8,379	74.1%	13.9%	12.0%	20
FOREST SERVICE (FS)	5,825	70.3%	15.5%	14.2%	17
FPL (FOREST PRODUCTS LABORATORY)	38	79.3%	10.4%	10.4%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	57.6%	32.3%	10.1%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	82.7%	3.8%	13.5%	0
NRS (NORTHERN RESEARCH STATION)	69	73.6%	16.3%	10.1%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	40	72.4%	20.5%	7.1%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	74.1%	20.9%	5.0%	0
REGION 1 (NORTHERN REGION)	410	70.1%	15.8%	14.1%	1
REGION 2 (ROCKY MOUNTAIN REGION)	437	69.6%	17.2%	13.2%	0
REGION 3 (SOUTHWEST REGION)	330	67.8%	14.9%	17.3%	1
REGION 4 (INTERMOUNTAIN REGION)	385	71.4%	15.3%	13.3%	0
REGION 5 (PACIFIC SOUTHWEST REGION)	496	68.0%	15.4%	16.6%	4
REGION 6 (SOUTHWEST REGION)	557	73.4%	15.5%	11.0%	1
REGION 8 (SOUTHERN REGION)	513	67.8%	15.1%	17.1%	2
REGION 9 (EASTERN REGION)	474	74.5%	16.5%	8.9%	3
REGION 10 (ALASKA REGION)	135	70.7%	17.0%	12.3%	0
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	68.0%	13.5%	18.5%	1
SRS (SOUTHERN RESEARCH STATION)	54	70.1%	16.1%	13.8%	1
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	225	72.7%	12.0%	15.3%	0
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,181	69.3%	14.6%	16.1%	3
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	79.4%	12.0%	8.6%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	71.5%	13.8%	14.7%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	61.8%	24.4%	13.8%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	30	70.9%	14.4%	14.7%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	61.6%	20.6%	17.9%	0

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,520	47.8%	32.5%	19.6%	562
Natural Resources and Environment	8,212	47.0%	32.2%	20.7%	197
FOREST SERVICE (FS)	5,696	40.8%	33.9%	25.2%	150
FPL (FOREST PRODUCTS LABORATORY)	37	47.9%	35.9%	16.2%	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	55.3%	33.5%	11.2%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	55.1%	25.4%	19.5%	1
NRS (NORTHERN RESEARCH STATION)	66	47.7%	30.7%	21.6%	3
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	25.9%	47.5%	26.6%	2
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	49	45.6%	32.8%	21.6%	1
REGION 1 (NORTHERN REGION)	402	34.1%	34.0%	31.8%	8
REGION 2 (ROCKY MOUNTAIN REGION)	431	32.3%	40.3%	27.4%	8
REGION 3 (SOUTHWEST REGION)	322	41.8%	35.1%	23.2%	9
REGION 4 (INTERMOUNTAIN REGION)	380	39.1%	34.1%	26.8%	4
REGION 5 (PACIFIC SOUTHWEST REGION)	485	36.8%	32.6%	30.6%	15
REGION 6 (SOUTHWEST REGION)	533	42.1%	34.2%	23.7%	21
REGION 8 (SOUTHERN REGION)	502	40.8%	35.0%	24.2%	15
REGION 9 (EASTERN REGION)	462	39.8%	34.8%	25.4%	14
REGION 10 (ALASKA REGION)	133	40.1%	40.3%	19.6%	2
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	31.6%	53.6%	14.8%	2
SRS (SOUTHERN RESEARCH STATION)	51	51.2%	29.4%	19.4%	4
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	217	31.5%	34.1%	34.4%	10
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,159	49.2%	28.5%	22.3%	27
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	63.7%	25.3%	11.0%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	47.3%	28.1%	24.6%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	49	53.3%	32.3%	14.5%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	30.3%	30.2%	39.6%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	111	44.8%	33.1%	22.1%	3

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,103	82.6%	14.5%	3.0%
Natural Resources and Environment	8,415	81.1%	15.5%	3.4%
FOREST SERVICE (FS)	5,848	77.9%	17.8%	4.2%
FPL (FOREST PRODUCTS LABORATORY)	38	89.6%	10.4%	0.0%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	89.2%	10.8%	0.0%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	86.8%	10.7%	2.4%
NRS (NORTHERN RESEARCH STATION)	69	77.5%	16.7%	5.8%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	40	89.5%	7.4%	3.2%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	50	90.2%	8.4%	1.4%
REGION 1 (NORTHERN REGION)	411	72.1%	24.0%	3.9%
REGION 2 (ROCKY MOUNTAIN REGION)	439	78.3%	18.6%	3.2%
REGION 3 (SOUTHWEST REGION)	331	76.6%	17.9%	5.5%
REGION 4 (INTERMOUNTAIN REGION)	385	75.7%	21.7%	2.5%
REGION 5 (PACIFIC SOUTHWEST REGION)	500	74.0%	20.0%	6.0%
REGION 6 (SOUTHWEST REGION)	555	75.2%	19.4%	5.4%
REGION 8 (SOUTHERN REGION)	518	77.3%	19.3%	3.4%
REGION 9 (EASTERN REGION)	475	81.6%	14.4%	4.0%
REGION 10 (ALASKA REGION)	134	80.0%	17.1%	2.9%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	51	93.8%	6.2%	0.0%
SRS (SOUTHERN RESEARCH STATION)	55	89.3%	8.7%	2.0%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	228	69.0%	22.0%	9.0%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,186	78.4%	17.3%	4.2%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	84.5%	15.5%	0.0%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	84.5%	10.2%	5.3%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	48	80.1%	18.1%	1.9%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	31	93.6%	3.3%	3.1%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	89.2%	8.9%	1.9%

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My Agency

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,609	63.9%	21.0%	15.1%	349
Natural Resources and Environment	8,210	60.6%	21.9%	17.5%	126
FOREST SERVICE (FS)	5,682	58.3%	22.4%	19.2%	104
FPL (FOREST PRODUCTS LABORATORY)	36	76.3%	10.1%	13.6%	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	80.2%	19.8%	0.0%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	86.9%	9.0%	4.1%	1
NRS (NORTHERN RESEARCH STATION)	64	67.2%	17.6%	15.2%	3
PNW (PACIFIC NORTHWEST RESEARCH STATION)	36	56.6%	23.7%	19.7%	2
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	59.9%	23.3%	16.8%	2
REGION 1 (NORTHERN REGION)	405	54.8%	25.2%	20.0%	3
REGION 2 (ROCKY MOUNTAIN REGION)	430	61.0%	21.7%	17.3%	5
REGION 3 (SOUTHWEST REGION)	323	57.2%	23.3%	19.6%	6
REGION 4 (INTERMOUNTAIN REGION)	374	55.6%	25.3%	19.1%	7
REGION 5 (PACIFIC SOUTHWEST REGION)	489	52.0%	25.4%	22.6%	7
REGION 6 (SOUTHWEST REGION)	541	56.6%	22.7%	20.7%	8
REGION 8 (SOUTHERN REGION)	499	58.2%	22.2%	19.6%	9
REGION 9 (EASTERN REGION)	468	61.1%	19.7%	19.3%	6
REGION 10 (ALASKA REGION)	132	60.7%	23.8%	15.5%	2
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	45	65.8%	22.9%	11.3%	5
SRS (SOUTHERN RESEARCH STATION)	52	76.3%	12.4%	11.3%	3
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	221	51.7%	20.1%	28.3%	5
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,147	56.8%	23.9%	19.3%	24
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	33	85.7%	11.2%	3.1%	2
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	61.0%	21.0%	18.0%	1
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	79.1%	16.4%	4.5%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	52.7%	25.4%	21.8%	1
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	62.3%	16.0%	21.6%	1

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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
Department of Agriculture	19,482	37.9%	28.2%	33.9%	454
Natural Resources and Environment	8,187	34.6%	27.4%	38.0%	149
FOREST SERVICE (FS)	5,681	32.5%	26.8%	40.7%	106
FPL (FOREST PRODUCTS LABORATORY)	36	30.5%	30.9%	38.5%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	57.5%	24.5%	18.0%	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	62.8%	12.6%	24.5%	0
NRS (NORTHERN RESEARCH STATION)	66	46.9%	20.0%	33.1%	2
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	42.1%	20.0%	37.9%	1
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	49	28.4%	21.8%	49.9%	0
REGION 1 (NORTHERN REGION)	404	28.2%	22.5%	49.3%	5
REGION 2 (ROCKY MOUNTAIN REGION)	425	33.2%	23.5%	43.3%	8
REGION 3 (SOUTHWEST REGION)	321	30.0%	28.7%	41.3%	8
REGION 4 (INTERMOUNTAIN REGION)	375	29.9%	27.8%	42.3%	6
REGION 5 (PACIFIC SOUTHWEST REGION)	483	27.3%	27.8%	44.9%	9
REGION 6 (SOUTHWEST REGION)	538	30.0%	32.7%	37.3%	10
REGION 8 (SOUTHERN REGION)	501	30.7%	31.0%	38.3%	7
REGION 9 (EASTERN REGION)	461	27.5%	31.7%	40.8%	11
REGION 10 (ALASKA REGION)	134	34.9%	25.6%	39.5%	0
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	47	28.4%	44.3%	27.2%	3
SRS (SOUTHERN RESEARCH STATION)	53	53.2%	22.1%	24.6%	2
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	225	24.9%	20.3%	54.8%	1
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,153	37.6%	24.5%	37.9%	26
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	33	54.0%	12.4%	33.6%	2
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	41.5%	17.2%	41.3%	1
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	52.4%	23.1%	24.5%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	20.1%	14.6%	65.3%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	110	40.2%	21.7%	38.1%	3

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,540	41.2%	26.7%	32.1%	363
Natural Resources and Environment	8,188	39.0%	26.8%	34.2%	127
FOREST SERVICE (FS)	5,685	37.8%	25.4%	36.9%	90
FPL (FOREST PRODUCTS LABORATORY)	36	43.4%	29.7%	26.9%	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	55.7%	32.3%	12.0%	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	65.5%	23.6%	10.9%	1
NRS (NORTHERN RESEARCH STATION)	66	39.7%	26.9%	33.4%	2
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	46.4%	20.8%	32.8%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	40.2%	34.7%	25.1%	2
REGION 1 (NORTHERN REGION)	402	35.6%	23.0%	41.4%	7
REGION 2 (ROCKY MOUNTAIN REGION)	426	42.7%	28.4%	28.9%	8
REGION 3 (SOUTHWEST REGION)	324	33.2%	26.5%	40.3%	4
REGION 4 (INTERMOUNTAIN REGION)	375	34.8%	24.6%	40.5%	5
REGION 5 (PACIFIC SOUTHWEST REGION)	485	29.6%	28.5%	41.9%	6
REGION 6 (SOUTHWEST REGION)	540	41.3%	22.3%	36.4%	7
REGION 8 (SOUTHERN REGION)	502	35.6%	27.0%	37.4%	5
REGION 9 (EASTERN REGION)	469	32.5%	28.3%	39.2%	5
REGION 10 (ALASKA REGION)	130	49.8%	23.4%	26.8%	3
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	54.5%	23.0%	22.4%	1
SRS (SOUTHERN RESEARCH STATION)	53	66.2%	16.7%	17.1%	2
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	221	23.3%	20.5%	56.1%	3
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,151	38.8%	22.9%	38.2%	21
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	40.8%	18.9%	40.3%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	79	39.8%	32.7%	27.6%	2
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	62.7%	13.8%	23.5%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	38.5%	30.8%	30.7%	1
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	110	44.4%	24.5%	31.1%	3

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My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,322	30.5%	32.8%	36.7%	540
Natural Resources and Environment	8,122	27.6%	33.7%	38.6%	184
FOREST SERVICE (FS)	5,633	27.3%	32.2%	40.5%	130
FPL (FOREST PRODUCTS LABORATORY)	36	33.7%	26.9%	39.4%	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	45.4%	38.2%	16.5%	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	54.2%	25.4%	20.4%	0
NRS (NORTHERN RESEARCH STATION)	66	32.0%	28.5%	39.4%	1
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	40.0%	27.3%	32.7%	1
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	46	28.3%	35.4%	36.3%	2
REGION 1 (NORTHERN REGION)	400	22.8%	31.9%	45.3%	5
REGION 2 (ROCKY MOUNTAIN REGION)	421	29.6%	32.9%	37.5%	14
REGION 3 (SOUTHWEST REGION)	320	24.1%	33.6%	42.3%	6
REGION 4 (INTERMOUNTAIN REGION)	373	24.9%	30.8%	44.3%	9
REGION 5 (PACIFIC SOUTHWEST REGION)	476	20.7%	33.3%	46.1%	10
REGION 6 (SOUTHWEST REGION)	541	26.4%	35.6%	38.0%	8
REGION 8 (SOUTHERN REGION)	494	25.0%	34.0%	41.0%	13
REGION 9 (EASTERN REGION)	462	26.0%	34.5%	39.5%	12
REGION 10 (ALASKA REGION)	129	35.7%	31.9%	32.3%	5
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	46	41.7%	33.1%	25.2%	3
SRS (SOUTHERN RESEARCH STATION)	52	48.0%	29.6%	22.4%	3
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	222	16.1%	24.0%	59.9%	2
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,143	29.7%	29.9%	40.5%	24
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	33	31.5%	26.0%	42.5%	2
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	79	34.5%	35.3%	30.3%	2
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	46	42.0%	32.7%	25.3%	1
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	27	24.3%	27.0%	48.8%	1
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	110	34.9%	25.6%	39.6%	4

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	18,738	16.4%	27.1%	56.4%	1,075
Natural Resources and Environment	7,875	13.6%	25.5%	60.9%	397
FOREST SERVICE (FS)	5,468	10.2%	23.0%	66.8%	281
FPL (FOREST PRODUCTS LABORATORY)	34	27.3%	20.2%	52.5%	3
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	23.1%	40.8%	36.0%	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	43	18.7%	35.7%	45.6%	4
NRS (NORTHERN RESEARCH STATION)	65	10.9%	30.9%	58.2%	3
PNW (PACIFIC NORTHWEST RESEARCH STATION)	37	16.9%	30.7%	52.4%	1
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	45	14.2%	40.8%	45.0%	4
REGION 1 (NORTHERN REGION)	390	6.9%	23.2%	69.8%	16
REGION 2 (ROCKY MOUNTAIN REGION)	421	10.1%	23.0%	66.9%	15
REGION 3 (SOUTHWEST REGION)	310	8.6%	22.0%	69.4%	15
REGION 4 (INTERMOUNTAIN REGION)	355	6.8%	22.3%	70.9%	20
REGION 5 (PACIFIC SOUTHWEST REGION)	464	8.7%	19.2%	72.1%	21
REGION 6 (SOUTHWEST REGION)	509	6.4%	24.9%	68.8%	37
REGION 8 (SOUTHERN REGION)	488	8.3%	20.1%	71.7%	17
REGION 9 (EASTERN REGION)	453	6.9%	23.3%	69.8%	19
REGION 10 (ALASKA REGION)	125	9.5%	18.0%	72.5%	6
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	44	23.8%	21.7%	54.5%	6
SRS (SOUTHERN RESEARCH STATION)	49	30.8%	28.1%	41.1%	5
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	221	7.3%	14.8%	77.8%	5
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,099	13.9%	25.1%	61.0%	69
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	32	14.7%	18.7%	66.5%	3
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	77	11.4%	22.1%	66.5%	4
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	46	22.8%	34.5%	42.7%	1
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	10.4%	24.4%	65.2%	1
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	107	14.3%	25.7%	60.0%	5

