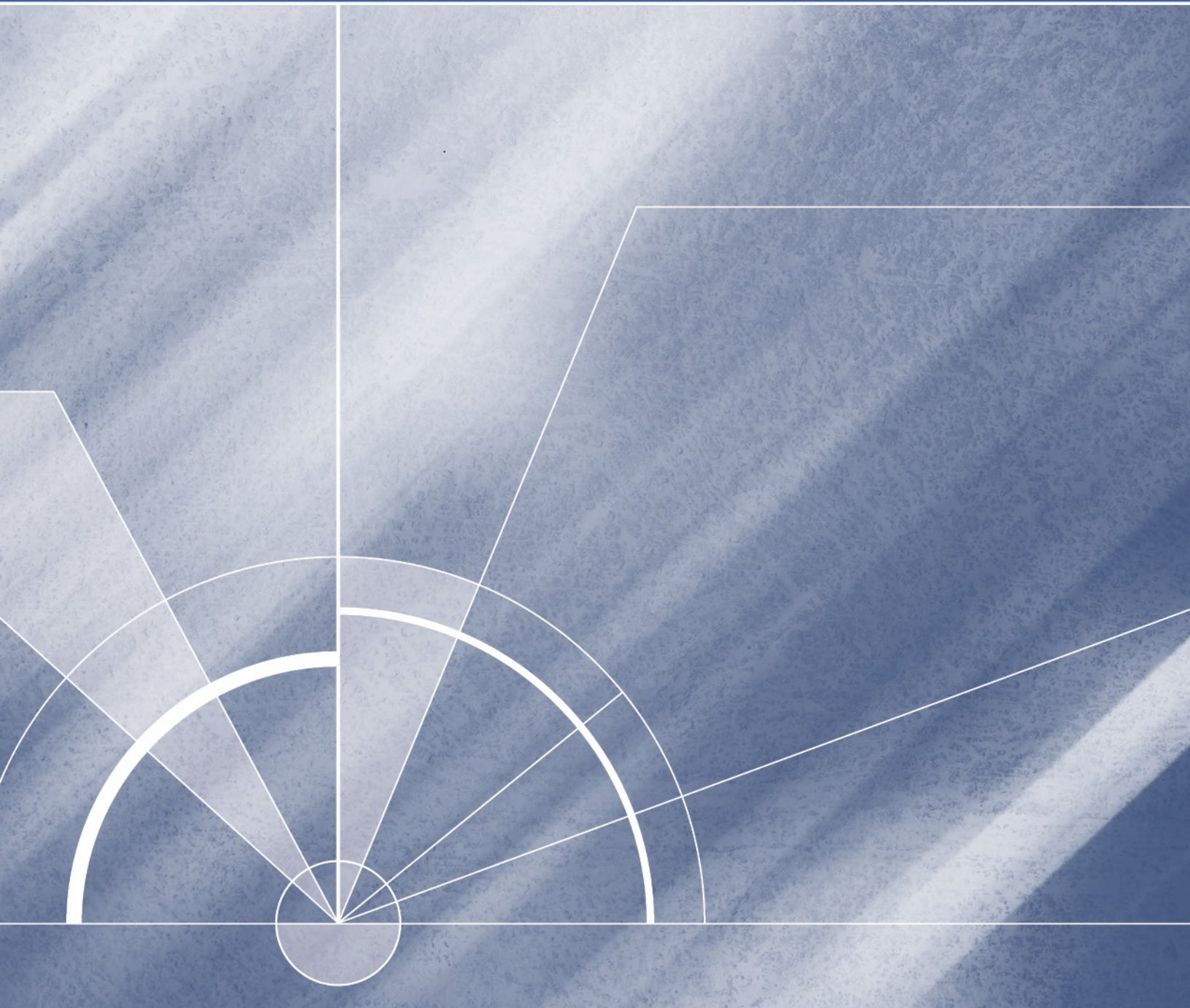


# 2017

## **Federal Employee Viewpoint Survey** *Empowering Employees. Inspiring Change.*

3rd Level  
Subagency  
Comparison  
Report

Department of Agriculture  
GRAIN INSPECTION, PACKERS & STOCKYARDS  
ADMIN.



# Department of Agriculture

## GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.

### *3rd Level Subagency Comparison Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

#### Response Summary

	Surveys Completed	Response Rate
Department of Agriculture	48,953	63.6%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,618	57.0%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>353</b>	<b>58.0%</b>
OFFICE OF THE ADMINISTRATOR	26	61.9%
FEDERAL GRAIN INSPECTION SERVICE	231	53.1%
PACKERS & STOCKYARDS PROGRAM	96	72.7%

#### Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

#### Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

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

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

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

#### My Work Experience

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

	N	Positive	Neutral	Negative
Department of Agriculture	48,876	67.5%	16.2%	16.3%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,612	69.2%	14.6%	16.2%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>352</b>	<b>64.5%</b>	<b>15.8%</b>	<b>19.7%</b>
OFFICE OF THE ADMINISTRATOR	26	82.3%	7.3%	10.4%
FEDERAL GRAIN INSPECTION SERVICE	230	62.7%	15.4%	21.9%
PACKERS & STOCKYARDS PROGRAM	96	64.9%	18.9%	16.1%

