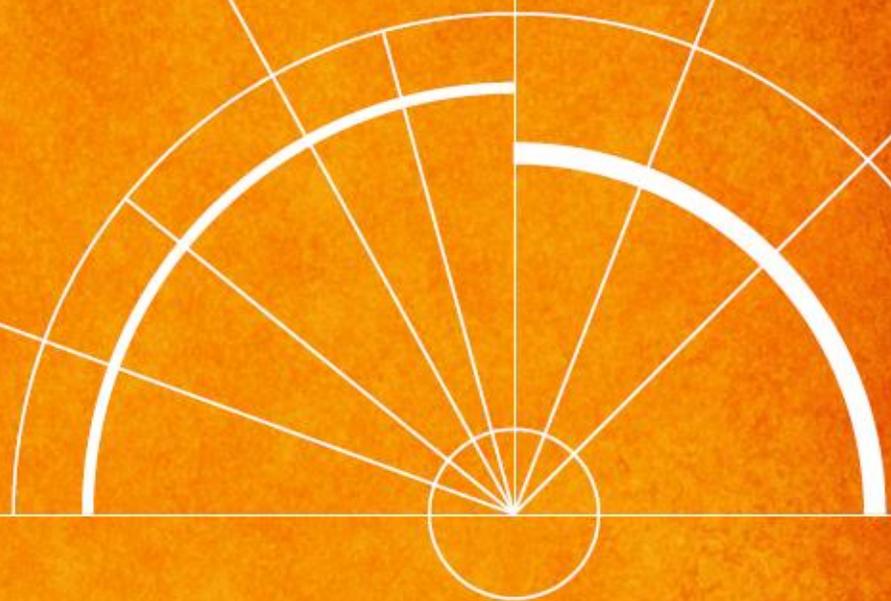




# Federal Employee Viewpoint Survey Results

*Employees Influencing Change*

U.S. Department of State 2015 Results



## A Message from the Office of the Director General of the Foreign Service and Director of Human Resources

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Thank you for participating in the 2015 Federal Employee Viewpoint Survey (FEVS). This year, more than 4,000 of you provided valuable insight regarding your feelings about various aspects of the Department and your overall work experience. We are very grateful for your participation and want to reiterate our commitment to critically analyze the data and act on our findings.

### **Data Highlights**

The Department's scores did not change much from the 2014 FEVS. The Department leads the Government for most major indexes, but we maintain our commitment to reform performance management, increase career development and training opportunities and support work life balance.

In 2015, the Department had only three items to increase or decrease by five points or more – all increases and all related to alternative work and employee support programs that support work life balance.

- The number of employees indicating the Department has notified them whether their positions are telework eligible (Q72) increased from 35.0 to 40.0 percent.
- Satisfaction with childcare services (Q83) increased from 65.2 to 77.2 percent.
- Satisfaction with elder care (Q84) increased from 65.1 to 72.5 percent.

### **FEVS Index Highlights**

- The Department's *Employee Engagement Index* score held steady at 70 percent, six points higher than the Governmentwide score of 64. This index assesses the critical conditions conducive for employee engagement (e.g., effective supervision and leadership, work which provides meaning to employees, etc.). It is made up of items 3, 4, 6, 11, 12, 47, 48, 49, 51, 52, 53, 54, 56, 60, and 61 from the survey.

- The Department’s *Global Satisfaction Index* score – an index that measures satisfaction with the job, pay and the organization – decreased by two points to 69 percent, nine points higher than the Governmentwide score of 60. It is made up of items 40, 69, 70 and 71.
- The *Human Capital Assessment and Accountability Framework* (HCAAF) provides “a consistent, comprehensive representation of human capital management for the Federal Government.” The Department’s HCAAF scores dropped in each of the four categories; still, the Department leads the Government, on average, by about five points.
  - The *Job Satisfaction* score decreased from 71 to 69 percent, five points higher than the Governmentwide score of 64 percent. It is made up of items 4, 5, 13, 63, 67, 69 and 70.
  - The *Leadership and Knowledge Management* score decreased from 64 to 63 percent, four points higher than the Governmentwide score of 59 percent. It is made up of items 10, 35, 36, 51, 52, 53, 55, 56, 57, 61, 64, and 66.
  - The *Results Oriented Performance Culture* score decreased from 57 to 56 percent, four points higher than the Government-wide score of 52 percent. It is made up of items 12, 14, 15, 20, 22, 23, 24, 30, 32, 33, 42, 44, and 65.
  - The *Talent Management* score decreased from 63 to 62 percent, five points higher than the Governmen-wide score of 57. It is made up of items 1, 11, 18, 21, 29, 47, and 68.