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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
Department of Agriculture	19,163	64.1%	24.2%	11.8%	761
Natural Resources and Environment	8,065	65.3%	23.2%	11.5%	264
FOREST SERVICE (FS)	5,579	61.0%	24.6%	14.4%	202
FPL (FOREST PRODUCTS LABORATORY)	36	57.5%	16.8%	25.7%	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	78.2%	15.0%	6.8%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	45	70.8%	17.1%	12.1%	2
NRS (NORTHERN RESEARCH STATION)	64	57.6%	31.1%	11.3%	4
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	58.4%	29.7%	11.8%	1
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	59.5%	18.9%	21.6%	1
REGION 1 (NORTHERN REGION)	395	61.1%	28.9%	9.9%	14
REGION 2 (ROCKY MOUNTAIN REGION)	419	63.1%	24.1%	12.8%	17
REGION 3 (SOUTHWEST REGION)	315	58.8%	24.8%	16.4%	12
REGION 4 (INTERMOUNTAIN REGION)	373	58.7%	26.8%	14.5%	7
REGION 5 (PACIFIC SOUTHWEST REGION)	470	57.0%	25.5%	17.6%	19
REGION 6 (SOUTHWEST REGION)	533	61.4%	24.0%	14.6%	14
REGION 8 (SOUTHERN REGION)	496	65.6%	19.9%	14.5%	14
REGION 9 (EASTERN REGION)	461	61.8%	25.2%	13.0%	12
REGION 10 (ALASKA REGION)	128	56.6%	31.3%	12.1%	5
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	58.1%	31.3%	10.6%	1
SRS (SOUTHERN RESEARCH STATION)	53	82.6%	9.3%	8.0%	2
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	213	55.2%	26.5%	18.2%	13
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,119	58.0%	26.3%	15.7%	55
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	33	65.2%	17.7%	17.1%	2
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	79	73.2%	15.8%	11.0%	2
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	44	84.9%	7.7%	7.4%	3
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	74.6%	17.5%	8.0%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	58.8%	28.1%	13.1%	1

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,713	78.9%	13.0%	8.2%	197
Natural Resources and Environment	8,283	81.7%	11.5%	6.8%	37
FOREST SERVICE (FS)	5,758	80.6%	11.7%	7.6%	18
FPL (FOREST PRODUCTS LABORATORY)	36	89.0%	5.9%	5.1%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	84.0%	8.2%	7.8%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	91.4%	6.1%	2.4%	0
NRS (NORTHERN RESEARCH STATION)	68	79.2%	10.6%	10.2%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	79.4%	20.6%	0.0%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	82.6%	11.6%	5.8%	0
REGION 1 (NORTHERN REGION)	408	84.6%	8.8%	6.6%	0
REGION 2 (ROCKY MOUNTAIN REGION)	434	85.4%	8.8%	5.8%	0
REGION 3 (SOUTHWEST REGION)	322	78.0%	11.7%	10.3%	3
REGION 4 (INTERMOUNTAIN REGION)	378	84.9%	12.0%	3.0%	1
REGION 5 (PACIFIC SOUTHWEST REGION)	490	74.4%	13.9%	11.7%	1
REGION 6 (SOUTHWEST REGION)	546	83.0%	11.8%	5.2%	1
REGION 8 (SOUTHERN REGION)	506	80.3%	13.6%	6.1%	3
REGION 9 (EASTERN REGION)	473	82.5%	11.4%	6.1%	0
REGION 10 (ALASKA REGION)	134	86.1%	8.0%	5.8%	0
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	89.4%	5.7%	4.9%	0
SRS (SOUTHERN RESEARCH STATION)	55	84.3%	10.2%	5.4%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	223	54.9%	21.0%	24.1%	2
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,170	79.5%	11.4%	9.1%	7
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	76.5%	21.0%	2.5%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	87.3%	7.4%	5.3%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	83.2%	10.7%	6.1%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	81.1%	10.9%	8.0%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	78.9%	16.7%	4.5%	0

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,594	71.3%	18.0%	10.7%	298
Natural Resources and Environment	8,216	71.3%	17.7%	11.0%	96
FOREST SERVICE (FS)	5,705	68.6%	18.4%	13.0%	63
FPL (FOREST PRODUCTS LABORATORY)	37	73.2%	16.4%	10.4%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	81.1%	15.2%	3.6%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	95.7%	1.9%	2.4%	0
NRS (NORTHERN RESEARCH STATION)	65	81.1%	9.6%	9.2%	2
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	73.2%	21.7%	5.1%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	49	79.7%	13.9%	6.5%	0
REGION 1 (NORTHERN REGION)	402	67.7%	19.9%	12.4%	8
REGION 2 (ROCKY MOUNTAIN REGION)	431	63.1%	18.6%	18.3%	2
REGION 3 (SOUTHWEST REGION)	323	70.3%	15.2%	14.5%	3
REGION 4 (INTERMOUNTAIN REGION)	376	63.9%	23.0%	13.2%	3
REGION 5 (PACIFIC SOUTHWEST REGION)	479	63.2%	22.2%	14.5%	12
REGION 6 (SOUTHWEST REGION)	539	69.2%	19.7%	11.1%	5
REGION 8 (SOUTHERN REGION)	501	72.5%	16.8%	10.6%	6
REGION 9 (EASTERN REGION)	470	71.7%	18.0%	10.3%	2
REGION 10 (ALASKA REGION)	133	78.5%	18.8%	2.7%	1
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	80.2%	13.5%	6.3%	0
SRS (SOUTHERN RESEARCH STATION)	52	80.3%	14.4%	5.3%	3
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	222	52.6%	19.9%	27.4%	3
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,160	66.7%	17.3%	16.1%	11
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	72.2%	11.1%	16.7%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	69.1%	22.9%	8.1%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	61.5%	24.6%	13.9%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	81.7%	11.0%	7.3%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	76.0%	14.8%	9.2%	2

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	18,877	53.8%	23.6%	22.7%	996
Natural Resources and Environment	7,934	55.7%	22.8%	21.4%	374
FOREST SERVICE (FS)	5,497	51.1%	23.5%	25.4%	270
FPL (FOREST PRODUCTS LABORATORY)	35	66.3%	17.1%	16.6%	2
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	76.6%	23.4%	0.0%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	44	76.0%	14.7%	9.3%	2
NRS (NORTHERN RESEARCH STATION)	65	60.9%	16.3%	22.8%	3
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	66.6%	19.3%	14.1%	1
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	69.8%	16.6%	13.7%	2
REGION 1 (NORTHERN REGION)	396	52.0%	22.8%	25.2%	13
REGION 2 (ROCKY MOUNTAIN REGION)	408	50.7%	26.1%	23.2%	26
REGION 3 (SOUTHWEST REGION)	310	46.9%	27.7%	25.4%	17
REGION 4 (INTERMOUNTAIN REGION)	366	56.8%	24.3%	18.9%	16
REGION 5 (PACIFIC SOUTHWEST REGION)	465	43.9%	27.1%	29.0%	26
REGION 6 (SOUTHWEST REGION)	520	58.1%	23.4%	18.6%	27
REGION 8 (SOUTHERN REGION)	477	51.6%	22.3%	26.2%	27
REGION 9 (EASTERN REGION)	449	51.5%	24.5%	24.0%	21
REGION 10 (ALASKA REGION)	129	60.1%	20.2%	19.7%	5
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	46	58.7%	20.5%	20.8%	4
SRS (SOUTHERN RESEARCH STATION)	51	74.5%	9.3%	16.2%	4
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	219	22.9%	21.1%	56.0%	8
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,114	44.0%	25.1%	30.9%	52
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	33	42.2%	23.8%	34.0%	2
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	77	57.3%	16.9%	25.8%	4
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	46	53.1%	22.3%	24.6%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	27	63.3%	13.6%	23.1%	2
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	108	56.4%	15.7%	27.9%	6

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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
Department of Agriculture	18,497	68.9%	18.1%	13.0%	1,292
Natural Resources and Environment	7,831	69.9%	16.6%	13.5%	442
FOREST SERVICE (FS)	5,432	64.9%	17.5%	17.7%	307
FPL (FOREST PRODUCTS LABORATORY)	34	80.5%	11.1%	8.4%	3
IITF (INTL INSTITUTE TROPICAL FORESTRY)	23	86.9%	13.1%	0.0%	2
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	78.4%	11.5%	10.0%	0
NRS (NORTHERN RESEARCH STATION)	65	72.1%	10.2%	17.7%	3
PNW (PACIFIC NORTHWEST RESEARCH STATION)	35	77.7%	7.0%	15.4%	4
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	81.5%	4.5%	14.0%	2
REGION 1 (NORTHERN REGION)	392	67.8%	17.8%	14.4%	16
REGION 2 (ROCKY MOUNTAIN REGION)	416	63.8%	18.1%	18.2%	14
REGION 3 (SOUTHWEST REGION)	310	65.0%	16.1%	18.9%	15
REGION 4 (INTERMOUNTAIN REGION)	358	71.8%	14.4%	13.7%	20
REGION 5 (PACIFIC SOUTHWEST REGION)	461	57.0%	19.2%	23.8%	23
REGION 6 (SOUTHWEST REGION)	522	69.7%	16.3%	14.0%	20
REGION 8 (SOUTHERN REGION)	480	62.6%	21.2%	16.2%	28
REGION 9 (EASTERN REGION)	441	63.5%	18.3%	18.2%	28
REGION 10 (ALASKA REGION)	128	73.9%	12.0%	14.2%	5
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	46	88.8%	2.2%	8.9%	4
SRS (SOUTHERN RESEARCH STATION)	49	79.2%	9.7%	11.2%	6
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	216	35.2%	26.8%	38.0%	10
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,076	60.2%	20.7%	19.0%	87
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	33	51.5%	27.7%	20.8%	2
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	74	77.7%	9.5%	12.8%	5
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	45	67.9%	18.0%	14.0%	2
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	66.2%	23.1%	10.7%	1
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	106	63.3%	20.6%	16.1%	7

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My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,492	68.7%	20.9%	10.5%	415
Natural Resources and Environment	8,146	62.3%	23.2%	14.5%	179
FOREST SERVICE (FS)	5,640	54.6%	26.2%	19.2%	139
FPL (FOREST PRODUCTS LABORATORY)	35	63.1%	31.6%	5.3%	2
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	100.0%	0.0%	0.0%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	83.0%	13.0%	4.0%	1
NRS (NORTHERN RESEARCH STATION)	62	71.1%	14.6%	14.4%	4
PNW (PACIFIC NORTHWEST RESEARCH STATION)	35	70.4%	15.3%	14.3%	3
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	46	62.3%	25.8%	11.8%	3
REGION 1 (NORTHERN REGION)	401	42.0%	29.0%	29.0%	8
REGION 2 (ROCKY MOUNTAIN REGION)	427	54.6%	25.6%	19.8%	9
REGION 3 (SOUTHWEST REGION)	317	50.3%	29.1%	20.6%	9
REGION 4 (INTERMOUNTAIN REGION)	375	49.3%	28.6%	22.2%	6
REGION 5 (PACIFIC SOUTHWEST REGION)	476	47.7%	27.9%	24.4%	15
REGION 6 (SOUTHWEST REGION)	537	50.7%	28.8%	20.5%	10
REGION 8 (SOUTHERN REGION)	496	54.8%	27.7%	17.5%	13
REGION 9 (EASTERN REGION)	462	59.7%	27.7%	12.6%	13
REGION 10 (ALASKA REGION)	131	55.3%	26.9%	17.7%	2
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	48	64.6%	24.8%	10.7%	2
SRS (SOUTHERN RESEARCH STATION)	51	73.8%	15.0%	11.2%	4
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	221	22.5%	28.0%	49.5%	3
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,151	63.0%	23.2%	13.8%	24
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	31	77.7%	16.3%	6.0%	3
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	57.6%	25.8%	16.6%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	45	79.4%	14.0%	6.6%	1
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	43.9%	32.3%	23.8%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	110	64.3%	23.0%	12.7%	4

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My Agency (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,950	60.6%	22.9%	16.5%
Natural Resources and Environment	8,335	59.7%	23.1%	17.2%
FOREST SERVICE (FS)	5,787	55.7%	23.6%	20.8%
FPL (FOREST PRODUCTS LABORATORY)	37	48.6%	23.4%	28.1%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	80.4%	19.6%	0.0%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	79.2%	14.5%	6.2%
NRS (NORTHERN RESEARCH STATION)	68	55.8%	23.8%	20.4%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	61.8%	22.8%	15.4%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	41.6%	27.9%	30.4%
REGION 1 (NORTHERN REGION)	407	50.5%	24.2%	25.3%
REGION 2 (ROCKY MOUNTAIN REGION)	436	52.4%	26.4%	21.3%
REGION 3 (SOUTHWEST REGION)	328	57.8%	23.7%	18.6%
REGION 4 (INTERMOUNTAIN REGION)	382	55.7%	25.4%	18.9%
REGION 5 (PACIFIC SOUTHWEST REGION)	490	49.1%	24.4%	26.5%
REGION 6 (SOUTHWEST REGION)	551	56.4%	25.6%	18.0%
REGION 8 (SOUTHERN REGION)	510	60.0%	21.7%	18.3%
REGION 9 (EASTERN REGION)	473	57.5%	25.6%	16.9%
REGION 10 (ALASKA REGION)	132	62.5%	16.6%	20.9%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	64.2%	23.3%	12.5%
SRS (SOUTHERN RESEARCH STATION)	55	71.1%	19.9%	9.0%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	226	37.7%	21.6%	40.7%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,175	56.6%	22.3%	21.1%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	61.4%	22.8%	15.8%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	59.8%	22.1%	18.0%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	79.1%	12.6%	8.4%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	32.9%	31.8%	35.3%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	63.6%	17.8%	18.6%

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My Agency (continued)