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
*3rd Level Subagency Comparison Report*

**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative
Department of Agriculture	48,746	69.8%	15.6%	14.6%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,596	75.2%	12.6%	12.2%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>348</b>	<b>74.4%</b>	<b>12.0%</b>	<b>13.7%</b>
OFFICE OF THE ADMINISTRATOR	26	78.5%	14.0%	7.5%
FEDERAL GRAIN INSPECTION SERVICE	228	74.5%	11.5%	14.0%
PACKERS & STOCKYARDS PROGRAM	94	73.1%	12.6%	14.3%

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

	N	Positive	Neutral	Negative
Department of Agriculture	48,516	60.7%	19.5%	19.8%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,580	63.9%	17.3%	18.8%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>350</b>	<b>60.2%</b>	<b>18.5%</b>	<b>21.3%</b>
OFFICE OF THE ADMINISTRATOR	26	81.4%	11.8%	6.7%
FEDERAL GRAIN INSPECTION SERVICE	228	60.6%	18.0%	21.4%
PACKERS & STOCKYARDS PROGRAM	96	54.1%	21.4%	24.6%

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

	N	Positive	Neutral	Negative
Department of Agriculture	48,688	74.4%	14.4%	11.2%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,599	74.2%	14.1%	11.7%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>352</b>	<b>71.6%</b>	<b>14.9%</b>	<b>13.5%</b>
OFFICE OF THE ADMINISTRATOR	26	85.2%	11.0%	3.7%
FEDERAL GRAIN INSPECTION SERVICE	231	71.7%	14.0%	14.4%
PACKERS & STOCKYARDS PROGRAM	95	68.0%	18.2%	13.8%

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

	N	Positive	Neutral	Negative
Department of Agriculture	48,600	86.0%	9.6%	4.4%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,585	85.9%	9.6%	4.5%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>351</b>	<b>86.0%</b>	<b>8.9%</b>	<b>5.0%</b>
OFFICE OF THE ADMINISTRATOR	26	83.1%	13.9%	3.0%
FEDERAL GRAIN INSPECTION SERVICE	229	87.9%	6.5%	5.6%
PACKERS & STOCKYARDS PROGRAM	96	82.1%	13.8%	4.1%

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	48,543	81.2%	10.8%	8.0%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,577	82.8%	9.6%	7.6%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>346</b>	<b>78.2%</b>	<b>11.8%</b>	<b>10.1%</b>
OFFICE OF THE ADMINISTRATOR	25	76.9%	16.1%	7.0%
FEDERAL GRAIN INSPECTION SERVICE	227	77.8%	12.9%	9.3%
PACKERS & STOCKYARDS PROGRAM	94	79.4%	8.0%	12.6%

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

	N	Positive	Neutral	Negative
Department of Agriculture	48,705	96.7%	2.1%	1.1%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,595	96.7%	2.0%	1.4%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>351</b>	<b>95.5%</b>	<b>2.1%</b>	<b>2.4%</b>
OFFICE OF THE ADMINISTRATOR	26	100.0%	0.0%	0.0%
FEDERAL GRAIN INSPECTION SERVICE	230	96.6%	1.5%	2.0%
PACKERS & STOCKYARDS PROGRAM	95	91.6%	4.4%	4.0%

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

	N	Positive	Neutral	Negative
Department of Agriculture	48,713	91.7%	7.1%	1.3%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,589	91.4%	7.1%	1.5%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>349</b>	<b>90.8%</b>	<b>6.3%</b>	<b>2.9%</b>
OFFICE OF THE ADMINISTRATOR	25	100.0%	0.0%	0.0%
FEDERAL GRAIN INSPECTION SERVICE	228	90.7%	7.3%	2.0%
PACKERS & STOCKYARDS PROGRAM	96	89.0%	5.1%	5.9%

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	48,776	44.0%	16.5%	39.5%	67
MARKETING AND REGULATORY PROGRAMS (MRP)	4,603	56.9%	15.8%	27.3%	9
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>352</b>	<b>58.8%</b>	<b>14.1%</b>	<b>27.1%</b>	<b>0</b>
OFFICE OF THE ADMINISTRATOR	26	63.8%	6.3%	29.9%	0
FEDERAL GRAIN INSPECTION SERVICE	230	54.4%	16.7%	28.9%	0
PACKERS & STOCKYARDS PROGRAM	96	68.8%	9.2%	22.1%	0



**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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**My Work Experience (continued)**