### **Next Steps**

In addition to publishing the data here, we will post the data on the Intranet at <http://intranet.hr.state.sbu/workforce/employeesurveys/Pages/default.aspx> , where you can find additional information about the FEVS and other Department surveys.

Also, in coming days, we will provide each bureau’s leadership with the bureau’s itemized FEVS scores, similar to the document posted here. Bureau results will include a scorecard that includes bureau *Employee Engagement*, *HCAAF*, and *Global Satisfaction* scores.

The Partnership for Public Services uses the FEVS data for the Best Places to Work in the Federal Government rankings, scheduled for release in December. While we wait to learn how we compared to our peer agencies, we will continue to analyze the FEVS data and share our findings with you via the web, Twitter and through Department communications such as Department Notices, ALDACs and State Magazine. We want to keep the conversation moving beyond the indexes and scores to get to ideas that will help the Department maintain its reputation as an employer of choice. If you have feedback or suggestions to help the Department in critical areas such as training and development, performance management, and work life balance, we want to hear from you. Send your ideas and questions to [Employee\\_Engagement@state.gov](mailto:Employee_Engagement@state.gov) or [HRSurveys@state.gov](mailto:HRSurveys@state.gov).

Thank you.

**DEPARTMENT OF STATE  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		1,073	1,881	537	427	133	4,051	NA
	%	71.58	25.26	46.32	14.12	10.69	3.62	100.00	
2. I have enough information to do my job well.	N		885	2,161	519	390	73	4,028	NA
	%	73.84	19.18	54.66	13.98	10.28	1.90	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		1,032	1,569	677	494	207	3,979	NA
	%	63.15	23.15	40.00	17.87	13.47	5.51	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		1,448	1,671	497	293	124	4,033	NA
	%	75.31	31.36	43.95	13.48	7.98	3.22	100.00	
*5. I like the kind of work I do.	N		1,732	1,672	360	150	74	3,988	NA
	%	83.61	40.09	43.52	10.07	4.28	2.04	100.00	
6. I know what is expected of me on the job.	N		1,255	2,015	418	236	95	4,019	NA
	%	80.76	28.59	52.17	10.82	5.97	2.45	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		2,964	985	52	18	16	4,035	NA
	%	97.58	70.88	26.70	1.51	0.43	0.48	100.00	
8. I am constantly looking for ways to do my job better.	N		2,180	1,565	256	32	15	4,048	NA
	%	92.12	52.21	39.92	6.59	0.80	0.49	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		415	1,528	633	1,055	409	4,040	11
	%	48.52	9.93	38.58	15.88	25.50	10.10	100.00	
*10. My workload is reasonable.	N		385	1,896	597	791	352	4,021	4
	%	56.72	9.08	47.64	14.34	19.64	9.30	100.00	
*11. My talents are used well in the workplace.	N		727	1,699	620	569	296	3,911	14
	%	60.24	16.93	43.31	16.64	15.12	8.00	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		1,521	1,989	312	151	56	4,029	10
	%	86.91	34.43	52.48	8.09	3.62	1.38	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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Sample or Census: Sample