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
Department of Agriculture	18,250	37.2%	30.1%	32.7%	1,713
Natural Resources and Environment	7,596	31.9%	30.4%	37.8%	740
FOREST SERVICE (FS)	5,285	28.0%	29.0%	42.9%	498
FPL (FOREST PRODUCTS LABORATORY)	33	41.9%	22.7%	35.4%	4
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	76.8%	11.8%	11.5%	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	42	59.6%	19.4%	21.0%	5
NRS (NORTHERN RESEARCH STATION)	60	35.8%	24.0%	40.2%	8
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	31.0%	29.6%	39.4%	1
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	44	40.4%	28.4%	31.2%	4
REGION 1 (NORTHERN REGION)	378	20.4%	28.7%	50.9%	29
REGION 2 (ROCKY MOUNTAIN REGION)	400	23.5%	26.4%	50.1%	36
REGION 3 (SOUTHWEST REGION)	297	26.4%	29.7%	44.0%	30
REGION 4 (INTERMOUNTAIN REGION)	352	23.6%	34.4%	41.9%	30
REGION 5 (PACIFIC SOUTHWEST REGION)	449	19.5%	29.5%	51.0%	41
REGION 6 (SOUTHWEST REGION)	502	28.7%	30.7%	40.5%	48
REGION 8 (SOUTHERN REGION)	456	28.0%	30.6%	41.3%	51
REGION 9 (EASTERN REGION)	421	24.5%	33.3%	42.2%	52
REGION 10 (ALASKA REGION)	122	24.5%	37.9%	37.6%	11
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	34.1%	23.9%	42.0%	1
SRS (SOUTHERN RESEARCH STATION)	52	36.8%	26.4%	36.8%	3
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	207	14.7%	24.2%	61.1%	20
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,066	36.7%	27.2%	36.1%	108
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	33	36.0%	22.4%	41.6%	2
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	77	36.1%	27.4%	36.5%	4
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	44	65.4%	17.4%	17.3%	3
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	21.7%	28.9%	49.4%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	108	39.7%	25.1%	35.2%	6

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My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,836	83.1%	9.1%	7.8%	103
Natural Resources and Environment	8,287	84.5%	8.5%	7.0%	43
FOREST SERVICE (FS)	5,750	83.0%	8.9%	8.1%	31
FPL (FOREST PRODUCTS LABORATORY)	34	95.0%	2.5%	2.5%	3
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	74.8%	17.9%	7.3%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	90.8%	2.4%	6.7%	0
NRS (NORTHERN RESEARCH STATION)	68	81.9%	6.2%	11.9%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	82.1%	12.8%	5.1%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	93.4%	2.6%	4.0%	0
REGION 1 (NORTHERN REGION)	403	83.5%	8.1%	8.4%	2
REGION 2 (ROCKY MOUNTAIN REGION)	435	85.4%	8.6%	6.0%	1
REGION 3 (SOUTHWEST REGION)	326	79.1%	13.9%	7.0%	2
REGION 4 (INTERMOUNTAIN REGION)	379	80.5%	12.8%	6.7%	2
REGION 5 (PACIFIC SOUTHWEST REGION)	486	77.6%	11.3%	11.1%	4
REGION 6 (SOUTHWEST REGION)	549	86.1%	8.0%	5.9%	1
REGION 8 (SOUTHERN REGION)	506	83.2%	9.5%	7.3%	1
REGION 9 (EASTERN REGION)	472	86.4%	6.3%	7.3%	2
REGION 10 (ALASKA REGION)	133	87.9%	5.8%	6.3%	0
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	89.9%	6.3%	3.7%	1
SRS (SOUTHERN RESEARCH STATION)	54	93.9%	1.9%	4.2%	1
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	225	78.2%	8.1%	13.7%	0
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,166	79.9%	8.8%	11.4%	9
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	82.7%	8.5%	8.7%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	91.2%	4.9%	3.9%	1
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	90.3%	4.2%	5.5%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	76.9%	15.7%	7.5%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	85.6%	6.7%	7.8%	1

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,799	69.0%	17.2%	13.8%	102
Natural Resources and Environment	8,282	70.9%	16.1%	12.9%	38
FOREST SERVICE (FS)	5,746	68.1%	17.2%	14.7%	28
FPL (FOREST PRODUCTS LABORATORY)	33	73.2%	14.3%	12.5%	2
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	70.2%	19.5%	10.3%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	74.8%	8.6%	16.6%	0
NRS (NORTHERN RESEARCH STATION)	68	70.1%	12.2%	17.6%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	52.0%	29.3%	18.7%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	76.4%	19.5%	4.2%	0
REGION 1 (NORTHERN REGION)	404	66.7%	17.2%	16.1%	2
REGION 2 (ROCKY MOUNTAIN REGION)	434	71.8%	16.1%	12.2%	2
REGION 3 (SOUTHWEST REGION)	326	64.9%	17.5%	17.6%	2
REGION 4 (INTERMOUNTAIN REGION)	380	71.2%	15.1%	13.7%	1
REGION 5 (PACIFIC SOUTHWEST REGION)	484	67.5%	16.6%	15.9%	3
REGION 6 (SOUTHWEST REGION)	550	71.5%	17.2%	11.3%	1
REGION 8 (SOUTHERN REGION)	504	66.2%	19.0%	14.8%	3
REGION 9 (EASTERN REGION)	473	67.6%	19.0%	13.4%	1
REGION 10 (ALASKA REGION)	133	66.5%	26.1%	7.4%	0
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	73.7%	12.2%	14.2%	0
SRS (SOUTHERN RESEARCH STATION)	55	72.1%	16.1%	11.8%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	223	57.5%	16.6%	25.8%	2
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,164	66.3%	17.8%	16.0%	9
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	74.1%	14.0%	12.0%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	69.5%	16.2%	14.3%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	79.0%	9.0%	12.0%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	54.8%	25.5%	19.7%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	80.2%	8.1%	11.7%	0

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,629	64.2%	18.6%	17.3%	151
Natural Resources and Environment	8,225	64.6%	18.0%	17.3%	59
FOREST SERVICE (FS)	5,697	61.9%	18.2%	19.8%	45
FPL (FOREST PRODUCTS LABORATORY)	35	70.2%	19.0%	10.8%	2
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	59.6%	33.6%	6.8%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	80.2%	4.6%	15.3%	0
NRS (NORTHERN RESEARCH STATION)	68	64.1%	16.3%	19.6%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	59.8%	15.7%	24.6%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	75.1%	17.1%	7.8%	1
REGION 1 (NORTHERN REGION)	401	58.4%	15.7%	25.9%	3
REGION 2 (ROCKY MOUNTAIN REGION)	432	66.6%	15.2%	18.2%	2
REGION 3 (SOUTHWEST REGION)	325	53.7%	20.4%	25.9%	1
REGION 4 (INTERMOUNTAIN REGION)	377	61.0%	21.4%	17.6%	4
REGION 5 (PACIFIC SOUTHWEST REGION)	483	57.7%	20.5%	21.8%	3
REGION 6 (SOUTHWEST REGION)	538	64.2%	20.1%	15.7%	6
REGION 8 (SOUTHERN REGION)	501	62.1%	19.5%	18.5%	2
REGION 9 (EASTERN REGION)	469	57.3%	19.5%	23.2%	3
REGION 10 (ALASKA REGION)	130	67.8%	19.8%	12.4%	2
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	75.4%	16.4%	8.2%	1
SRS (SOUTHERN RESEARCH STATION)	55	76.1%	7.3%	16.6%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	221	52.2%	19.2%	28.7%	4
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,149	65.2%	15.1%	19.7%	11
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	67.4%	14.6%	17.9%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	57.3%	26.2%	16.6%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	70.5%	11.0%	18.5%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	49.7%	31.6%	18.7%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	68.3%	17.4%	14.2%	0

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	18,591	71.7%	20.9%	7.4%	1,295
Natural Resources and Environment	7,784	72.7%	20.3%	7.0%	531
FOREST SERVICE (FS)	5,350	68.4%	23.1%	8.5%	421
FPL (FOREST PRODUCTS LABORATORY)	35	79.3%	14.2%	6.5%	2
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	62.8%	30.1%	7.1%	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	79.7%	11.3%	9.0%	1
NRS (NORTHERN RESEARCH STATION)	62	65.0%	23.6%	11.4%	6
PNW (PACIFIC NORTHWEST RESEARCH STATION)	35	73.4%	23.9%	2.7%	4
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	85.4%	13.2%	1.4%	0
REGION 1 (NORTHERN REGION)	377	63.9%	26.5%	9.6%	29
REGION 2 (ROCKY MOUNTAIN REGION)	399	70.3%	23.9%	5.8%	34
REGION 3 (SOUTHWEST REGION)	311	62.8%	27.2%	10.0%	17
REGION 4 (INTERMOUNTAIN REGION)	348	69.5%	22.6%	7.9%	34
REGION 5 (PACIFIC SOUTHWEST REGION)	453	64.6%	23.3%	12.1%	34
REGION 6 (SOUTHWEST REGION)	500	69.9%	24.1%	6.0%	50
REGION 8 (SOUTHERN REGION)	475	68.8%	21.8%	9.4%	31
REGION 9 (EASTERN REGION)	437	67.7%	26.7%	5.7%	36
REGION 10 (ALASKA REGION)	122	68.8%	26.1%	5.2%	9
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	44	76.9%	18.2%	4.9%	6
SRS (SOUTHERN RESEARCH STATION)	48	82.9%	12.3%	4.8%	7
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	206	58.1%	26.5%	15.4%	21
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,091	68.7%	21.2%	10.1%	82
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	64.2%	20.8%	15.0%	1
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	75	77.4%	18.0%	4.6%	5
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	43	80.7%	12.7%	6.6%	4
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	27	76.1%	15.7%	8.3%	2
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	108	74.9%	20.2%	4.9%	5

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,780	62.7%	20.6%	16.7%	96
Natural Resources and Environment	8,270	62.5%	20.0%	17.5%	34
FOREST SERVICE (FS)	5,740	58.0%	22.0%	20.0%	26
FPL (FOREST PRODUCTS LABORATORY)	36	60.0%	24.1%	15.8%	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	54.1%	31.1%	14.8%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	79.2%	4.2%	16.6%	0
NRS (NORTHERN RESEARCH STATION)	68	67.5%	13.0%	19.4%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	54.3%	19.2%	26.5%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	77.2%	19.4%	3.4%	0
REGION 1 (NORTHERN REGION)	405	53.7%	24.1%	22.2%	1
REGION 2 (ROCKY MOUNTAIN REGION)	432	59.7%	18.7%	21.6%	3
REGION 3 (SOUTHWEST REGION)	325	53.9%	22.2%	23.9%	1
REGION 4 (INTERMOUNTAIN REGION)	378	57.4%	24.7%	18.0%	2
REGION 5 (PACIFIC SOUTHWEST REGION)	486	51.9%	25.1%	23.0%	3
REGION 6 (SOUTHWEST REGION)	546	57.1%	25.2%	17.8%	3
REGION 8 (SOUTHERN REGION)	505	59.7%	21.7%	18.5%	0
REGION 9 (EASTERN REGION)	471	55.6%	23.1%	21.3%	1
REGION 10 (ALASKA REGION)	131	59.4%	24.5%	16.1%	1
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	61.9%	26.1%	12.0%	0
SRS (SOUTHERN RESEARCH STATION)	55	67.9%	19.3%	12.8%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	225	56.9%	17.0%	26.2%	2
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,164	61.9%	19.8%	18.3%	7
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	33	59.6%	22.9%	17.5%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	81	55.4%	22.3%	22.3%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	46	64.7%	14.7%	20.6%	1
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	53.6%	25.2%	21.2%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	66.8%	14.7%	18.5%	0

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My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,609	68.0%	18.5%	13.6%	278
Natural Resources and Environment	8,208	70.2%	16.9%	12.9%	100
FOREST SERVICE (FS)	5,679	65.9%	18.4%	15.6%	87
FPL (FOREST PRODUCTS LABORATORY)	37	71.3%	20.6%	8.1%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	63.6%	28.5%	7.9%	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	82.9%	4.3%	12.8%	0
NRS (NORTHERN RESEARCH STATION)	68	69.7%	9.0%	21.3%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	62.5%	23.7%	13.8%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	46	73.2%	12.0%	14.8%	2
REGION 1 (NORTHERN REGION)	401	65.9%	18.5%	15.5%	5
REGION 2 (ROCKY MOUNTAIN REGION)	429	69.0%	17.9%	13.1%	6
REGION 3 (SOUTHWEST REGION)	324	63.9%	18.6%	17.5%	3
REGION 4 (INTERMOUNTAIN REGION)	378	67.2%	20.4%	12.4%	4
REGION 5 (PACIFIC SOUTHWEST REGION)	477	57.2%	23.8%	19.0%	12
REGION 6 (SOUTHWEST REGION)	539	72.6%	14.7%	12.6%	11
REGION 8 (SOUTHERN REGION)	499	66.6%	17.1%	16.3%	7
REGION 9 (EASTERN REGION)	464	67.1%	19.2%	13.7%	8
REGION 10 (ALASKA REGION)	130	64.6%	22.4%	13.0%	0
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	73.4%	13.7%	12.9%	1
SRS (SOUTHERN RESEARCH STATION)	53	70.0%	19.9%	10.1%	2
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	227	53.0%	20.0%	27.0%	0
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,141	63.6%	18.8%	17.6%	24
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	77.9%	14.0%	8.1%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	72.8%	13.0%	14.2%	1
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	67.7%	17.4%	14.9%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	57.6%	20.7%	21.7%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	74.7%	14.5%	10.7%	0

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,906	78.3%	11.6%	10.2%
Natural Resources and Environment	8,317	78.8%	11.0%	10.2%
FOREST SERVICE (FS)	5,773	76.9%	11.3%	11.8%
FPL (FOREST PRODUCTS LABORATORY)	37	84.9%	7.5%	7.6%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	79.1%	10.6%	10.3%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	89.0%	0.0%	11.0%
NRS (NORTHERN RESEARCH STATION)	67	76.6%	13.0%	10.4%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	79.1%	9.5%	11.4%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	86.3%	9.7%	4.0%
REGION 1 (NORTHERN REGION)	405	73.5%	12.4%	14.1%
REGION 2 (ROCKY MOUNTAIN REGION)	435	77.4%	10.2%	12.4%
REGION 3 (SOUTHWEST REGION)	327	72.9%	12.4%	14.6%
REGION 4 (INTERMOUNTAIN REGION)	380	78.1%	12.9%	9.0%
REGION 5 (PACIFIC SOUTHWEST REGION)	489	71.8%	13.3%	14.9%
REGION 6 (SOUTHWEST REGION)	550	83.9%	8.0%	8.1%
REGION 8 (SOUTHERN REGION)	507	74.6%	10.8%	14.6%
REGION 9 (EASTERN REGION)	473	77.9%	11.9%	10.2%
REGION 10 (ALASKA REGION)	133	80.4%	10.1%	9.4%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	83.2%	6.0%	10.7%
SRS (SOUTHERN RESEARCH STATION)	55	86.5%	7.5%	6.0%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	227	69.8%	16.1%	14.1%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,172	75.9%	11.8%	12.4%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	74.3%	17.4%	8.3%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	80.7%	10.0%	9.3%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	82.1%	7.8%	10.1%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	81.4%	7.6%	11.0%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	82.8%	12.1%	5.1%