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	48,615	53.5%	16.9%	29.7%	68
MARKETING AND REGULATORY PROGRAMS (MRP)	4,595	64.7%	14.3%	21.1%	7
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>350</b>	<b>65.8%</b>	<b>13.3%</b>	<b>20.9%</b>	<b>1</b>
OFFICE OF THE ADMINISTRATOR	26	57.3%	16.0%	26.7%	0
FEDERAL GRAIN INSPECTION SERVICE	228	60.8%	14.4%	24.8%	1
PACKERS & STOCKYARDS PROGRAM	96	80.3%	10.0%	9.7%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	48,036	63.0%	17.3%	19.7%	137
MARKETING AND REGULATORY PROGRAMS (MRP)	4,522	62.2%	16.3%	21.5%	23
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>346</b>	<b>62.8%</b>	<b>17.1%</b>	<b>20.1%</b>	<b>3</b>
OFFICE OF THE ADMINISTRATOR	25	65.0%	20.2%	14.8%	0
FEDERAL GRAIN INSPECTION SERVICE	228	62.5%	18.8%	18.7%	2
PACKERS & STOCKYARDS PROGRAM	93	63.0%	12.1%	24.9%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	48,556	85.8%	9.2%	5.0%	82
MARKETING AND REGULATORY PROGRAMS (MRP)	4,580	86.5%	8.1%	5.4%	14
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>349</b>	<b>84.5%</b>	<b>9.3%</b>	<b>6.1%</b>	<b>2</b>
OFFICE OF THE ADMINISTRATOR	26	92.7%	3.6%	3.7%	0
FEDERAL GRAIN INSPECTION SERVICE	227	85.1%	9.2%	5.6%	2
PACKERS & STOCKYARDS PROGRAM	96	81.1%	11.0%	7.9%	0

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	48,394	90.9%	6.6%	2.5%	74
MARKETING AND REGULATORY PROGRAMS (MRP)	4,561	91.1%	6.5%	2.4%	10
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>350</b>	<b>89.0%</b>	<b>7.4%</b>	<b>3.5%</b>	<b>1</b>
OFFICE OF THE ADMINISTRATOR	26	89.7%	10.3%	0.0%	0
FEDERAL GRAIN INSPECTION SERVICE	229	92.2%	4.1%	3.7%	1
PACKERS & STOCKYARDS PROGRAM	95	80.9%	15.2%	3.9%	0

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	48,595	70.9%	14.1%	15.0%	163
MARKETING AND REGULATORY PROGRAMS (MRP)	4,575	75.8%	12.8%	11.4%	29
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>350</b>	<b>70.2%</b>	<b>13.9%</b>	<b>15.9%</b>	<b>3</b>
OFFICE OF THE ADMINISTRATOR	26	91.6%	3.6%	4.8%	0
FEDERAL GRAIN INSPECTION SERVICE	231	63.9%	16.6%	19.5%	0
PACKERS & STOCKYARDS PROGRAM	93	81.1%	9.6%	9.3%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	48,400	72.6%	13.7%	13.7%	352
MARKETING AND REGULATORY PROGRAMS (MRP)	4,568	73.6%	12.2%	14.2%	34
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>348</b>	<b>64.9%</b>	<b>13.6%</b>	<b>21.5%</b>	<b>4</b>
OFFICE OF THE ADMINISTRATOR	26	66.5%	18.8%	14.7%	0
FEDERAL GRAIN INSPECTION SERVICE	227	60.9%	14.7%	24.4%	3
PACKERS & STOCKYARDS PROGRAM	95	74.5%	9.5%	16.0%	1

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	48,513	85.9%	9.9%	4.1%	126
MARKETING AND REGULATORY PROGRAMS (MRP)	4,574	85.7%	9.8%	4.4%	18
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>348</b>	<b>84.2%</b>	<b>10.4%</b>	<b>5.4%</b>	<b>1</b>
OFFICE OF THE ADMINISTRATOR	26	91.5%	4.8%	3.7%	0
FEDERAL GRAIN INSPECTION SERVICE	227	83.5%	10.4%	6.1%	1
PACKERS & STOCKYARDS PROGRAM	95	84.2%	11.9%	4.0%	0

**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	47,044	64.9%	18.5%	16.6%	1,596
MARKETING AND REGULATORY PROGRAMS (MRP)	4,409	64.6%	17.2%	18.1%	183
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>338</b>	<b>67.2%</b>	<b>16.9%</b>	<b>15.9%</b>	<b>11</b>
OFFICE OF THE ADMINISTRATOR	23	66.2%	23.8%	9.9%	1
FEDERAL GRAIN INSPECTION SERVICE	219	64.7%	17.7%	17.7%	10
PACKERS & STOCKYARDS PROGRAM	96	73.6%	13.6%	12.9%	0

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
**3rd Level Subagency Comparison Report**

**My Work Experience (continued)**

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	48,388	56.6%	23.2%	20.2%	319
MARKETING AND REGULATORY PROGRAMS (MRP)	4,566	58.1%	21.5%	20.4%	36
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>350</b>	<b>56.0%</b>	<b>23.3%</b>	<b>20.7%</b>	<b>3</b>
OFFICE OF THE ADMINISTRATOR	26	59.4%	19.1%	21.5%	0
FEDERAL GRAIN INSPECTION SERVICE	228	53.4%	27.0%	19.6%	3
PACKERS & STOCKYARDS PROGRAM	96	61.6%	15.3%	23.1%	0