Number of surveys completed: 4,060

Number of surveys administered: 7,670

Response Rate: 52.9%

**DEPARTMENT OF STATE  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*13. The work I do is important.	N		2,064	1,513	279	83	40	3,979	15
	%	89.79	49.26	40.53	7.13	2.06	1.01	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		979	1,828	514	467	249	4,037	12
	%	70.10	24.37	45.73	12.19	11.46	6.25	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		1,215	1,814	504	251	181	3,965	77
	%	74.24	28.56	45.68	13.52	7.16	5.08	100.00	
16. I am held accountable for achieving results.	N		1,229	2,044	484	185	73	4,015	16
	%	80.28	28.72	51.56	12.74	4.69	2.28	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		1,109	1,498	630	361	249	3,847	191
	%	65.47	26.32	39.15	16.99	10.27	7.27	100.00	
*18. My training needs are assessed.	N		435	1,320	1,002	855	375	3,987	44
	%	45.49	10.99	34.50	23.95	20.94	9.62	100.00	
*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		1,177	1,547	566	392	192	3,874	181
	%	68.22	27.48	40.74	15.56	10.84	5.38	100.00	
*20. The people I work with cooperate to get the job done.	N		1,306	1,940	415	305	85	4,051	NA
	%	79.26	29.67	49.60	10.47	7.90	2.37	100.00	
*21. My work unit is able to recruit people with the right skills.	N		482	1,681	848	682	272	3,965	86
	%	53.63	10.78	42.85	22.05	17.12	7.20	100.00	
*22. Promotions in my work unit are based on merit.	N		382	1,291	1,001	684	433	3,791	249
	%	39.81	8.15	31.66	27.41	19.73	13.05	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		243	1,076	979	871	591	3,760	279
	%	32.16	5.80	26.36	25.70	24.74	17.40	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		295	1,277	1,031	867	410	3,880	165
	%	36.92	6.41	30.51	27.08	24.54	11.46	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N			449	1,411	915	634	420	3,829	210
	%		44.17	10.09	34.08	25.33	18.18	12.32	100.00	
26. Employees in my work unit share job knowledge with each other.	N			1,136	2,084	441	253	118	4,032	14
	%		78.60	26.95	51.66	12.01	6.29	3.09	100.00	
27. The skill level in my work unit has improved in the past year.	N			798	1,651	1,001	291	141	3,882	166
	%		62.70	19.69	43.00	25.93	7.61	3.77	100.00	
			<b>Percent Positive</b>	<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>	<b>Item Response Total</b>	<b>Do Not Know/ No Basis to Judge</b>
28. How would you rate the overall quality of work done by your work unit?	N			2,087	1,496	408	39	13	4,043	NA
	%		87.41	48.01	39.41	11.11	1.07	0.41	100.00	
			<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N			672	2,366	517	323	54	3,932	41
	%		76.31	16.14	60.17	14.01	8.14	1.54	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N			455	1,582	916	706	243	3,902	62
	%		50.11	10.44	39.66	24.57	18.78	6.55	100.00	
31. Employees are recognized for providing high quality products and services.	N			589	1,785	795	537	208	3,914	42
	%		56.75	13.28	43.47	22.23	14.85	6.17	100.00	
*32. Creativity and innovation are rewarded.	N			521	1,415	981	633	328	3,878	78
	%		46.91	11.88	35.03	26.08	17.71	9.29	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N			131	557	1,057	1,146	809	3,700	242
	%		17.40	3.50	13.90	27.76	31.52	23.32	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		624	1,657	940	327	181	3,729	233
	%	59.35	16.03	43.32	25.90	9.58	5.17	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		952	2,145	493	194	101	3,885	74
	%	78.83	23.75	55.08	12.57	5.77	2.84	100.00	
*36. My organization has prepared employees for potential security threats.	N		1,111	2,120	423	194	78	3,926	28
	%	83.01	28.64	54.37	9.91	4.80	2.27	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		776	1,416	779	437	352	3,760	201
	%	55.10	18.76	36.34	21.96	12.75	10.19	100.00	
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		1,127	1,738	484	160	152	3,661	293
	%	76.94	29.82	47.12	14.00	4.64	4.42	100.00	
39. My agency is successful at accomplishing its mission.	N		917	2,249	557	147	50	3,920	41
	%	80.52	21.60	58.92	14.31	3.76	1.41	100.00	
40. I recommend my organization as a good place to work.	N		1,320	1,697	584	257	93	3,951	NA
	%	75.04	31.26	43.78	15.83	6.67	2.46	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		483	997	1,048	623	327	3,478	474