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My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Department of Agriculture	19,851	82.6%	9.7%	7.7%
Natural Resources and Environment	8,298	82.8%	9.5%	7.7%
FOREST SERVICE (FS)	5,756	81.2%	10.0%	8.8%
FPL (FOREST PRODUCTS LABORATORY)	37	87.3%	10.0%	2.7%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	78.2%	11.1%	10.8%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	91.2%	0.0%	8.8%
NRS (NORTHERN RESEARCH STATION)	68	84.9%	4.8%	10.3%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	82.2%	10.3%	7.5%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	92.4%	5.7%	2.0%
REGION 1 (NORTHERN REGION)	403	78.0%	9.8%	12.1%
REGION 2 (ROCKY MOUNTAIN REGION)	434	84.9%	8.5%	6.6%
REGION 3 (SOUTHWEST REGION)	327	78.9%	12.9%	8.2%
REGION 4 (INTERMOUNTAIN REGION)	380	82.1%	12.0%	5.9%
REGION 5 (PACIFIC SOUTHWEST REGION)	488	76.0%	12.2%	11.8%
REGION 6 (SOUTHWEST REGION)	546	85.7%	7.6%	6.7%
REGION 8 (SOUTHERN REGION)	507	78.5%	12.2%	9.3%
REGION 9 (EASTERN REGION)	471	83.0%	8.6%	8.5%
REGION 10 (ALASKA REGION)	133	83.6%	9.1%	7.3%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	85.9%	3.7%	10.3%
SRS (SOUTHERN RESEARCH STATION)	55	88.8%	5.4%	5.8%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	226	77.3%	11.1%	11.6%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,166	78.9%	10.8%	10.3%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	76.8%	14.5%	8.7%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	85.8%	7.8%	6.4%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	46	87.4%	6.2%	6.4%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	81.2%	11.3%	7.5%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	88.1%	4.0%	7.9%

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,857	86.0%	6.8%	7.1%
Natural Resources and Environment	8,299	85.7%	6.5%	7.8%
FOREST SERVICE (FS)	5,760	83.2%	7.4%	9.3%
FPL (FOREST PRODUCTS LABORATORY)	36	92.0%	0.0%	8.0%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	84.8%	15.2%	0.0%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	90.5%	2.7%	6.8%
NRS (NORTHERN RESEARCH STATION)	68	89.3%	3.4%	7.3%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	37	83.8%	13.7%	2.5%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	88.9%	5.9%	5.2%
REGION 1 (NORTHERN REGION)	403	78.7%	7.3%	14.0%
REGION 2 (ROCKY MOUNTAIN REGION)	435	87.6%	4.5%	7.9%
REGION 3 (SOUTHWEST REGION)	327	72.9%	13.4%	13.7%
REGION 4 (INTERMOUNTAIN REGION)	380	82.4%	7.3%	10.3%
REGION 5 (PACIFIC SOUTHWEST REGION)	488	80.2%	9.3%	10.5%
REGION 6 (SOUTHWEST REGION)	550	86.1%	6.1%	7.8%
REGION 8 (SOUTHERN REGION)	505	85.3%	6.1%	8.6%
REGION 9 (EASTERN REGION)	472	86.2%	6.1%	7.8%
REGION 10 (ALASKA REGION)	133	88.0%	7.5%	4.6%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	92.3%	2.0%	5.8%
SRS (SOUTHERN RESEARCH STATION)	55	92.5%	3.2%	4.2%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	226	78.6%	8.4%	13.0%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,168	81.5%	9.2%	9.3%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	89.3%	5.2%	5.4%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	86.1%	5.8%	8.1%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	84.9%	5.6%	9.5%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	88.7%	3.7%	7.6%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	114	78.3%	9.4%	12.3%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Department of Agriculture	19,857	67.8%	16.1%	16.0%
Natural Resources and Environment	8,298	68.4%	15.3%	16.3%
FOREST SERVICE (FS)	5,758	66.0%	15.6%	18.4%
FPL (FOREST PRODUCTS LABORATORY)	37	68.3%	21.7%	9.9%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	63.4%	22.5%	14.1%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	75.9%	10.9%	13.2%
NRS (NORTHERN RESEARCH STATION)	68	72.2%	9.7%	18.1%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	62.8%	21.2%	16.0%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	77.8%	10.3%	11.9%
REGION 1 (NORTHERN REGION)	405	61.6%	15.9%	22.6%
REGION 2 (ROCKY MOUNTAIN REGION)	435	68.5%	14.1%	17.4%
REGION 3 (SOUTHWEST REGION)	326	62.8%	17.4%	19.8%
REGION 4 (INTERMOUNTAIN REGION)	380	65.7%	17.2%	17.1%
REGION 5 (PACIFIC SOUTHWEST REGION)	486	62.4%	16.4%	21.2%
REGION 6 (SOUTHWEST REGION)	549	69.4%	15.0%	15.6%
REGION 8 (SOUTHERN REGION)	507	63.7%	16.4%	19.8%
REGION 9 (EASTERN REGION)	472	66.3%	13.9%	19.8%
REGION 10 (ALASKA REGION)	132	69.6%	13.3%	17.1%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	74.2%	15.4%	10.3%
SRS (SOUTHERN RESEARCH STATION)	55	81.1%	6.9%	12.0%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	227	56.3%	18.1%	25.6%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,165	66.2%	16.7%	17.1%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	68.6%	20.0%	11.4%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	68.7%	12.2%	19.1%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	69.3%	16.1%	14.6%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	70.5%	10.8%	18.8%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	70.6%	12.7%	16.7%

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,867	70.5%	18.6%	10.9%
Natural Resources and Environment	8,303	70.0%	18.4%	11.6%
FOREST SERVICE (FS)	5,757	67.7%	19.1%	13.2%
FPL (FOREST PRODUCTS LABORATORY)	37	71.7%	17.9%	10.4%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	63.3%	26.0%	10.8%
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	72.3%	14.7%	13.0%
NRS (NORTHERN RESEARCH STATION)	68	72.1%	13.0%	14.9%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	73.6%	12.8%	13.6%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	85.2%	9.4%	5.4%
REGION 1 (NORTHERN REGION)	403	63.5%	21.9%	14.6%
REGION 2 (ROCKY MOUNTAIN REGION)	435	68.7%	19.5%	11.8%
REGION 3 (SOUTHWEST REGION)	325	65.3%	20.9%	13.8%
REGION 4 (INTERMOUNTAIN REGION)	381	67.6%	21.8%	10.6%
REGION 5 (PACIFIC SOUTHWEST REGION)	489	62.5%	20.7%	16.8%
REGION 6 (SOUTHWEST REGION)	549	69.0%	19.6%	11.4%
REGION 8 (SOUTHERN REGION)	503	64.4%	22.2%	13.4%
REGION 9 (EASTERN REGION)	472	68.2%	19.4%	12.3%
REGION 10 (ALASKA REGION)	132	76.1%	14.6%	9.3%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	82.2%	11.8%	6.1%
SRS (SOUTHERN RESEARCH STATION)	55	81.5%	12.5%	6.0%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	226	57.7%	25.8%	16.4%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,168	69.8%	16.2%	14.0%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	69.2%	22.1%	8.7%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	68.7%	15.9%	15.3%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	46	66.7%	17.2%	16.1%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	74.4%	6.8%	18.8%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	73.4%	13.3%	13.2%

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Leadership

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,469	31.0%	27.6%	41.4%	370
Natural Resources and Environment	8,151	26.8%	26.9%	46.3%	132
FOREST SERVICE (FS)	5,651	25.0%	24.8%	50.2%	93
FPL (FOREST PRODUCTS LABORATORY)	37	24.8%	21.6%	53.6%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	46.9%	41.4%	11.7%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	47	49.2%	22.9%	27.9%	0
NRS (NORTHERN RESEARCH STATION)	67	29.8%	25.7%	44.5%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	35	18.8%	28.3%	52.9%	3
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	16.4%	28.2%	55.4%	0
REGION 1 (NORTHERN REGION)	398	17.4%	23.8%	58.8%	6
REGION 2 (ROCKY MOUNTAIN REGION)	431	22.5%	25.4%	52.1%	3
REGION 3 (SOUTHWEST REGION)	321	25.7%	28.5%	45.8%	7
REGION 4 (INTERMOUNTAIN REGION)	371	26.9%	28.2%	44.8%	7
REGION 5 (PACIFIC SOUTHWEST REGION)	475	24.4%	25.6%	50.0%	13
REGION 6 (SOUTHWEST REGION)	536	25.7%	25.1%	49.2%	11
REGION 8 (SOUTHERN REGION)	493	27.8%	20.1%	52.0%	10
REGION 9 (EASTERN REGION)	465	19.4%	27.0%	53.6%	6
REGION 10 (ALASKA REGION)	129	24.4%	35.5%	40.1%	3
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	23.8%	32.5%	43.6%	1
SRS (SOUTHERN RESEARCH STATION)	53	29.3%	29.5%	41.2%	2
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	224	11.0%	11.2%	77.8%	2
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,145	28.9%	22.7%	48.4%	15
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	26.9%	29.2%	43.9%	1
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	79	26.5%	20.3%	53.2%	1
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	46	41.8%	21.4%	36.8%	1
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	22.8%	29.2%	47.9%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	35.7%	22.4%	42.0%	1

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	18,545	43.9%	30.0%	26.1%	1,281
Natural Resources and Environment	7,748	41.1%	30.0%	28.9%	533
FOREST SERVICE (FS)	5,386	38.0%	29.3%	32.7%	354
FPL (FOREST PRODUCTS LABORATORY)	35	34.2%	27.2%	38.6%	2
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	51.7%	30.1%	18.2%	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	44	72.4%	18.7%	8.9%	3
NRS (NORTHERN RESEARCH STATION)	65	47.8%	19.8%	32.3%	2
PNW (PACIFIC NORTHWEST RESEARCH STATION)	32	48.6%	31.7%	19.7%	7
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	44	45.5%	30.0%	24.5%	4
REGION 1 (NORTHERN REGION)	378	32.8%	30.2%	37.0%	26
REGION 2 (ROCKY MOUNTAIN REGION)	411	36.1%	35.3%	28.5%	21
REGION 3 (SOUTHWEST REGION)	314	42.0%	27.3%	30.7%	14
REGION 4 (INTERMOUNTAIN REGION)	354	38.5%	35.2%	26.3%	23
REGION 5 (PACIFIC SOUTHWEST REGION)	460	32.0%	29.2%	38.9%	27
REGION 6 (SOUTHWEST REGION)	494	42.1%	33.4%	24.6%	54
REGION 8 (SOUTHERN REGION)	475	37.4%	30.6%	31.9%	27
REGION 9 (EASTERN REGION)	430	34.9%	30.0%	35.2%	41
REGION 10 (ALASKA REGION)	121	49.5%	28.7%	21.8%	11
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	47	42.3%	31.4%	26.3%	3
SRS (SOUTHERN RESEARCH STATION)	46	46.1%	28.2%	25.7%	9
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	220	15.5%	16.0%	68.5%	5
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,103	36.5%	27.3%	36.2%	57
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	31.9%	25.0%	43.1%	1
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	73	55.0%	19.5%	25.5%	7
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	46	49.9%	31.1%	19.1%	1
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	46.7%	31.6%	21.7%	1
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	106	53.4%	16.9%	29.6%	7

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Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	18,712	63.5%	24.5%	12.0%	970
Natural Resources and Environment	7,814	63.2%	24.6%	12.3%	394
FOREST SERVICE (FS)	5,394	58.9%	26.6%	14.5%	293
FPL (FOREST PRODUCTS LABORATORY)	33	58.2%	26.2%	15.5%	4
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	62.2%	34.3%	3.5%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	44	70.2%	18.3%	11.5%	2
NRS (NORTHERN RESEARCH STATION)	63	63.0%	23.8%	13.2%	4
PNW (PACIFIC NORTHWEST RESEARCH STATION)	35	49.2%	43.9%	6.9%	4
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	43	67.4%	18.2%	14.3%	4
REGION 1 (NORTHERN REGION)	377	55.0%	29.6%	15.3%	23
REGION 2 (ROCKY MOUNTAIN REGION)	410	63.2%	25.8%	11.0%	21
REGION 3 (SOUTHWEST REGION)	310	57.5%	26.8%	15.6%	12
REGION 4 (INTERMOUNTAIN REGION)	350	62.6%	24.6%	12.8%	21
REGION 5 (PACIFIC SOUTHWEST REGION)	453	53.2%	28.1%	18.7%	28
REGION 6 (SOUTHWEST REGION)	513	62.1%	27.0%	10.9%	29
REGION 8 (SOUTHERN REGION)	482	58.6%	26.3%	15.1%	17
REGION 9 (EASTERN REGION)	443	57.3%	29.7%	13.1%	25
REGION 10 (ALASKA REGION)	127	68.2%	21.7%	10.1%	5
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	45	81.7%	16.1%	2.3%	5
SRS (SOUTHERN RESEARCH STATION)	48	74.6%	23.0%	2.4%	6
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	211	44.5%	20.4%	35.0%	14
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,093	56.4%	27.2%	16.4%	53
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	32	60.3%	25.5%	14.3%	3
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	74	64.1%	22.9%	13.1%	6
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	44	60.4%	33.0%	6.6%	2
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	58.7%	25.6%	15.7%	1
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	109	60.1%	26.3%	13.6%	4

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,517	55.6%	24.1%	20.2%	237
Natural Resources and Environment	8,174	52.3%	24.6%	23.1%	81
FOREST SERVICE (FS)	5,670	46.4%	26.2%	27.3%	57
FPL (FOREST PRODUCTS LABORATORY)	36	54.7%	19.1%	26.1%	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	53.4%	42.7%	4.0%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	77.9%	13.2%	8.8%	1
NRS (NORTHERN RESEARCH STATION)	66	57.2%	18.3%	24.6%	1
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	50.0%	24.9%	25.1%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	51.3%	24.1%	24.6%	0
REGION 1 (NORTHERN REGION)	399	35.3%	26.2%	38.6%	4
REGION 2 (ROCKY MOUNTAIN REGION)	430	50.1%	23.7%	26.1%	4
REGION 3 (SOUTHWEST REGION)	322	43.3%	27.9%	28.8%	4
REGION 4 (INTERMOUNTAIN REGION)	373	49.7%	26.4%	24.0%	4
REGION 5 (PACIFIC SOUTHWEST REGION)	481	42.3%	28.8%	28.9%	4
REGION 6 (SOUTHWEST REGION)	542	44.5%	29.3%	26.2%	4
REGION 8 (SOUTHERN REGION)	494	49.7%	25.9%	24.5%	7
REGION 9 (EASTERN REGION)	465	47.7%	29.4%	22.9%	6
REGION 10 (ALASKA REGION)	132	56.5%	21.7%	21.8%	0
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	49.7%	33.9%	16.4%	0
SRS (SOUTHERN RESEARCH STATION)	53	46.2%	30.6%	23.2%	2
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	223	24.3%	22.0%	53.8%	2
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,146	49.9%	24.3%	25.7%	10
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	51.6%	18.2%	30.2%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	79	45.0%	23.3%	31.7%	1
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	44	53.1%	26.7%	20.2%	2
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	27.0%	30.3%	42.6%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	45.5%	25.8%	28.7%	0