**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	48,338	71.4%	13.0%	15.7%	530
MARKETING AND REGULATORY PROGRAMS (MRP)	4,560	73.1%	11.6%	15.3%	53
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>350</b>	<b>67.6%</b>	<b>9.3%</b>	<b>23.1%</b>	<b>2</b>
OFFICE OF THE ADMINISTRATOR	26	64.9%	20.2%	14.9%	0
FEDERAL GRAIN INSPECTION SERVICE	228	67.2%	8.0%	24.8%	2
PACKERS & STOCKYARDS PROGRAM	96	69.1%	10.0%	20.9%	0

**My Work Unit**

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

	N	Positive	Neutral	Negative
Department of Agriculture	48,805	77.7%	12.2%	10.0%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,602	77.8%	12.3%	10.0%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>353</b>	<b>74.2%</b>	<b>16.0%</b>	<b>9.8%</b>
OFFICE OF THE ADMINISTRATOR	26	81.4%	14.8%	3.7%
FEDERAL GRAIN INSPECTION SERVICE	231	71.1%	18.6%	10.3%
PACKERS & STOCKYARDS PROGRAM	96	80.2%	9.6%	10.1%

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	47,482	35.7%	27.1%	37.1%	1,387
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	45.4%	24.7%	29.9%	135
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>343</b>	<b>41.3%</b>	<b>23.8%</b>	<b>34.9%</b>	<b>7</b>
OFFICE OF THE ADMINISTRATOR	24	52.0%	16.5%	31.5%	1
FEDERAL GRAIN INSPECTION SERVICE	226	37.0%	26.2%	36.8%	4
PACKERS & STOCKYARDS PROGRAM	93	49.8%	19.2%	30.9%	2

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	46,092	37.6%	29.5%	32.9%	2,585
MARKETING AND REGULATORY PROGRAMS (MRP)	4,291	38.9%	27.2%	33.9%	299
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>332</b>	<b>36.9%</b>	<b>26.3%</b>	<b>36.8%</b>	<b>20</b>
OFFICE OF THE ADMINISTRATOR	23	40.0%	34.1%	25.9%	2
FEDERAL GRAIN INSPECTION SERVICE	223	32.9%	26.1%	41.0%	8
PACKERS & STOCKYARDS PROGRAM	86	47.1%	24.9%	28.0%	10

**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	45,148	29.9%	29.6%	40.4%	3,567
MARKETING AND REGULATORY PROGRAMS (MRP)	4,217	33.3%	27.7%	39.0%	374
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>331</b>	<b>37.1%</b>	<b>23.2%</b>	<b>39.7%</b>	<b>18</b>
OFFICE OF THE ADMINISTRATOR	23	43.5%	29.5%	27.1%	2
FEDERAL GRAIN INSPECTION SERVICE	222	37.5%	22.6%	39.9%	6
PACKERS & STOCKYARDS PROGRAM	86	34.7%	23.2%	42.0%	10

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	46,394	36.1%	30.6%	33.3%	2,351
MARKETING AND REGULATORY PROGRAMS (MRP)	4,339	40.6%	26.8%	32.5%	269
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>342</b>	<b>42.3%</b>	<b>24.3%</b>	<b>33.4%</b>	<b>11</b>
OFFICE OF THE ADMINISTRATOR	24	41.8%	21.1%	37.1%	2
FEDERAL GRAIN INSPECTION SERVICE	229	41.8%	22.6%	35.6%	2
PACKERS & STOCKYARDS PROGRAM	89	44.0%	29.6%	26.4%	7

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	46,130	46.6%	25.3%	28.1%	2,555
MARKETING AND REGULATORY PROGRAMS (MRP)	4,301	49.9%	22.1%	28.0%	287
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>335</b>	<b>47.7%</b>	<b>19.9%</b>	<b>32.4%</b>	<b>14</b>
OFFICE OF THE ADMINISTRATOR	24	37.8%	19.9%	42.4%	2
FEDERAL GRAIN INSPECTION SERVICE	224	47.7%	18.4%	33.9%	5
PACKERS & STOCKYARDS PROGRAM	87	50.0%	23.9%	26.1%	7



**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	48,565	77.0%	12.7%	10.3%	162
MARKETING AND REGULATORY PROGRAMS (MRP)	4,575	75.5%	13.6%	11.0%	18
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>353</b>	<b>73.6%</b>	<b>17.3%</b>	<b>9.1%</b>	<b>0</b>
OFFICE OF THE ADMINISTRATOR	26	76.3%	12.2%	11.5%	0
FEDERAL GRAIN INSPECTION SERVICE	231	71.3%	20.2%	8.5%	0
PACKERS & STOCKYARDS PROGRAM	96	78.6%	11.4%	10.0%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	47,476	56.6%	28.3%	15.1%	1,322
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	57.8%	26.4%	15.8%	144
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>340</b>	<b>56.2%</b>	<b>24.3%</b>	<b>19.5%</b>	<b>11</b>
OFFICE OF THE ADMINISTRATOR	26	48.5%	22.7%	28.8%	0
FEDERAL GRAIN INSPECTION SERVICE	224	57.1%	24.0%	18.8%	6
PACKERS & STOCKYARDS PROGRAM	90	55.6%	25.3%	19.0%	5