	%	40.89	13.32	27.57	29.74	18.89	10.49	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		1,435	1,670	410	237	171	3,923	18
	%	78.99	36.21	42.78	10.33	6.08	4.60	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		1,404	1,571	440	295	199	3,909	21
	%	75.83	33.94	41.88	11.33	7.74	5.11	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		1,121	1,456	668	375	240	3,860	53
	%	66.22	28.09	38.13	17.30	10.33	6.15	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		1,277	1,430	665	126	118	3,616	303
	%	73.09	32.79	40.30	19.68	3.85	3.37	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		1,007	1,503	715	438	238	3,901	27
	%	64.03	25.43	38.60	18.35	11.53	6.09	100.00	
*47. Supervisors in my work unit support employee development.	N		1,187	1,692	549	255	195	3,878	48
	%	72.48	28.96	43.52	15.03	7.23	5.27	100.00	
48. My supervisor listens to what I have to say.	N		1,706	1,495	383	244	105	3,933	NA
	%	80.53	41.27	39.26	10.23	6.28	2.96	100.00	
49. My supervisor treats me with respect.	N		1,958	1,363	341	158	107	3,927	NA
	%	83.96	47.54	36.42	8.99	4.16	2.89	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		1,505	1,644	336	334	99	3,918	NA
	%	80.68	37.79	42.89	8.81	8.04	2.47	100.00	
*51. I have trust and confidence in my supervisor.	N		1,608	1,300	497	312	213	3,930	NA
	%	72.13	37.98	34.15	13.39	8.65	5.83	100.00	
		<b>Percent Positive</b>	<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>	<b>Item Response Total</b>	<b>Do Not Know/ No Basis to Judge</b>
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		1,737	1,185	622	219	165	3,928	NA
	%	72.21	40.72	31.49	17.02	6.30	4.46	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		545	1,365	838	711	398	3,857	50
	%	46.56	12.22	34.34	22.61	19.49	11.34	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		872	1,551	742	307	262	3,734	177
	%	61.75	20.76	40.99	21.10	9.48	7.67	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		887	1,801	650	251	142	3,731	144
	%	70.49	21.98	48.52	17.98	7.31	4.22	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		644	1,872	713	409	219	3,857	34
	%	63.48	14.84	48.64	19.58	10.83	6.11	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		555	1,668	864	436	201	3,724	170
	%	58.46	14.12	44.34	23.85	12.02	5.68	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		589	1,679	760	524	266	3,818	79
	%	56.92	13.86	43.06	20.77	14.94	7.38	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		681	1,783	720	407	218	3,809	78
	%	62.50	16.02	46.48	20.12	11.25	6.13	100.00	
		<b>Percent Positive</b>	<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		1,192	1,297	798	281	192	3,760	141
	%	64.25	29.82	34.43	22.34	7.97	5.44	100.00	
		<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
*61. I have a high level of respect for my organization's senior leaders.	N		910	1,474	821	434	232	3,871	24
	%	59.48	21.05	38.42	22.04	11.96	6.53	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		632	1,361	892	549	285	3,719	175
	%	51.56	16.35	35.21	24.44	15.26	8.73	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		706	1,644	759	622	143	3,874	NA
	%	58.71	15.66	43.06	21.20	16.26	3.83	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		570	1,528	849	723	196	3,866	NA
	%	52.52	13.14	39.38	22.68	19.42	5.38	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		646	1,479	858	613	254	3,850	NA
	%	52.30	14.91	37.40	23.70	16.95	7.05	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		465	1,487	1,079	626	207	3,864	NA
	%	48.05	10.62	37.43	29.05	17.21	5.69	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		525	1,198	984	718	431	3,856	NA
	%	42.89	11.89	31.00	25.72	19.90	11.49	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		592	1,592	933	537	207	3,861	NA
	%	56.18	15.25	40.93	23.56	14.54	5.72	100.00	
*69. Considering everything, how satisfied are you with your job?	N		1,018	1,776	591	334	135	3,854	NA
	%	71.00	23.91	47.10	16.00	9.54	3.45	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		756	1,784	638	491	195	3,864	NA
	%	64.50	18.23	46.27	16.77	13.63	5.10	100.00	
71. Considering everything, how satisfied are you with your organization?	N		761	1,809	716	436	143	3,865	NA
	%	64.47	17.87	46.60	19.71	11.76	4.06	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Sample