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	18,557	55.2%	28.1%	16.6%	1,197
Natural Resources and Environment	7,794	53.3%	27.8%	18.9%	454
FOREST SERVICE (FS)	5,366	45.1%	30.6%	24.3%	349
FPL (FOREST PRODUCTS LABORATORY)	31	40.5%	32.0%	27.5%	6
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	57.8%	42.2%	0.0%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	45	68.3%	15.7%	16.0%	1
NRS (NORTHERN RESEARCH STATION)	64	56.2%	26.7%	17.1%	3
PNW (PACIFIC NORTHWEST RESEARCH STATION)	36	49.9%	29.6%	20.5%	3
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	43	43.3%	36.1%	20.6%	5
REGION 1 (NORTHERN REGION)	381	36.9%	28.6%	34.4%	21
REGION 2 (ROCKY MOUNTAIN REGION)	407	47.2%	29.9%	22.9%	23
REGION 3 (SOUTHWEST REGION)	303	39.7%	37.5%	22.8%	23
REGION 4 (INTERMOUNTAIN REGION)	352	46.5%	33.1%	20.4%	24
REGION 5 (PACIFIC SOUTHWEST REGION)	452	38.4%	36.3%	25.3%	32
REGION 6 (SOUTHWEST REGION)	519	44.0%	31.5%	24.5%	28
REGION 8 (SOUTHERN REGION)	477	50.6%	27.4%	22.0%	26
REGION 9 (EASTERN REGION)	439	52.2%	28.7%	19.0%	30
REGION 10 (ALASKA REGION)	126	53.3%	32.2%	14.5%	6
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	44	47.8%	38.4%	13.8%	6
SRS (SOUTHERN RESEARCH STATION)	44	55.1%	30.4%	14.5%	9
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	209	24.7%	25.6%	49.7%	17
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,087	48.8%	26.5%	24.7%	68
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	28	44.0%	30.2%	25.8%	5
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	73	30.4%	37.8%	31.7%	6
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	42	47.1%	30.8%	22.1%	3
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	36.1%	25.7%	38.2%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	109	50.5%	17.8%	31.7%	4

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,190	47.3%	26.1%	26.5%	591
Natural Resources and Environment	8,063	46.7%	25.3%	27.9%	202
FOREST SERVICE (FS)	5,583	43.3%	25.4%	31.3%	146
FPL (FOREST PRODUCTS LABORATORY)	34	38.6%	18.0%	43.4%	3
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	53.2%	31.8%	15.0%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	45	61.7%	17.2%	21.1%	1
NRS (NORTHERN RESEARCH STATION)	63	52.4%	21.8%	25.8%	3
PNW (PACIFIC NORTHWEST RESEARCH STATION)	36	43.9%	30.0%	26.1%	3
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	46	27.1%	37.5%	35.3%	2
REGION 1 (NORTHERN REGION)	396	37.0%	23.0%	40.0%	7
REGION 2 (ROCKY MOUNTAIN REGION)	424	45.6%	23.2%	31.2%	8
REGION 3 (SOUTHWEST REGION)	319	42.1%	26.6%	31.4%	7
REGION 4 (INTERMOUNTAIN REGION)	365	43.3%	26.4%	30.3%	13
REGION 5 (PACIFIC SOUTHWEST REGION)	480	38.2%	27.5%	34.2%	6
REGION 6 (SOUTHWEST REGION)	538	45.4%	27.9%	26.6%	9
REGION 8 (SOUTHERN REGION)	489	51.6%	20.7%	27.7%	14
REGION 9 (EASTERN REGION)	463	45.9%	29.7%	24.4%	8
REGION 10 (ALASKA REGION)	127	47.7%	29.3%	23.0%	2
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	37.7%	43.6%	18.7%	1
SRS (SOUTHERN RESEARCH STATION)	49	49.6%	23.2%	27.2%	6
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	214	33.8%	15.8%	50.4%	12
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,126	41.5%	24.4%	34.1%	30
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	33	55.2%	25.2%	19.6%	2
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	76	38.2%	25.6%	36.1%	4
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	45	49.0%	26.1%	24.9%	2
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	37.2%	30.7%	32.1%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	110	44.4%	22.2%	33.4%	3

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,153	53.3%	25.1%	21.6%	612
Natural Resources and Environment	8,042	54.1%	24.4%	21.4%	211
FOREST SERVICE (FS)	5,571	51.8%	24.4%	23.8%	153
FPL (FOREST PRODUCTS LABORATORY)	36	47.8%	27.4%	24.8%	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	44.3%	40.1%	15.6%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	76.7%	10.3%	13.1%	1
NRS (NORTHERN RESEARCH STATION)	63	67.7%	9.7%	22.6%	4
PNW (PACIFIC NORTHWEST RESEARCH STATION)	36	49.3%	36.2%	14.5%	3
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	44	51.8%	18.6%	29.6%	2
REGION 1 (NORTHERN REGION)	396	50.6%	22.1%	27.3%	6
REGION 2 (ROCKY MOUNTAIN REGION)	426	55.2%	20.4%	24.4%	7
REGION 3 (SOUTHWEST REGION)	316	48.0%	25.2%	26.8%	9
REGION 4 (INTERMOUNTAIN REGION)	363	54.9%	22.1%	22.9%	13
REGION 5 (PACIFIC SOUTHWEST REGION)	476	46.1%	27.2%	26.7%	11
REGION 6 (SOUTHWEST REGION)	539	55.6%	25.0%	19.4%	9
REGION 8 (SOUTHERN REGION)	488	58.6%	20.5%	20.8%	14
REGION 9 (EASTERN REGION)	461	55.0%	26.4%	18.6%	8
REGION 10 (ALASKA REGION)	130	56.0%	27.8%	16.1%	2
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	50.6%	37.5%	11.9%	1
SRS (SOUTHERN RESEARCH STATION)	48	65.0%	18.6%	16.4%	7
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	212	38.2%	18.9%	42.9%	13
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,122	46.2%	26.2%	27.6%	32
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	33	44.9%	38.1%	16.9%	2
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	77	46.2%	31.4%	22.4%	3
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	45	57.4%	31.3%	11.3%	2
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	49.2%	32.4%	18.4%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	110	50.7%	20.7%	28.5%	3

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Leadership (continued)

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
Department of Agriculture	18,597	53.3%	27.8%	18.9%	1,203
Natural Resources and Environment	7,846	50.8%	29.3%	19.9%	417
FOREST SERVICE (FS)	5,428	47.7%	30.2%	22.1%	296
FPL (FOREST PRODUCTS LABORATORY)	35	41.7%	45.2%	13.1%	2
IITF (INTL INSTITUTE TROPICAL FORESTRY)	25	58.4%	37.0%	4.6%	2
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	75.7%	11.3%	13.0%	0
NRS (NORTHERN RESEARCH STATION)	65	56.8%	20.3%	22.9%	2
PNW (PACIFIC NORTHWEST RESEARCH STATION)	35	32.1%	41.3%	26.5%	4
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	39.8%	36.8%	23.3%	1
REGION 1 (NORTHERN REGION)	387	42.7%	31.6%	25.7%	16
REGION 2 (ROCKY MOUNTAIN REGION)	404	47.5%	31.3%	21.2%	29
REGION 3 (SOUTHWEST REGION)	303	48.1%	34.2%	17.7%	22
REGION 4 (INTERMOUNTAIN REGION)	362	54.0%	31.8%	14.2%	16
REGION 5 (PACIFIC SOUTHWEST REGION)	464	42.7%	26.4%	30.9%	20
REGION 6 (SOUTHWEST REGION)	520	50.1%	29.2%	20.7%	27
REGION 8 (SOUTHERN REGION)	471	46.6%	33.2%	20.2%	28
REGION 9 (EASTERN REGION)	447	43.1%	34.2%	22.7%	22
REGION 10 (ALASKA REGION)	129	65.0%	21.8%	13.2%	3
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	45.2%	38.6%	16.2%	0
SRS (SOUTHERN RESEARCH STATION)	47	64.4%	21.6%	14.0%	7
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	212	34.9%	22.8%	42.3%	12
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,093	50.0%	28.6%	21.4%	66
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	32	55.6%	24.2%	20.3%	3
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	77	47.4%	32.5%	20.1%	3
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	45	60.2%	19.7%	20.1%	2
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	18.3%	44.4%	37.3%	1
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	104	53.4%	28.4%	18.2%	8

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,523	43.9%	28.4%	27.7%	276
Natural Resources and Environment	8,173	39.4%	28.9%	31.6%	97
FOREST SERVICE (FS)	5,667	36.1%	28.0%	35.9%	66
FPL (FOREST PRODUCTS LABORATORY)	36	36.6%	28.4%	35.1%	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	70.3%	25.5%	4.3%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	56.3%	22.8%	21.0%	0
NRS (NORTHERN RESEARCH STATION)	67	45.1%	20.9%	34.0%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	27.7%	37.3%	35.0%	1
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	33.2%	28.2%	38.5%	0
REGION 1 (NORTHERN REGION)	397	29.6%	27.5%	42.9%	6
REGION 2 (ROCKY MOUNTAIN REGION)	429	33.6%	30.6%	35.8%	4
REGION 3 (SOUTHWEST REGION)	320	37.8%	32.8%	29.3%	6
REGION 4 (INTERMOUNTAIN REGION)	370	37.7%	31.0%	31.4%	7
REGION 5 (PACIFIC SOUTHWEST REGION)	479	30.4%	29.9%	39.7%	7
REGION 6 (SOUTHWEST REGION)	540	38.7%	28.9%	32.5%	8
REGION 8 (SOUTHERN REGION)	495	37.7%	26.9%	35.4%	7
REGION 9 (EASTERN REGION)	461	31.1%	30.6%	38.3%	8
REGION 10 (ALASKA REGION)	131	42.0%	34.9%	23.1%	1
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	41.6%	26.0%	32.4%	0
SRS (SOUTHERN RESEARCH STATION)	53	46.9%	27.3%	25.8%	2
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	226	17.8%	12.4%	69.8%	0
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,151	39.8%	24.7%	35.5%	7
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	29.3%	39.7%	31.0%	1
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	42.2%	19.8%	38.0%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	51.5%	26.5%	22.0%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	32.5%	21.6%	45.9%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	52.4%	21.3%	26.3%	0

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	18,077	55.2%	29.9%	15.0%	1,718
Natural Resources and Environment	7,551	54.7%	30.2%	15.1%	717
FOREST SERVICE (FS)	5,267	55.0%	27.9%	17.1%	461
FPL (FOREST PRODUCTS LABORATORY)	35	64.2%	17.4%	18.4%	2
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	68.5%	31.5%	0.0%	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	42	87.2%	10.4%	2.3%	4
NRS (NORTHERN RESEARCH STATION)	58	65.5%	21.1%	13.4%	9
PNW (PACIFIC NORTHWEST RESEARCH STATION)	34	48.1%	37.4%	14.5%	5
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	46	54.2%	36.0%	9.8%	2
REGION 1 (NORTHERN REGION)	369	58.4%	28.5%	13.1%	33
REGION 2 (ROCKY MOUNTAIN REGION)	401	54.7%	29.2%	16.1%	32
REGION 3 (SOUTHWEST REGION)	297	57.0%	24.1%	18.9%	29
REGION 4 (INTERMOUNTAIN REGION)	348	58.4%	26.8%	14.7%	29
REGION 5 (PACIFIC SOUTHWEST REGION)	448	44.6%	32.9%	22.5%	36
REGION 6 (SOUTHWEST REGION)	495	60.8%	26.2%	13.0%	52
REGION 8 (SOUTHERN REGION)	469	53.6%	31.3%	15.2%	33
REGION 9 (EASTERN REGION)	429	56.0%	29.9%	14.2%	39
REGION 10 (ALASKA REGION)	123	68.2%	25.5%	6.3%	9
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	44	60.5%	32.2%	7.3%	6
SRS (SOUTHERN RESEARCH STATION)	51	73.8%	24.3%	1.9%	4
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	204	25.3%	25.7%	49.0%	22
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,067	52.0%	25.1%	22.8%	92
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	31	52.9%	37.8%	9.3%	4
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	73	61.0%	28.2%	10.8%	7
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	43	70.9%	22.2%	7.0%	4
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	27	68.8%	16.6%	14.6%	2
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	107	56.0%	30.1%	13.9%	5

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My Satisfaction

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,754	47.7%	25.0%	27.4%
Natural Resources and Environment	8,244	46.5%	25.0%	28.6%
FOREST SERVICE (FS)	5,710	45.4%	24.3%	30.3%
FPL (FOREST PRODUCTS LABORATORY)	37	52.8%	16.1%	31.1%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	55.9%	17.7%	26.4%
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	65.6%	18.7%	15.7%
NRS (NORTHERN RESEARCH STATION)	67	57.8%	23.1%	19.1%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	43.2%	33.7%	23.1%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	36.7%	24.7%	38.6%
REGION 1 (NORTHERN REGION)	400	39.8%	22.0%	38.2%
REGION 2 (ROCKY MOUNTAIN REGION)	433	47.0%	20.9%	32.1%
REGION 3 (SOUTHWEST REGION)	325	46.2%	24.4%	29.4%
REGION 4 (INTERMOUNTAIN REGION)	376	45.7%	26.1%	28.3%
REGION 5 (PACIFIC SOUTHWEST REGION)	483	40.8%	26.2%	32.9%
REGION 6 (SOUTHWEST REGION)	546	49.1%	22.1%	28.8%
REGION 8 (SOUTHERN REGION)	497	45.8%	25.0%	29.1%
REGION 9 (EASTERN REGION)	466	44.4%	26.9%	28.6%
REGION 10 (ALASKA REGION)	132	40.5%	33.8%	25.7%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	50.7%	32.8%	16.4%
SRS (SOUTHERN RESEARCH STATION)	54	49.4%	18.9%	31.6%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	224	29.9%	21.1%	49.0%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,157	45.2%	23.6%	31.2%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	55.5%	28.4%	16.2%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	50.5%	26.4%	23.2%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	61.8%	17.6%	20.6%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	37.5%	36.0%	26.5%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	58.9%	19.6%	21.5%