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

	N	Positive	Neutral	Negative
Department of Agriculture	48,804	85.4%	12.2%	2.4%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,604	86.8%	10.6%	2.6%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>353</b>	<b>84.8%</b>	<b>12.2%</b>	<b>3.0%</b>
OFFICE OF THE ADMINISTRATOR	26	87.4%	12.6%	0.0%
FEDERAL GRAIN INSPECTION SERVICE	231	84.4%	12.0%	3.6%
PACKERS & STOCKYARDS PROGRAM	96	85.2%	12.9%	1.9%

**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	47,707	69.0%	18.5%	12.5%	580
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	75.4%	14.4%	10.2%	73
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>341</b>	<b>72.9%</b>	<b>15.4%</b>	<b>11.7%</b>	<b>7</b>
OFFICE OF THE ADMINISTRATOR	25	75.8%	19.2%	5.0%	1
FEDERAL GRAIN INSPECTION SERVICE	226	72.6%	15.0%	12.4%	3
PACKERS & STOCKYARDS PROGRAM	90	73.0%	15.5%	11.5%	3

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	47,309	48.3%	26.8%	24.9%	949
MARKETING AND REGULATORY PROGRAMS (MRP)	4,438	52.0%	24.3%	23.6%	112
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>336</b>	<b>49.3%</b>	<b>26.7%</b>	<b>24.1%</b>	<b>13</b>
OFFICE OF THE ADMINISTRATOR	23	63.1%	28.0%	8.8%	3
FEDERAL GRAIN INSPECTION SERVICE	222	46.8%	27.0%	26.2%	6
PACKERS & STOCKYARDS PROGRAM	91	52.6%	25.5%	21.9%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	47,282	50.7%	25.1%	24.2%	893
MARKETING AND REGULATORY PROGRAMS (MRP)	4,439	55.7%	22.0%	22.3%	92
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>343</b>	<b>52.5%</b>	<b>21.3%</b>	<b>26.2%</b>	<b>7</b>
OFFICE OF THE ADMINISTRATOR	23	66.3%	16.2%	17.6%	3
FEDERAL GRAIN INSPECTION SERVICE	227	51.9%	22.3%	25.8%	2
PACKERS & STOCKYARDS PROGRAM	93	50.9%	20.0%	29.1%	2

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	46,860	39.4%	31.6%	29.0%	1,250
MARKETING AND REGULATORY PROGRAMS (MRP)	4,398	45.7%	27.5%	26.9%	137
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>339</b>	<b>41.0%</b>	<b>27.7%</b>	<b>31.3%</b>	<b>11</b>
OFFICE OF THE ADMINISTRATOR	23	45.5%	24.6%	29.9%	3
FEDERAL GRAIN INSPECTION SERVICE	225	41.7%	25.9%	32.5%	4
PACKERS & STOCKYARDS PROGRAM	91	38.1%	33.2%	28.6%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	45,530	22.6%	29.6%	47.7%	2,557
MARKETING AND REGULATORY PROGRAMS (MRP)	4,201	23.0%	28.8%	48.2%	316
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>322</b>	<b>25.6%</b>	<b>24.5%</b>	<b>49.9%</b>	<b>23</b>
OFFICE OF THE ADMINISTRATOR	23	24.1%	24.4%	51.5%	3
FEDERAL GRAIN INSPECTION SERVICE	214	25.5%	22.0%	52.5%	11
PACKERS & STOCKYARDS PROGRAM	85	26.2%	31.0%	42.8%	9

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	46,707	67.7%	22.6%	9.8%	1,516
MARKETING AND REGULATORY PROGRAMS (MRP)	4,357	67.4%	21.7%	10.9%	188
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>338</b>	<b>66.0%</b>	<b>16.7%</b>	<b>17.3%</b>	<b>12</b>
OFFICE OF THE ADMINISTRATOR	26	73.3%	3.6%	23.1%	0
FEDERAL GRAIN INSPECTION SERVICE	221	63.4%	18.8%	17.8%	8
PACKERS & STOCKYARDS PROGRAM	91	70.6%	14.8%	14.6%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	47,863	80.1%	12.3%	7.6%	399
MARKETING AND REGULATORY PROGRAMS (MRP)	4,487	79.5%	12.5%	8.1%	59
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>346</b>	<b>73.5%</b>	<b>12.7%</b>	<b>13.8%</b>	<b>2</b>
OFFICE OF THE ADMINISTRATOR	25	100.0%	0.0%	0.0%	1
FEDERAL GRAIN INSPECTION SERVICE	228	72.0%	12.1%	15.8%	0
PACKERS & STOCKYARDS PROGRAM	93	70.8%	17.3%	11.9%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	47,688	77.2%	14.3%	8.5%	380
MARKETING AND REGULATORY PROGRAMS (MRP)	4,465	78.1%	13.6%	8.3%	51
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>345</b>	<b>74.1%</b>	<b>15.1%</b>	<b>10.9%</b>	<b>1</b>
OFFICE OF THE ADMINISTRATOR	25	88.3%	8.0%	3.7%	0
FEDERAL GRAIN INSPECTION SERVICE	227	73.3%	16.7%	10.0%	0
PACKERS & STOCKYARDS PROGRAM	93	72.6%	12.6%	14.8%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	46,086	60.5%	21.2%	18.3%	1,999
MARKETING AND REGULATORY PROGRAMS (MRP)	4,286	59.4%	19.4%	21.2%	240
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>328</b>	<b>56.6%</b>	<b>18.8%</b>	<b>24.6%</b>	<b>22</b>
OFFICE OF THE ADMINISTRATOR	22	59.1%	9.0%	31.9%	4
FEDERAL GRAIN INSPECTION SERVICE	216	56.4%	20.9%	22.6%	13
PACKERS & STOCKYARDS PROGRAM	90	56.6%	15.4%	28.0%	5