Number of surveys completed: 4,060

Number of surveys administered: 7,670

Response Rate: 52.9%

**DEPARTMENT OF STATE  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>72. Have you been notified whether or not you are eligible to telework?</b>	N	%
Yes, I was notified that I was eligible to telework.	1,798	40.00
Yes, I was notified that I was not eligible to telework.	708	19.95
No, I was not notified of my telework eligibility.	961	29.04
Not sure if I was notified of my telework eligibility.	388	11.01
<b>Total</b>	<b>3,855</b>	<b>100.00</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	N	%
I telework 3 or more days per week.	37	0.74
I telework 1 or 2 days per week.	227	5.79
I telework, but no more than 1 or 2 days per month.	203	4.70
I telework very infrequently, on an unscheduled or short-term basis.	943	19.71
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	1,200	37.16
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	186	5.36
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	447	13.06
I do not telework because I choose not to telework.	587	13.48
<b>Total</b>	<b>3,830</b>	<b>100.00</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>	N	%
Yes	508	14.21
No	2,294	56.31
Not available to me	1,029	29.48
<b>Total</b>	<b>3,831</b>	<b>100.00</b>

Survey Administration Period: May 4, 2015 to June 12, 2015  
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Response Rate: 52.9%

**DEPARTMENT OF STATE**  
**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</b>		N	%
<b>Yes</b>		806	22.61
<b>No</b>		2,634	65.58
<b>Not available to me</b>		386	11.81
<b>Total</b>		3,826	100.00

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)</b>		N	%
<b>Yes</b>		239	6.93
<b>No</b>		3,232	82.71
<b>Not available to me</b>		340	10.37
<b>Total</b>		3,811	100.00

<b>77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</b>		N	%
<b>Yes</b>		146	3.62
<b>No</b>		3,143	78.19
<b>Not available to me</b>		556	18.19
<b>Total</b>		3,845	100.00

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)</b>		N	%
<b>Yes</b>		105	2.28
<b>No</b>		3,245	81.47
<b>Not available to me</b>		496	16.25
<b>Total</b>		3,846	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015  
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**DEPARTMENT OF STATE  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		<b>Percent Positive</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither Satisfied nor Dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		284	602	251	147	59	1,343	92
	%	65.65	23.11	42.54	18.39	11.20	4.77	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		220	213	48	19	6	506	27
	%	86.00	43.44	42.56	9.67	3.48	0.84	100.00	
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		164	419	124	37	5	749	82
	%	76.97	19.25	57.72	16.57	5.91	0.55	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		61	95	54	9	1	220	66
	%	68.68	23.35	45.33	25.30	5.11	0.90	100.00	
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		33	60	21	5	3	122	39
	%	77.15	28.80	48.34	17.88	2.26	2.71	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		24	40	20	3	0	87	34
	%	72.50	25.15	47.35	21.67	5.83	0.00	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

The work/life satisfaction results only include employees who indicated that they participated in the program.

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**DEPARTMENT OF STATE  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>Where do you work?</b>	<b>N</b>	<b>%</b>
Headquarters	2,127	55.38
Field	1,714	44.62
<b>Total</b>	<b>3,841</b>	<b>100.00</b>

<b>*What is your supervisory status?</b>	<b>N</b>	<b>%</b>
Non-Supervisor	1,602	41.73
Team Leader	482	12.56
Supervisor	691	18.00
Manager	647	16.85
Senior Leader	417	10.86
<b>Total</b>	<b>3,839</b>	<b>100.00</b>

<b>*Are you:</b>	<b>N</b>	<b>%</b>
Male	2,065	54.00
Female	1,759	46.00
<b>Total</b>	<b>3,824</b>	<b>100.00</b>