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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
Department of Agriculture	19,727	41.0%	26.4%	32.6%
Natural Resources and Environment	8,227	37.8%	26.7%	35.6%
FOREST SERVICE (FS)	5,697	37.7%	26.6%	35.8%
FPL (FOREST PRODUCTS LABORATORY)	36	40.8%	29.3%	30.0%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	54.5%	41.3%	4.3%
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	63.6%	16.5%	19.9%
NRS (NORTHERN RESEARCH STATION)	67	52.2%	21.3%	26.5%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	36.4%	35.6%	28.0%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	34.6%	22.7%	42.7%
REGION 1 (NORTHERN REGION)	398	36.7%	20.9%	42.5%
REGION 2 (ROCKY MOUNTAIN REGION)	432	39.5%	21.0%	39.5%
REGION 3 (SOUTHWEST REGION)	326	36.3%	32.6%	31.1%
REGION 4 (INTERMOUNTAIN REGION)	374	40.8%	25.7%	33.5%
REGION 5 (PACIFIC SOUTHWEST REGION)	480	31.5%	26.3%	42.2%
REGION 6 (SOUTHWEST REGION)	544	41.3%	29.1%	29.6%
REGION 8 (SOUTHERN REGION)	499	35.0%	28.4%	36.6%
REGION 9 (EASTERN REGION)	466	34.2%	30.7%	35.1%
REGION 10 (ALASKA REGION)	132	37.1%	31.9%	30.9%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	46.6%	26.8%	26.6%
SRS (SOUTHERN RESEARCH STATION)	55	47.3%	25.5%	27.3%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	223	16.4%	23.3%	60.3%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,155	39.5%	25.7%	34.8%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	41.8%	24.7%	33.5%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	80	40.8%	25.3%	33.9%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	49.4%	25.6%	24.9%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	25.4%	36.8%	37.8%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	110	45.7%	19.5%	34.8%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,639	43.8%	25.9%	30.3%
Natural Resources and Environment	8,188	41.5%	26.5%	32.0%
FOREST SERVICE (FS)	5,675	40.0%	25.4%	34.5%
FPL (FOREST PRODUCTS LABORATORY)	37	37.4%	36.1%	26.4%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	43.7%	28.3%	27.9%
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	67.6%	12.4%	20.0%
NRS (NORTHERN RESEARCH STATION)	67	45.1%	27.8%	27.1%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	39.0%	18.1%	43.0%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	41.2%	25.5%	33.3%
REGION 1 (NORTHERN REGION)	398	36.5%	26.2%	37.3%
REGION 2 (ROCKY MOUNTAIN REGION)	430	42.1%	26.5%	31.4%
REGION 3 (SOUTHWEST REGION)	324	38.7%	28.0%	33.2%
REGION 4 (INTERMOUNTAIN REGION)	374	38.4%	27.8%	33.8%
REGION 5 (PACIFIC SOUTHWEST REGION)	478	34.3%	26.0%	39.7%
REGION 6 (SOUTHWEST REGION)	537	41.7%	27.2%	31.0%
REGION 8 (SOUTHERN REGION)	497	42.6%	23.1%	34.3%
REGION 9 (EASTERN REGION)	463	33.7%	27.9%	38.4%
REGION 10 (ALASKA REGION)	131	47.9%	23.0%	29.1%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	58.3%	11.2%	30.4%
SRS (SOUTHERN RESEARCH STATION)	54	59.7%	17.7%	22.6%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	224	25.5%	24.5%	50.0%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,152	41.6%	23.2%	35.3%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	42.9%	33.1%	24.1%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	78	42.5%	24.9%	32.5%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	48.4%	22.4%	29.2%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	40.2%	40.4%	19.4%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	42.7%	25.7%	31.6%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,678	32.7%	34.4%	32.8%
Natural Resources and Environment	8,215	28.6%	35.1%	36.3%
FOREST SERVICE (FS)	5,688	26.6%	33.1%	40.3%
FPL (FOREST PRODUCTS LABORATORY)	37	27.2%	33.3%	39.5%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	48.2%	39.7%	12.1%
NA, S&PF (NORTHEASTERN AREA, S&PF)	45	63.3%	17.1%	19.5%
NRS (NORTHERN RESEARCH STATION)	67	33.9%	32.3%	33.7%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	16.8%	54.6%	28.6%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	20.5%	34.1%	45.5%
REGION 1 (NORTHERN REGION)	398	22.1%	30.9%	47.0%
REGION 2 (ROCKY MOUNTAIN REGION)	433	22.8%	30.3%	47.0%
REGION 3 (SOUTHWEST REGION)	325	26.9%	35.2%	37.9%
REGION 4 (INTERMOUNTAIN REGION)	376	26.5%	36.8%	36.7%
REGION 5 (PACIFIC SOUTHWEST REGION)	482	20.9%	35.9%	43.3%
REGION 6 (SOUTHWEST REGION)	545	31.3%	32.5%	36.2%
REGION 8 (SOUTHERN REGION)	496	28.7%	31.6%	39.7%
REGION 9 (EASTERN REGION)	465	21.1%	39.1%	39.8%
REGION 10 (ALASKA REGION)	132	28.4%	44.5%	27.1%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	33.4%	32.4%	34.2%
SRS (SOUTHERN RESEARCH STATION)	53	37.4%	29.7%	32.9%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	222	13.0%	16.4%	70.5%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,149	30.0%	30.2%	39.8%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	29.6%	43.9%	26.5%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	79	28.1%	32.7%	39.3%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	46	38.5%	32.8%	28.7%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	23.9%	40.9%	35.2%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	38.4%	28.7%	33.0%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,712	34.1%	29.1%	36.7%
Natural Resources and Environment	8,221	35.0%	29.1%	36.0%
FOREST SERVICE (FS)	5,691	32.2%	29.3%	38.5%
FPL (FOREST PRODUCTS LABORATORY)	37	22.4%	32.9%	44.7%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	44.0%	29.1%	26.9%
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	50.8%	14.1%	35.1%
NRS (NORTHERN RESEARCH STATION)	67	29.0%	36.0%	35.0%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	24.4%	33.5%	42.1%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	37.7%	28.1%	34.2%
REGION 1 (NORTHERN REGION)	399	31.4%	31.4%	37.2%
REGION 2 (ROCKY MOUNTAIN REGION)	431	30.8%	28.7%	40.4%
REGION 3 (SOUTHWEST REGION)	326	33.2%	29.3%	37.5%
REGION 4 (INTERMOUNTAIN REGION)	374	33.6%	31.2%	35.3%
REGION 5 (PACIFIC SOUTHWEST REGION)	480	28.7%	29.0%	42.3%
REGION 6 (SOUTHWEST REGION)	544	37.9%	30.0%	32.1%
REGION 8 (SOUTHERN REGION)	501	33.9%	30.9%	35.2%
REGION 9 (EASTERN REGION)	464	34.5%	24.6%	41.0%
REGION 10 (ALASKA REGION)	132	41.5%	24.9%	33.6%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	30.8%	36.4%	32.9%
SRS (SOUTHERN RESEARCH STATION)	55	23.2%	37.2%	39.6%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	224	16.4%	24.4%	59.1%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,149	32.1%	26.5%	41.4%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	37.3%	35.8%	26.9%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	77	27.0%	39.9%	33.1%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	39.5%	28.6%	31.9%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	27.0%	38.4%	34.6%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	37.0%	28.0%	35.1%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,703	49.6%	25.6%	24.8%
Natural Resources and Environment	8,220	51.1%	24.6%	24.3%
FOREST SERVICE (FS)	5,690	49.7%	24.3%	26.0%
FPL (FOREST PRODUCTS LABORATORY)	37	51.0%	33.8%	15.2%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	50.5%	32.6%	16.9%
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	82.9%	6.5%	10.6%
NRS (NORTHERN RESEARCH STATION)	66	45.0%	30.5%	24.5%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	38.5%	43.8%	17.7%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	53.4%	21.0%	25.6%
REGION 1 (NORTHERN REGION)	398	52.1%	23.6%	24.2%
REGION 2 (ROCKY MOUNTAIN REGION)	427	49.0%	23.6%	27.4%
REGION 3 (SOUTHWEST REGION)	323	52.0%	23.2%	24.8%
REGION 4 (INTERMOUNTAIN REGION)	375	50.0%	24.9%	25.0%
REGION 5 (PACIFIC SOUTHWEST REGION)	481	47.9%	25.6%	26.5%
REGION 6 (SOUTHWEST REGION)	543	55.3%	22.2%	22.6%
REGION 8 (SOUTHERN REGION)	501	55.1%	23.7%	21.3%
REGION 9 (EASTERN REGION)	466	53.4%	22.4%	24.2%
REGION 10 (ALASKA REGION)	131	53.3%	26.8%	19.9%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	49.1%	24.4%	26.5%
SRS (SOUTHERN RESEARCH STATION)	55	56.3%	19.7%	24.0%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	224	35.3%	20.6%	44.1%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,151	41.5%	24.4%	34.1%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	54.9%	29.0%	16.1%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	79	48.5%	28.0%	23.5%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	45.0%	24.8%	30.2%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	39.5%	34.6%	26.0%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	56.5%	27.0%	16.6%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,693	65.4%	18.6%	16.0%
Natural Resources and Environment	8,207	64.1%	18.7%	17.3%
FOREST SERVICE (FS)	5,678	63.0%	18.9%	18.1%
FPL (FOREST PRODUCTS LABORATORY)	37	71.1%	13.0%	15.9%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	85.4%	10.3%	4.3%
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	78.7%	8.4%	12.9%
NRS (NORTHERN RESEARCH STATION)	66	69.0%	20.3%	10.7%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	64.0%	23.0%	13.0%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	72.7%	6.6%	20.7%
REGION 1 (NORTHERN REGION)	398	59.3%	18.9%	21.8%
REGION 2 (ROCKY MOUNTAIN REGION)	432	58.0%	24.6%	17.4%
REGION 3 (SOUTHWEST REGION)	325	61.3%	23.9%	14.9%
REGION 4 (INTERMOUNTAIN REGION)	370	62.6%	19.3%	18.1%
REGION 5 (PACIFIC SOUTHWEST REGION)	479	58.6%	20.3%	21.2%
REGION 6 (SOUTHWEST REGION)	539	63.9%	17.0%	19.1%
REGION 8 (SOUTHERN REGION)	499	68.6%	17.5%	13.8%
REGION 9 (EASTERN REGION)	463	61.3%	20.1%	18.6%
REGION 10 (ALASKA REGION)	132	67.3%	11.8%	20.9%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	74.6%	11.5%	13.9%
SRS (SOUTHERN RESEARCH STATION)	53	68.9%	12.5%	18.6%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	223	51.7%	18.7%	29.6%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,150	62.7%	18.3%	19.0%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	61.4%	21.9%	16.7%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	78	69.2%	14.9%	15.9%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	84.9%	9.1%	6.0%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	45.8%	36.4%	17.8%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	72.3%	12.3%	15.4%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,718	56.6%	18.4%	25.0%
Natural Resources and Environment	8,225	55.7%	18.8%	25.5%
FOREST SERVICE (FS)	5,698	54.7%	18.6%	26.6%
FPL (FOREST PRODUCTS LABORATORY)	36	50.2%	16.6%	33.2%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	71.2%	8.5%	20.2%
NA, S&PF (NORTHEASTERN AREA, S&PF)	45	68.3%	16.1%	15.5%
NRS (NORTHERN RESEARCH STATION)	67	65.0%	18.2%	16.8%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	50.1%	20.4%	29.5%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	59.8%	12.2%	28.0%
REGION 1 (NORTHERN REGION)	398	57.4%	17.1%	25.5%
REGION 2 (ROCKY MOUNTAIN REGION)	432	49.8%	20.5%	29.7%
REGION 3 (SOUTHWEST REGION)	325	51.1%	19.8%	29.1%
REGION 4 (INTERMOUNTAIN REGION)	376	55.6%	22.5%	21.8%
REGION 5 (PACIFIC SOUTHWEST REGION)	482	37.4%	20.6%	41.9%
REGION 6 (SOUTHWEST REGION)	544	55.4%	19.3%	25.3%
REGION 8 (SOUTHERN REGION)	499	57.5%	16.5%	26.0%
REGION 9 (EASTERN REGION)	467	53.8%	20.1%	26.2%
REGION 10 (ALASKA REGION)	132	69.7%	12.9%	17.5%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	65.2%	8.6%	26.2%
SRS (SOUTHERN RESEARCH STATION)	55	53.2%	20.1%	26.7%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	223	51.6%	17.9%	30.5%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,152	62.1%	17.4%	20.4%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	59.8%	35.0%	5.2%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	79	66.4%	17.0%	16.6%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	73.3%	6.3%	20.4%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	59.1%	21.1%	19.7%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	61.3%	18.9%	19.8%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	19,732	51.3%	24.4%	24.3%
Natural Resources and Environment	8,228	48.3%	24.7%	27.0%
FOREST SERVICE (FS)	5,701	43.8%	24.5%	31.7%
FPL (FOREST PRODUCTS LABORATORY)	37	42.3%	37.2%	20.4%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	77.1%	15.8%	7.1%
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	74.5%	12.6%	12.9%
NRS (NORTHERN RESEARCH STATION)	67	49.1%	28.5%	22.4%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	51.3%	22.5%	26.2%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	41.8%	29.9%	28.3%
REGION 1 (NORTHERN REGION)	400	36.0%	23.0%	41.0%
REGION 2 (ROCKY MOUNTAIN REGION)	430	41.9%	23.8%	34.3%
REGION 3 (SOUTHWEST REGION)	325	42.4%	26.7%	30.9%
REGION 4 (INTERMOUNTAIN REGION)	372	45.8%	22.9%	31.2%
REGION 5 (PACIFIC SOUTHWEST REGION)	483	34.8%	27.2%	38.0%
REGION 6 (SOUTHWEST REGION)	545	44.9%	28.4%	26.7%
REGION 8 (SOUTHERN REGION)	500	45.0%	22.9%	32.1%
REGION 9 (EASTERN REGION)	466	42.1%	27.3%	30.6%
REGION 10 (ALASKA REGION)	132	50.2%	22.3%	27.4%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	42.3%	40.1%	17.7%
SRS (SOUTHERN RESEARCH STATION)	55	53.7%	22.0%	24.3%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	224	22.6%	24.6%	52.8%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,153	51.2%	19.0%	29.7%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	50.1%	23.7%	26.2%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	79	47.5%	22.5%	30.0%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	46	70.4%	17.3%	12.3%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	31.2%	23.9%	44.9%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	52.8%	19.5%	27.7%

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Work/Life

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

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Department of Agriculture	19,720	71.5%	15.1%	7.9%	5.5%
Natural Resources and Environment	8,232	73.6%	13.8%	6.9%	5.7%
FOREST SERVICE (FS)	5,704	72.5%	13.1%	8.9%	5.4%
FPL (FOREST PRODUCTS LABORATORY)	37	86.0%	5.8%	3.2%	5.0%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	81.0%	15.0%	4.0%	0.0%
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	100.0%	0.0%	0.0%	0.0%
NRS (NORTHERN RESEARCH STATION)	67	86.9%	5.3%	3.2%	4.7%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	79.3%	10.2%	5.8%	4.6%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	90.3%	7.5%	2.2%	0.0%
REGION 1 (NORTHERN REGION)	400	64.3%	12.7%	14.3%	8.7%
REGION 2 (ROCKY MOUNTAIN REGION)	432	85.6%	9.2%	1.8%	3.4%
REGION 3 (SOUTHWEST REGION)	325	53.6%	17.5%	18.9%	10.0%
REGION 4 (INTERMOUNTAIN REGION)	375	75.8%	8.8%	11.3%	4.1%
REGION 5 (PACIFIC SOUTHWEST REGION)	483	59.1%	20.4%	13.9%	6.6%
REGION 6 (SOUTHWEST REGION)	544	79.1%	8.5%	7.8%	4.6%
REGION 8 (SOUTHERN REGION)	501	63.1%	18.8%	10.2%	7.9%
REGION 9 (EASTERN REGION)	467	81.9%	11.4%	4.1%	2.6%
REGION 10 (ALASKA REGION)	132	72.9%	13.7%	5.4%	8.0%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	85.7%	2.0%	6.4%	5.9%
SRS (SOUTHERN RESEARCH STATION)	54	79.0%	12.2%	1.6%	7.2%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	223	67.5%	20.5%	4.1%	7.9%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,153	71.5%	15.0%	10.2%	3.3%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	96.7%	0.0%	0.0%	3.3%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	78	91.4%	2.7%	1.3%	4.6%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	46	85.8%	2.8%	6.7%	4.7%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	95.7%	0.0%	4.3%	0.0%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	86.2%	8.5%	3.2%	2.1%