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	45,442	74.4%	15.5%	10.1%	2,563
MARKETING AND REGULATORY PROGRAMS (MRP)	4,177	72.4%	15.4%	12.3%	332
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>311</b>	<b>67.3%</b>	<b>14.8%</b>	<b>17.9%</b>	<b>30</b>
OFFICE OF THE ADMINISTRATOR	21	67.5%	0.0%	32.5%	4
FEDERAL GRAIN INSPECTION SERVICE	205	65.6%	17.3%	17.1%	18
PACKERS & STOCKYARDS PROGRAM	85	71.4%	11.7%	16.9%	8

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	47,476	76.7%	16.4%	6.9%	690
MARKETING AND REGULATORY PROGRAMS (MRP)	4,462	82.5%	12.2%	5.3%	71
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>344</b>	<b>77.1%</b>	<b>14.3%</b>	<b>8.5%</b>	<b>4</b>
OFFICE OF THE ADMINISTRATOR	25	92.3%	3.8%	3.9%	1
FEDERAL GRAIN INSPECTION SERVICE	225	79.5%	13.0%	7.5%	2
PACKERS & STOCKYARDS PROGRAM	94	67.7%	20.1%	12.2%	1

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

	N	Positive	Neutral	Negative
Department of Agriculture	48,221	70.1%	18.4%	11.5%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,532	71.1%	17.4%	11.5%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>348</b>	<b>66.7%</b>	<b>19.5%</b>	<b>13.8%</b>
OFFICE OF THE ADMINISTRATOR	26	60.9%	32.4%	6.7%
FEDERAL GRAIN INSPECTION SERVICE	228	65.6%	19.2%	15.1%
PACKERS & STOCKYARDS PROGRAM	94	70.8%	17.1%	12.2%

**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	44,774	45.9%	28.3%	25.8%	3,479
MARKETING AND REGULATORY PROGRAMS (MRP)	4,178	50.5%	25.1%	24.3%	362
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>314</b>	<b>49.7%</b>	<b>19.7%</b>	<b>30.7%</b>	<b>34</b>
OFFICE OF THE ADMINISTRATOR	22	58.8%	20.3%	20.9%	4
FEDERAL GRAIN INSPECTION SERVICE	202	53.4%	18.6%	28.1%	25
PACKERS & STOCKYARDS PROGRAM	90	39.2%	22.0%	38.8%	5

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	48,081	85.2%	8.0%	6.8%	161
MARKETING AND REGULATORY PROGRAMS (MRP)	4,522	84.3%	8.3%	7.3%	13
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>347</b>	<b>76.9%</b>	<b>12.1%</b>	<b>10.9%</b>	<b>1</b>
OFFICE OF THE ADMINISTRATOR	26	92.6%	3.7%	3.7%	0
FEDERAL GRAIN INSPECTION SERVICE	226	71.6%	13.5%	14.9%	1
PACKERS & STOCKYARDS PROGRAM	95	86.4%	10.8%	2.8%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	47,995	73.0%	15.2%	11.8%	155
MARKETING AND REGULATORY PROGRAMS (MRP)	4,513	72.2%	15.3%	12.5%	16
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>347</b>	<b>71.8%</b>	<b>15.1%</b>	<b>13.1%</b>	<b>1</b>
OFFICE OF THE ADMINISTRATOR	26	72.8%	18.7%	8.5%	0
FEDERAL GRAIN INSPECTION SERVICE	226	71.6%	14.9%	13.5%	1
PACKERS & STOCKYARDS PROGRAM	95	71.8%	14.8%	13.4%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	47,703	69.4%	16.4%	14.2%	300
MARKETING AND REGULATORY PROGRAMS (MRP)	4,486	69.4%	16.0%	14.6%	26
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>344</b>	<b>66.1%</b>	<b>16.2%</b>	<b>17.7%</b>	<b>4</b>
OFFICE OF THE ADMINISTRATOR	26	65.7%	17.3%	17.1%	0
FEDERAL GRAIN INSPECTION SERVICE	224	64.8%	14.4%	20.8%	3
PACKERS & STOCKYARDS PROGRAM	94	69.2%	20.5%	10.3%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	45,623	74.9%	18.5%	6.6%	2,403
MARKETING AND REGULATORY PROGRAMS (MRP)	4,233	75.1%	17.8%	7.1%	278
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>321</b>	<b>72.4%</b>	<b>16.3%</b>	<b>11.2%</b>	<b>25</b>
OFFICE OF THE ADMINISTRATOR	24	73.8%	17.0%	9.1%	2
FEDERAL GRAIN INSPECTION SERVICE	211	68.7%	18.8%	12.6%	15
PACKERS & STOCKYARDS PROGRAM	86	81.9%	9.8%	8.3%	8