<b>*Are you Hispanic or Latino?</b>	<b>N</b>	<b>%</b>
Yes	241	6.36
No	3,549	93.64
<b>Total</b>	<b>3,790</b>	<b>100.00</b>

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

\* AES prescribed items

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**DEPARTMENT OF STATE  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>*Please select the racial category or categories with which you most closely identify.</b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	16	0.43
Asian	173	4.69
Black or African American	479	12.98
Native Hawaiian or Other Pacific Islander	12	0.33
White	2,877	77.99
Two or more races	132	3.58
<b>Total</b>	<b>3,689</b>	<b>100.00</b>

<b>What is the highest degree or level of education you have completed?</b>	<b>N</b>	<b>%</b>
Less than High School	2	0.05
High School Diploma/GED or equivalent	98	2.56
Trade or Technical Certificate	29	0.76
Some College (no degree)	252	6.57
Associate's Degree (e.g., AA, AS)	126	3.29
Bachelor's Degree (e.g., BA, BS)	1,051	27.41
Master's Degree (e.g., MA, MS, MBA)	1,808	47.16
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	468	12.21
<b>Total</b>	<b>3,834</b>	<b>100.00</b>

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**DEPARTMENT OF STATE  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	46	1.20
GS 1-6	22	0.57
GS 7-12	745	19.40
GS 13-15	1,535	39.96
Senior Executive Service	518	13.49
Senior Level (SL) or Scientific or Professional (ST)	30	0.78
Other	945	24.60
<b>Total</b>	<b>3,841</b>	<b>100.00</b>

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	21	0.55
1 to 3 years	265	6.90
4 to 5 years	411	10.70
6 to 10 years	834	21.71
11 to 14 years	590	15.36
15 to 20 years	472	12.29
More than 20 years	1,248	32.49
<b>Total</b>	<b>3,841</b>	<b>100.00</b>

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**DEPARTMENT OF STATE  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>N</b>	<b>%</b>
Less than 1 year	61	1.59
1 to 3 years	429	11.18
4 to 5 years	459	11.97
6 to 10 years	855	22.29
11 to 20 years	1,048	27.32
More than 20 years	984	25.65
<b>Total</b>	<b>3,836</b>	<b>100.00</b>

<b>Are you considering leaving your organization within the next year, and if so, why?</b>	<b>N</b>	<b>%</b>
No	2,702	70.44
Yes, to retire	271	7.06
Yes, to take another job within the Federal Government	439	11.44
Yes, to take another job outside the Federal Government	247	6.44
Yes, other	177	4.61
<b>Total</b>	<b>3,836</b>	<b>100.00</b>

<b>I am planning to retire:</b>	<b>N</b>	<b>%</b>
Within one year	163	4.29
Between one and three years	420	11.04
Between three and five years	461	12.12
Five or more years	2,759	72.55
<b>Total</b>	<b>3,803</b>	<b>100.00</b>

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**DEPARTMENT OF STATE  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>Self-Identify as:</b>	<b>N</b>	<b>%</b>
Heterosexual or Straight	3,111	85.02
Gay, Lesbian, Bisexual, or Transgender	176	4.81
I prefer not to say	372	10.17
<b>Total</b>	<b>3,659</b>	<b>100.00</b>

<b>What is your US military service status?</b>	<b>N</b>	<b>%</b>
No Prior Military Service	3,025	79.40
Currently in National Guard or Reserves	49	1.29
Retired	263	6.90
Separated or Discharged	473	12.41
<b>Total</b>	<b>3,810</b>	<b>100.00</b>

<b>Are you an individual with a disability?</b>	<b>N</b>	<b>%</b>
Yes	244	6.41
No	3,560	93.59
<b>Total</b>	<b>3,804</b>	<b>100.00</b>

<b>What is your age group?</b>	<b>N</b>	<b>%</b>
25 and under	21	0.52
26-29	176	4.33
30-39	961	23.67
40-49	1,071	26.38
50-59	1,322	32.56
60 or older	509	12.54
<b>Total</b>	<b>4,060</b>	<b>100.00</b>

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