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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
Department of Agriculture	19,623	5.3%	15.6%	7.4%	21.8%
Natural Resources and Environment	8,215	4.2%	10.3%	7.6%	27.7%
FOREST SERVICE (FS)	5,691	5.7%	12.7%	7.6%	29.9%
FPL (FOREST PRODUCTS LABORATORY)	37	0.0%	7.4%	11.2%	35.3%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	7.9%	15.8%	17.0%	22.2%
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	4.7%	51.2%	15.8%	23.8%
NRS (NORTHERN RESEARCH STATION)	67	1.4%	25.5%	10.0%	36.1%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	4.8%	21.1%	19.4%	23.0%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	13.7%	27.1%	4.9%	30.6%
REGION 1 (NORTHERN REGION)	397	2.6%	6.2%	7.3%	33.5%
REGION 2 (ROCKY MOUNTAIN REGION)	433	1.8%	5.4%	8.6%	39.1%
REGION 3 (SOUTHWEST REGION)	322	0.5%	5.7%	6.7%	27.7%
REGION 4 (INTERMOUNTAIN REGION)	375	2.8%	8.3%	10.0%	34.3%
REGION 5 (PACIFIC SOUTHWEST REGION)	481	1.2%	6.5%	6.5%	26.5%
REGION 6 (SOUTHWEST REGION)	544	3.2%	13.4%	9.6%	37.3%
REGION 8 (SOUTHERN REGION)	499	1.3%	9.8%	6.6%	27.3%
REGION 9 (EASTERN REGION)	464	3.3%	10.7%	10.7%	36.4%
REGION 10 (ALASKA REGION)	132	3.9%	9.8%	7.0%	35.3%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	5.7%	18.0%	7.1%	43.0%
SRS (SOUTHERN RESEARCH STATION)	54	8.3%	15.0%	8.7%	35.3%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	224	0.2%	4.4%	5.2%	28.5%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,152	20.4%	22.8%	3.4%	15.6%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	23.1%	34.5%	2.3%	20.6%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	78	13.4%	28.0%	9.0%	34.2%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	18.1%	21.6%	10.3%	32.1%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	0.0%	40.1%	20.2%	27.7%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	16.3%	30.8%	7.6%	28.4%

(continued)

Department of Agriculture
FOREST SERVICE (FS)
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Work/Life (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
Department of Agriculture	19,623	18.6%	5.0%	7.4%	18.9%
Natural Resources and Environment	8,215	16.1%	6.2%	6.0%	21.8%
FOREST SERVICE (FS)	5,691	20.2%	4.1%	5.3%	14.6%
FPL (FOREST PRODUCTS LABORATORY)	37	11.2%	7.6%	3.2%	24.0%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	28.2%	0.0%	0.0%	8.9%
NA, S&PF (NORTHEASTERN AREA, S&PF)	46	0.0%	2.1%	0.0%	2.5%
NRS (NORTHERN RESEARCH STATION)	67	12.9%	3.1%	3.3%	7.8%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	10.2%	0.0%	2.4%	19.0%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	7.5%	0.0%	2.6%	13.6%
REGION 1 (NORTHERN REGION)	397	19.4%	4.3%	3.8%	22.8%
REGION 2 (ROCKY MOUNTAIN REGION)	433	14.4%	6.5%	3.4%	20.9%
REGION 3 (SOUTHWEST REGION)	322	24.4%	4.4%	10.2%	20.5%
REGION 4 (INTERMOUNTAIN REGION)	375	13.9%	5.7%	5.8%	19.2%
REGION 5 (PACIFIC SOUTHWEST REGION)	481	33.9%	4.3%	7.3%	13.8%
REGION 6 (SOUTHWEST REGION)	544	12.8%	4.2%	4.2%	15.2%
REGION 8 (SOUTHERN REGION)	499	28.4%	3.4%	7.8%	15.3%
REGION 9 (EASTERN REGION)	464	17.1%	5.3%	2.0%	14.5%
REGION 10 (ALASKA REGION)	132	20.9%	1.3%	4.9%	16.8%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	6.1%	6.0%	4.5%	9.7%
SRS (SOUTHERN RESEARCH STATION)	54	15.9%	3.9%	2.0%	10.8%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	224	51.4%	0.7%	3.3%	6.2%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,152	20.2%	3.4%	6.7%	7.5%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	2.9%	2.6%	0.0%	14.0%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	78	1.4%	3.3%	0.0%	10.7%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	4.8%	0.0%	4.2%	9.0%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	0.0%	0.0%	4.5%	7.6%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	9.3%	0.0%	2.1%	5.5%

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Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Department of Agriculture	19,608	42.3%	44.5%	13.2%
Natural Resources and Environment	8,169	43.2%	46.3%	10.4%
FOREST SERVICE (FS)	5,658	51.9%	39.3%	8.9%
FPL (FOREST PRODUCTS LABORATORY)	36	53.2%	38.4%	8.4%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	25	38.9%	40.5%	20.6%
NA, S&PF (NORTHEASTERN AREA, S&PF)	45	53.2%	39.8%	7.0%
NRS (NORTHERN RESEARCH STATION)	67	28.7%	60.8%	10.5%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	58.8%	36.1%	5.1%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	46.0%	49.4%	4.5%
REGION 1 (NORTHERN REGION)	396	52.0%	41.3%	6.7%
REGION 2 (ROCKY MOUNTAIN REGION)	433	52.6%	37.4%	10.0%
REGION 3 (SOUTHWEST REGION)	324	50.4%	40.7%	8.9%
REGION 4 (INTERMOUNTAIN REGION)	375	52.8%	39.0%	8.2%
REGION 5 (PACIFIC SOUTHWEST REGION)	475	49.9%	37.0%	13.1%
REGION 6 (SOUTHWEST REGION)	540	66.3%	27.7%	6.0%
REGION 8 (SOUTHERN REGION)	495	49.0%	40.8%	10.2%
REGION 9 (EASTERN REGION)	466	47.2%	46.4%	6.4%
REGION 10 (ALASKA REGION)	130	65.7%	31.6%	2.7%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	49	51.3%	46.6%	2.1%
SRS (SOUTHERN RESEARCH STATION)	55	41.5%	53.2%	5.3%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	217	54.5%	31.9%	13.6%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,143	49.8%	39.0%	11.2%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	51.1%	39.9%	9.0%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	78	56.1%	40.6%	3.3%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	53.2%	42.5%	4.3%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	23.9%	74.0%	2.2%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	50.7%	44.1%	5.2%

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Work/Life (continued)

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
Department of Agriculture	19,583	30.5%	55.2%	14.3%
Natural Resources and Environment	8,178	38.3%	49.9%	11.8%
FOREST SERVICE (FS)	5,661	56.9%	40.6%	2.5%
FPL (FOREST PRODUCTS LABORATORY)	37	60.3%	39.7%	0.0%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	62.4%	37.6%	0.0%
NA, S&PF (NORTHEASTERN AREA, S&PF)	45	56.9%	43.1%	0.0%
NRS (NORTHERN RESEARCH STATION)	67	26.1%	66.4%	7.6%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	39	60.5%	37.0%	2.5%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	47.0%	50.3%	2.7%
REGION 1 (NORTHERN REGION)	400	66.9%	31.7%	1.4%
REGION 2 (ROCKY MOUNTAIN REGION)	430	56.3%	40.5%	3.2%
REGION 3 (SOUTHWEST REGION)	319	60.8%	36.2%	3.0%
REGION 4 (INTERMOUNTAIN REGION)	373	52.1%	45.0%	2.9%
REGION 5 (PACIFIC SOUTHWEST REGION)	476	56.2%	40.7%	3.1%
REGION 6 (SOUTHWEST REGION)	544	63.5%	35.8%	0.8%
REGION 8 (SOUTHERN REGION)	495	58.6%	39.5%	2.0%
REGION 9 (EASTERN REGION)	464	56.6%	42.3%	1.2%
REGION 10 (ALASKA REGION)	130	76.5%	23.5%	0.0%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	37.2%	62.8%	0.0%
SRS (SOUTHERN RESEARCH STATION)	55	71.6%	26.3%	2.1%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	223	82.5%	15.5%	2.1%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,140	48.4%	47.3%	4.3%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	51.3%	48.7%	0.0%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	78	44.6%	55.4%	0.0%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	46	57.0%	40.9%	2.1%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	40.1%	56.3%	3.6%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	45.0%	49.8%	5.1%

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Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Department of Agriculture	19,397	18.7%	78.2%	3.1%
Natural Resources and Environment	8,107	19.7%	77.9%	2.4%
FOREST SERVICE (FS)	5,608	22.9%	75.9%	1.3%
FPL (FOREST PRODUCTS LABORATORY)	36	14.5%	85.5%	0.0%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	24	11.4%	84.1%	4.5%
NA, S&PF (NORTHEASTERN AREA, S&PF)	43	13.6%	83.8%	2.6%
NRS (NORTHERN RESEARCH STATION)	66	4.9%	93.6%	1.5%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	37	18.5%	81.5%	0.0%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	47	23.9%	73.7%	2.5%
REGION 1 (NORTHERN REGION)	393	28.6%	71.1%	0.2%
REGION 2 (ROCKY MOUNTAIN REGION)	427	21.3%	77.6%	1.1%
REGION 3 (SOUTHWEST REGION)	318	24.6%	74.3%	1.1%
REGION 4 (INTERMOUNTAIN REGION)	374	21.8%	76.2%	2.0%
REGION 5 (PACIFIC SOUTHWEST REGION)	471	29.9%	69.0%	1.1%
REGION 6 (SOUTHWEST REGION)	539	22.9%	76.1%	1.0%
REGION 8 (SOUTHERN REGION)	488	21.5%	75.6%	2.9%
REGION 9 (EASTERN REGION)	461	22.5%	77.0%	0.5%
REGION 10 (ALASKA REGION)	131	28.0%	71.2%	0.8%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	23.5%	76.5%	0.0%
SRS (SOUTHERN RESEARCH STATION)	55	16.2%	83.8%	0.0%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	217	18.6%	80.3%	1.0%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,136	23.3%	75.1%	1.6%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	23.2%	73.4%	3.4%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	75	15.7%	84.3%	0.0%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	45	16.4%	83.6%	0.0%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	9.0%	91.0%	0.0%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	112	15.6%	81.0%	3.5%

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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
Department of Agriculture	19,654	1.8%	75.2%	23.0%
Natural Resources and Environment	8,207	1.4%	74.2%	24.4%
FOREST SERVICE (FS)	5,683	1.6%	75.0%	23.5%
FPL (FOREST PRODUCTS LABORATORY)	37	3.4%	76.5%	20.0%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	27	0.0%	63.0%	37.0%
NA, S&PF (NORTHEASTERN AREA, S&PF)	45	1.9%	83.4%	14.7%
NRS (NORTHERN RESEARCH STATION)	67	1.7%	79.8%	18.5%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	0.0%	82.0%	18.0%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	2.2%	78.7%	19.1%
REGION 1 (NORTHERN REGION)	398	1.6%	75.7%	22.7%
REGION 2 (ROCKY MOUNTAIN REGION)	432	1.7%	76.5%	21.9%
REGION 3 (SOUTHWEST REGION)	325	1.6%	73.2%	25.2%
REGION 4 (INTERMOUNTAIN REGION)	375	2.1%	73.6%	24.3%
REGION 5 (PACIFIC SOUTHWEST REGION)	481	2.0%	68.8%	29.2%
REGION 6 (SOUTHWEST REGION)	545	1.5%	76.3%	22.2%
REGION 8 (SOUTHERN REGION)	494	1.5%	69.8%	28.8%
REGION 9 (EASTERN REGION)	465	1.3%	72.9%	25.8%
REGION 10 (ALASKA REGION)	130	0.5%	76.8%	22.7%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	0.0%	75.4%	24.6%
SRS (SOUTHERN RESEARCH STATION)	55	0.0%	72.2%	27.8%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	223	1.1%	75.0%	23.9%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,147	1.7%	77.2%	21.2%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	34	0.0%	82.0%	18.0%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	78	0.0%	93.0%	7.0%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	47	8.4%	84.1%	7.5%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	29	0.0%	92.4%	7.6%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	1.1%	88.7%	10.2%

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Work/Life (continued)

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
Department of Agriculture	19,654	1.7%	76.2%	22.1%
Natural Resources and Environment	8,209	1.1%	75.6%	23.3%
FOREST SERVICE (FS)	5,681	1.2%	76.4%	22.4%
FPL (FOREST PRODUCTS LABORATORY)	37	3.4%	79.1%	17.5%
IITF (INTL INSTITUTE TROPICAL FORESTRY)	26	0.0%	65.6%	34.4%
NA, S&PF (NORTHEASTERN AREA, S&PF)	45	1.9%	89.5%	8.6%
NRS (NORTHERN RESEARCH STATION)	67	1.7%	81.3%	17.0%
PNW (PACIFIC NORTHWEST RESEARCH STATION)	38	0.0%	82.0%	18.0%
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	48	0.0%	80.9%	19.1%
REGION 1 (NORTHERN REGION)	398	1.0%	76.9%	22.1%
REGION 2 (ROCKY MOUNTAIN REGION)	432	1.1%	75.2%	23.7%
REGION 3 (SOUTHWEST REGION)	319	0.9%	74.0%	25.1%
REGION 4 (INTERMOUNTAIN REGION)	374	1.2%	75.9%	22.9%
REGION 5 (PACIFIC SOUTHWEST REGION)	482	1.8%	72.8%	25.4%
REGION 6 (SOUTHWEST REGION)	545	1.9%	77.8%	20.4%
REGION 8 (SOUTHERN REGION)	494	1.4%	70.7%	27.9%
REGION 9 (EASTERN REGION)	466	0.6%	75.0%	24.4%
REGION 10 (ALASKA REGION)	132	0.5%	80.9%	18.6%
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	50	0.0%	77.3%	22.7%
SRS (SOUTHERN RESEARCH STATION)	55	0.0%	77.7%	22.3%
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	223	2.1%	76.3%	21.5%
WASHINGTON OFFICE (BUSINESS OPERATIONS)	1,152	1.3%	77.3%	21.4%
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	35	2.4%	74.7%	22.9%
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	77	0.0%	92.9%	7.1%
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	45	2.5%	87.0%	10.5%
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	28	0.0%	95.5%	4.5%
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	113	0.0%	87.5%	12.5%