**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	47,877	67.9%	18.0%	14.1%	161
MARKETING AND REGULATORY PROGRAMS (MRP)	4,495	69.1%	17.0%	13.9%	17
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>345</b>	<b>67.5%</b>	<b>16.8%</b>	<b>15.7%</b>	<b>2</b>
OFFICE OF THE ADMINISTRATOR	26	69.8%	14.3%	16.0%	0
FEDERAL GRAIN INSPECTION SERVICE	225	66.9%	16.1%	17.1%	2
PACKERS & STOCKYARDS PROGRAM	94	68.5%	19.2%	12.3%	0

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	47,580	73.0%	16.2%	10.8%	524
MARKETING AND REGULATORY PROGRAMS (MRP)	4,475	72.7%	15.1%	12.1%	48
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>343</b>	<b>68.9%</b>	<b>16.3%</b>	<b>14.8%</b>	<b>3</b>
OFFICE OF THE ADMINISTRATOR	25	67.6%	23.6%	8.8%	1
FEDERAL GRAIN INSPECTION SERVICE	226	66.2%	17.7%	16.1%	2
PACKERS & STOCKYARDS PROGRAM	92	76.2%	11.1%	12.8%	0

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

	N	Positive	Neutral	Negative
Department of Agriculture	48,156	81.1%	10.1%	8.8%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,523	81.2%	10.2%	8.6%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>349</b>	<b>81.2%</b>	<b>12.2%</b>	<b>6.6%</b>
OFFICE OF THE ADMINISTRATOR	26	77.5%	13.9%	8.5%
FEDERAL GRAIN INSPECTION SERVICE	228	79.9%	13.4%	6.7%
PACKERS & STOCKYARDS PROGRAM	95	85.4%	8.8%	5.8%

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative
Department of Agriculture	48,043	85.1%	8.3%	6.6%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,510	85.1%	8.0%	6.8%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>346</b>	<b>86.3%</b>	<b>7.1%</b>	<b>6.6%</b>
OFFICE OF THE ADMINISTRATOR	26	80.2%	16.1%	3.7%
FEDERAL GRAIN INSPECTION SERVICE	226	85.9%	7.0%	7.1%
PACKERS & STOCKYARDS PROGRAM	94	88.8%	5.2%	6.0%

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**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	48,066	88.1%	6.2%	5.8%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,509	89.5%	5.4%	5.1%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>349</b>	<b>82.8%</b>	<b>7.2%</b>	<b>10.0%</b>
OFFICE OF THE ADMINISTRATOR	26	89.6%	10.4%	0.0%
FEDERAL GRAIN INSPECTION SERVICE	228	79.2%	8.2%	12.7%
PACKERS & STOCKYARDS PROGRAM	95	90.1%	4.1%	5.8%

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
Department of Agriculture	48,074	72.8%	14.6%	12.6%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,511	72.9%	13.0%	14.1%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>347</b>	<b>70.2%</b>	<b>15.2%</b>	<b>14.5%</b>
OFFICE OF THE ADMINISTRATOR	25	59.8%	22.6%	17.6%
FEDERAL GRAIN INSPECTION SERVICE	228	68.0%	16.2%	15.8%
PACKERS & STOCKYARDS PROGRAM	94	78.4%	11.0%	10.7%

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

	N	Positive	Neutral	Negative
Department of Agriculture	48,113	74.7%	16.1%	9.2%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,519	75.3%	15.3%	9.4%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>347</b>	<b>74.1%</b>	<b>15.3%</b>	<b>10.6%</b>
OFFICE OF THE ADMINISTRATOR	26	65.8%	20.9%	13.3%
FEDERAL GRAIN INSPECTION SERVICE	227	73.1%	15.6%	11.3%
PACKERS & STOCKYARDS PROGRAM	94	78.7%	13.1%	8.2%

**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	46,238	39.7%	28.9%	31.4%	1,720
MARKETING AND REGULATORY PROGRAMS (MRP)	4,325	44.0%	26.5%	29.4%	173
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>331</b>	<b>40.4%</b>	<b>26.3%</b>	<b>33.3%</b>	<b>16</b>
OFFICE OF THE ADMINISTRATOR	25	43.6%	29.6%	26.8%	1
FEDERAL GRAIN INSPECTION SERVICE	218	42.9%	25.9%	31.2%	10
PACKERS & STOCKYARDS PROGRAM	88	33.2%	26.6%	40.2%	5