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	10,334	75.1%	15.5%	9.4%	252
Natural Resources and Environment	4,174	75.1%	17.5%	7.4%	81
FOREST SERVICE (FS)	3,082	77.9%	15.4%	6.7%	59
FPL (FOREST PRODUCTS LABORATORY)	19	80.2%	14.7%	5.1%	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	17	87.7%	5.8%	6.5%	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	43	93.2%	2.1%	4.7%	0
NRS (NORTHERN RESEARCH STATION)	50	74.3%	13.6%	12.1%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	25	87.4%	12.6%	0.0%	1
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	36	88.1%	6.5%	5.4%	1
REGION 1 (NORTHERN REGION)	188	74.4%	19.8%	5.9%	5
REGION 2 (ROCKY MOUNTAIN REGION)	231	71.6%	20.0%	8.4%	6
REGION 3 (SOUTHWEST REGION)	132	74.6%	19.7%	5.7%	9
REGION 4 (INTERMOUNTAIN REGION)	202	77.0%	17.7%	5.2%	3
REGION 5 (PACIFIC SOUTHWEST REGION)	217	72.5%	20.4%	7.1%	1
REGION 6 (SOUTHWEST REGION)	335	80.5%	14.0%	5.6%	9
REGION 8 (SOUTHERN REGION)	244	72.7%	18.0%	9.4%	6
REGION 9 (EASTERN REGION)	281	75.1%	18.6%	6.3%	3
REGION 10 (ALASKA REGION)	84	69.8%	19.7%	10.6%	1
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	37	72.1%	27.9%	0.0%	0
SRS (SOUTHERN RESEARCH STATION)	36	89.8%	10.2%	0.0%	1
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	86	56.4%	24.2%	19.4%	2
WASHINGTON OFFICE (BUSINESS OPERATIONS)	566	87.0%	7.3%	5.7%	8
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	28	94.1%	5.9%	0.0%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	66	80.6%	9.8%	9.6%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	38	72.0%	20.5%	7.5%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	26	85.0%	8.8%	6.2%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	95	83.1%	8.7%	8.2%	1

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

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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
Department of Agriculture	9,113	90.6%	7.2%	2.1%	188
Natural Resources and Environment	3,619	90.6%	7.9%	1.6%	70
FOREST SERVICE (FS)	2,868	91.2%	7.7%	1.1%	47
FPL (FOREST PRODUCTS LABORATORY)	17	93.4%	6.6%	0.0%	3
IITF (INTL INSTITUTE TROPICAL FORESTRY)	11	82.2%	8.8%	9.1%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	23	100.0%	0.0%	0.0%	0
NRS (NORTHERN RESEARCH STATION)	18	94.6%	5.4%	0.0%	1
PNW (PACIFIC NORTHWEST RESEARCH STATION)	22	91.9%	8.1%	0.0%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	21	95.5%	4.5%	0.0%	2
REGION 1 (NORTHERN REGION)	211	94.1%	5.5%	0.4%	4
REGION 2 (ROCKY MOUNTAIN REGION)	222	93.9%	5.8%	0.3%	3
REGION 3 (SOUTHWEST REGION)	159	90.0%	9.0%	1.0%	2
REGION 4 (INTERMOUNTAIN REGION)	194	92.7%	6.7%	0.6%	1
REGION 5 (PACIFIC SOUTHWEST REGION)	240	86.2%	10.9%	2.9%	5
REGION 6 (SOUTHWEST REGION)	353	93.0%	6.6%	0.5%	2
REGION 8 (SOUTHERN REGION)	245	88.9%	10.1%	1.0%	3
REGION 9 (EASTERN REGION)	216	92.2%	6.7%	1.1%	4
REGION 10 (ALASKA REGION)	86	89.3%	10.7%	0.0%	2
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	26	99.2%	0.0%	0.8%	1
SRS (SOUTHERN RESEARCH STATION)	23	94.6%	5.4%	0.0%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	128	81.7%	13.5%	4.8%	2
WASHINGTON OFFICE (BUSINESS OPERATIONS)	501	90.4%	8.0%	1.6%	11
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	18	94.3%	5.7%	0.0%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	42	94.7%	5.3%	0.0%	1
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	25	87.6%	12.4%	0.0%	0
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	7	100.0%	0.0%	0.0%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	60	100.0%	0.0%	0.0%	0

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

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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
Department of Agriculture	5,873	83.8%	13.5%	2.7%	305
Natural Resources and Environment	3,422	88.3%	9.5%	2.2%	80
FOREST SERVICE (FS)	3,192	90.0%	8.2%	1.8%	54
FPL (FOREST PRODUCTS LABORATORY)	22	87.1%	9.0%	4.0%	0
IITF (INTL INSTITUTE TROPICAL FORESTRY)	17	94.7%	0.0%	5.3%	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	23	84.2%	8.6%	7.2%	2
NRS (NORTHERN RESEARCH STATION)	17	76.2%	18.7%	5.2%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	24	90.2%	9.8%	0.0%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	24	90.0%	10.0%	0.0%	0
REGION 1 (NORTHERN REGION)	266	91.5%	7.0%	1.5%	1
REGION 2 (ROCKY MOUNTAIN REGION)	247	94.2%	4.9%	0.8%	1
REGION 3 (SOUTHWEST REGION)	196	90.3%	7.4%	2.3%	8
REGION 4 (INTERMOUNTAIN REGION)	202	90.9%	8.5%	0.5%	0
REGION 5 (PACIFIC SOUTHWEST REGION)	277	80.3%	17.1%	2.5%	3
REGION 6 (SOUTHWEST REGION)	338	91.3%	7.7%	1.0%	7
REGION 8 (SOUTHERN REGION)	290	92.6%	4.6%	2.8%	6
REGION 9 (EASTERN REGION)	274	89.9%	7.6%	2.5%	0
REGION 10 (ALASKA REGION)	104	97.0%	3.0%	0.0%	1
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	17	100.0%	0.0%	0.0%	1
SRS (SOUTHERN RESEARCH STATION)	38	97.9%	2.1%	0.0%	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	184	90.0%	8.5%	1.6%	5
WASHINGTON OFFICE (BUSINESS OPERATIONS)	499	89.0%	8.6%	2.4%	16
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	17	100.0%	0.0%	0.0%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	33	94.0%	6.0%	0.0%	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	25	87.6%	8.2%	4.1%	1
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	12	76.0%	13.7%	10.3%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	46	86.2%	11.1%	2.7%	2

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

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	3,585	77.9%	18.1%	3.9%	442
Natural Resources and Environment	1,682	77.3%	18.2%	4.5%	151
FOREST SERVICE (FS)	1,318	79.0%	16.8%	4.3%	106
FPL (FOREST PRODUCTS LABORATORY)	4	100.0%	0.0%	0.0%	2
IITF (INTL INSTITUTE TROPICAL FORESTRY)	5	56.7%	43.3%	0.0%	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	7	73.1%	13.4%	13.4%	1
NRS (NORTHERN RESEARCH STATION)	4	51.5%	27.3%	21.1%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	7	72.4%	13.8%	13.8%	2
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	12	82.7%	17.3%	0.0%	1
REGION 1 (NORTHERN REGION)	117	87.1%	8.7%	4.2%	2
REGION 2 (ROCKY MOUNTAIN REGION)	90	82.4%	11.5%	6.1%	9
REGION 3 (SOUTHWEST REGION)	81	80.0%	13.3%	6.7%	7
REGION 4 (INTERMOUNTAIN REGION)	82	86.4%	11.7%	2.0%	3
REGION 5 (PACIFIC SOUTHWEST REGION)	147	77.3%	21.0%	1.7%	14
REGION 6 (SOUTHWEST REGION)	130	82.6%	12.3%	5.2%	11
REGION 8 (SOUTHERN REGION)	106	76.9%	18.9%	4.1%	9
REGION 9 (EASTERN REGION)	105	74.1%	21.4%	4.5%	3
REGION 10 (ALASKA REGION)	37	71.6%	22.1%	6.3%	1
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	13	59.4%	40.6%	0.0%	0
SRS (SOUTHERN RESEARCH STATION)	6	70.6%	29.4%	0.0%	3
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	45	75.3%	18.4%	6.3%	6
WASHINGTON OFFICE (BUSINESS OPERATIONS)	275	76.7%	19.4%	3.9%	24
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	6	83.2%	0.0%	16.8%	2
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	11	83.3%	16.7%	0.0%	3
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	8	87.3%	12.7%	0.0%	1
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	3	63.2%	36.8%	0.0%	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	17	79.7%	10.2%	10.1%	1

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

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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
Department of Agriculture	317	67.1%	29.5%	3.4%	168
Natural Resources and Environment	101	70.2%	27.8%	2.0%	58
FOREST SERVICE (FS)	77	70.4%	29.0%	0.7%	44
FPL (FOREST PRODUCTS LABORATORY)	0	--	--	--	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	0	--	--	--	0
NA, S&PF (NORTHEASTERN AREA, S&PF)	1	100.0%	0.0%	0.0%	0
NRS (NORTHERN RESEARCH STATION)	1	0.0%	100.0%	0.0%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	1	0.0%	100.0%	0.0%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	0	--	--	--	1
REGION 1 (NORTHERN REGION)	3	34.7%	65.3%	0.0%	3
REGION 2 (ROCKY MOUNTAIN REGION)	5	100.0%	0.0%	0.0%	4
REGION 3 (SOUTHWEST REGION)	5	83.5%	16.5%	0.0%	2
REGION 4 (INTERMOUNTAIN REGION)	6	71.5%	28.5%	0.0%	3
REGION 5 (PACIFIC SOUTHWEST REGION)	6	90.7%	9.3%	0.0%	4
REGION 6 (SOUTHWEST REGION)	8	82.1%	17.9%	0.0%	2
REGION 8 (SOUTHERN REGION)	7	80.0%	20.0%	0.0%	7
REGION 9 (EASTERN REGION)	6	65.0%	35.0%	0.0%	2
REGION 10 (ALASKA REGION)	2	100.0%	0.0%	0.0%	1
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	0	--	--	--	0
SRS (SOUTHERN RESEARCH STATION)	0	--	--	--	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	4	52.2%	21.9%	25.9%	1
WASHINGTON OFFICE (BUSINESS OPERATIONS)	19	58.3%	41.7%	0.0%	10
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	0	--	--	--	1
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	0	--	--	--	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	2	50.0%	50.0%	0.0%	2
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	0	--	--	--	0
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	1	100.0%	0.0%	0.0%	0

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

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Work/Life (continued)

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
Department of Agriculture	293	67.9%	28.9%	3.1%	161
Natural Resources and Environment	79	65.0%	31.1%	3.9%	52
FOREST SERVICE (FS)	63	64.5%	30.0%	5.5%	40
FPL (FOREST PRODUCTS LABORATORY)	0	--	--	--	1
IITF (INTL INSTITUTE TROPICAL FORESTRY)	0	--	--	--	1
NA, S&PF (NORTHEASTERN AREA, S&PF)	1	100.0%	0.0%	0.0%	0
NRS (NORTHERN RESEARCH STATION)	1	0.0%	100.0%	0.0%	0
PNW (PACIFIC NORTHWEST RESEARCH STATION)	1	0.0%	100.0%	0.0%	0
PSW (PACIFIC SOUTHWEST RESEARCH STATION)	0	--	--	--	0
REGION 1 (NORTHERN REGION)	2	100.0%	0.0%	0.0%	3
REGION 2 (ROCKY MOUNTAIN REGION)	5	68.8%	31.2%	0.0%	2
REGION 3 (SOUTHWEST REGION)	4	21.3%	78.7%	0.0%	6
REGION 4 (INTERMOUNTAIN REGION)	2	68.7%	31.3%	0.0%	3
REGION 5 (PACIFIC SOUTHWEST REGION)	5	58.0%	0.0%	42.0%	3
REGION 6 (SOUTHWEST REGION)	9	78.3%	21.7%	0.0%	2
REGION 8 (SOUTHERN REGION)	8	86.1%	13.9%	0.0%	7
REGION 9 (EASTERN REGION)	3	36.6%	63.4%	0.0%	1
REGION 10 (ALASKA REGION)	1	0.0%	100.0%	0.0%	0
RMRS (ROCKY MOUNTAIN RESEARCH STATION)	0	--	--	--	0
SRS (SOUTHERN RESEARCH STATION)	0	--	--	--	0
WASHINGTON OFC (LAW ENFORCEMENT & INVESTIGATIONS)	3	73.5%	26.5%	0.0%	3
WASHINGTON OFFICE (BUSINESS OPERATIONS)	16	66.0%	34.0%	0.0%	5
WASHINGTON OFFICE (CHIEF FINANCIAL OFFICER)	1	100.0%	0.0%	0.0%	0
WASHINGTON OFFICE (NATIONAL FOREST SYSTEM)	0	--	--	--	0
WASHINGTON OFFICE (OFFICE OF THE CHIEF)	1	100.0%	0.0%	0.0%	2
WASHINGTON OFFICE (RESEARCH & DEVELOPMENT)	0	--	--	--	1
WASHINGTON OFFICE (STATE & PRIVATE FORESTRY)	0	--	--	--	0

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Demographic Questions

Where do you work?

	N	%
Headquarters	2,010	35.5%
Field	3,649	64.5%

What is your supervisory status?

	N	%
Non-Supervisor	2,855	50.2%
Team Leader	789	13.9%
Supervisor	1,364	24.0%
Manager	606	10.7%
Senior Leader	74	1.3%

Are you:

	N	%
Male	3,007	53.6%
Female	2,598	46.4%

Are you Hispanic or Latino?

	N	%
Yes	493	8.9%
No	5,018	91.1%

Race

	N	%
American Indian or Alaska Native	174	3.2%
Asian	89	1.7%
Black or African American	291	5.4%
Native Hawaiian or Other Pacific Islander	17	0.3%
White	4,529	84.4%
Two or more races (Not Hispanic or Latino)	263	4.9%

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Demographic Questions (continued)

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

	N	%
Less than High School	4	0.1%
High School Diploma/GED or equivalent	304	5.4%
Trade or Technical Certificate	150	2.6%
Some College (no degree)	817	14.4%
Associate's Degree (e.g., AA, AS)	488	8.6%
Bachelor's Degree (e.g., BA, BS)	2,383	42.1%
Master's Degree (e.g., MA, MS, MBA)	1,259	22.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	260	4.6%

What is your pay category/grade?

	N	%
Federal Wage System	131	2.3%
GS 1-6	444	7.8%
GS 7-12	3,969	69.8%
GS 13-15	1,079	19.0%
Senior Executive Service	40	0.7%
Senior Level (SL) or Scientific or Professional (ST)	3	0.1%
Other	17	0.3%

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

	N	%
Less than 1 year	14	0.2%
1 to 3 years	304	5.4%
4 to 5 years	414	7.3%
6 to 10 years	792	14.0%
11 to 14 years	892	15.7%
15 to 20 years	697	12.3%
More than 20 years	2,564	45.2%

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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	67	1.2%
1 to 3 years	487	8.6%
4 to 5 years	576	10.2%
6 to 10 years	964	17.0%
11 to 20 years	1,437	25.3%
More than 20 years	2,143	37.8%

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

	N	%
No	3,658	64.5%
Yes, to retire	506	8.9%
Yes, to take another job within the Federal Government	949	16.7%
Yes, to take another job outside the Federal Government	268	4.7%
Yes, other	291	5.1%

I am planning to retire:

	N	%
Within one year	317	5.6%
Between one and three years	702	12.5%
Between three and five years	710	12.6%
Five or more years	3,907	69.3%

What is your US military service status?

	N	%
No Prior Military Service	4,497	80.3%
Currently in National Guard or Reserves	30	0.5%
Retired	284	5.1%
Separated or Discharged	789	14.1%

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	590	10.6%
No	4,992	89.4%

What is your age group?

	N	%
25 and under	39	0.7%
26-29	158	2.7%
30-39	1,011	17.2%
40-49	1,519	25.9%
50-59	2,293	39.1%
60 or older	848	14.5%