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	44,107	51.7%	28.7%	19.6%	3,778
MARKETING AND REGULATORY PROGRAMS (MRP)	4,130	54.3%	24.9%	20.8%	371
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>312</b>	<b>55.4%</b>	<b>18.5%</b>	<b>26.1%</b>	<b>34</b>
OFFICE OF THE ADMINISTRATOR	23	61.8%	16.8%	21.4%	3
FEDERAL GRAIN INSPECTION SERVICE	206	58.3%	17.2%	24.5%	20
PACKERS & STOCKYARDS PROGRAM	83	46.4%	22.5%	31.2%	11

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	45,843	71.8%	19.4%	8.8%	1,829
MARKETING AND REGULATORY PROGRAMS (MRP)	4,275	72.4%	17.0%	10.6%	203
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>328</b>	<b>76.4%</b>	<b>11.8%</b>	<b>11.8%</b>	<b>15</b>
OFFICE OF THE ADMINISTRATOR	24	81.9%	5.1%	12.9%	2
FEDERAL GRAIN INSPECTION SERVICE	219	77.4%	11.9%	10.7%	8
PACKERS & STOCKYARDS PROGRAM	85	72.4%	13.1%	14.5%	5

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	46,902	64.7%	20.3%	15.0%	777
MARKETING AND REGULATORY PROGRAMS (MRP)	4,393	65.7%	18.2%	16.1%	92
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>332</b>	<b>62.6%</b>	<b>17.1%</b>	<b>20.3%</b>	<b>12</b>
OFFICE OF THE ADMINISTRATOR	24	71.6%	4.0%	24.4%	2
FEDERAL GRAIN INSPECTION SERVICE	219	62.0%	18.6%	19.3%	7
PACKERS & STOCKYARDS PROGRAM	89	61.9%	16.4%	21.8%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	44,779	63.9%	23.7%	12.4%	2,852
MARKETING AND REGULATORY PROGRAMS (MRP)	4,089	63.9%	22.7%	13.4%	389
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>318</b>	<b>63.0%</b>	<b>22.7%</b>	<b>14.3%</b>	<b>26</b>
OFFICE OF THE ADMINISTRATOR	21	72.6%	13.9%	13.4%	4
FEDERAL GRAIN INSPECTION SERVICE	212	60.9%	25.7%	13.3%	16
PACKERS & STOCKYARDS PROGRAM	85	66.4%	16.8%	16.9%	6

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	46,143	57.1%	22.7%	20.2%	1,557
MARKETING AND REGULATORY PROGRAMS (MRP)	4,280	57.7%	21.1%	21.2%	203
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>332</b>	<b>56.4%</b>	<b>18.0%</b>	<b>25.6%</b>	<b>13</b>
OFFICE OF THE ADMINISTRATOR	23	58.0%	24.1%	17.9%	3
FEDERAL GRAIN INSPECTION SERVICE	220	54.8%	20.6%	24.5%	6
PACKERS & STOCKYARDS PROGRAM	89	60.1%	9.6%	30.3%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	46,148	61.2%	22.3%	16.6%	1,605
MARKETING AND REGULATORY PROGRAMS (MRP)	4,277	60.8%	20.9%	18.3%	204
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>327</b>	<b>57.4%</b>	<b>20.0%</b>	<b>22.6%</b>	<b>18</b>
OFFICE OF THE ADMINISTRATOR	24	58.8%	24.2%	17.0%	2
FEDERAL GRAIN INSPECTION SERVICE	214	57.8%	21.1%	21.1%	13
PACKERS & STOCKYARDS PROGRAM	89	55.9%	16.2%	27.8%	3

**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	45,265	61.1%	23.7%	15.2%	2,573
MARKETING AND REGULATORY PROGRAMS (MRP)	4,212	63.0%	20.5%	16.6%	275
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>325</b>	<b>54.6%</b>	<b>22.1%</b>	<b>23.3%</b>	<b>19</b>
OFFICE OF THE ADMINISTRATOR	23	56.8%	24.3%	18.9%	3
FEDERAL GRAIN INSPECTION SERVICE	212	56.5%	21.8%	21.7%	13
PACKERS & STOCKYARDS PROGRAM	90	49.5%	22.3%	28.2%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	46,709	52.7%	26.8%	20.5%	1,110
MARKETING AND REGULATORY PROGRAMS (MRP)	4,392	57.0%	22.1%	20.9%	99
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>335</b>	<b>53.0%</b>	<b>23.1%</b>	<b>23.9%</b>	<b>9</b>
OFFICE OF THE ADMINISTRATOR	26	70.4%	14.5%	15.1%	0
FEDERAL GRAIN INSPECTION SERVICE	219	56.1%	22.6%	21.3%	7
PACKERS & STOCKYARDS PROGRAM	90	41.0%	26.5%	32.5%	2

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	43,776	60.4%	26.8%	12.8%	4,055
MARKETING AND REGULATORY PROGRAMS (MRP)	4,020	62.8%	24.6%	12.6%	473
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>309</b>	<b>57.4%</b>	<b>23.7%</b>	<b>19.0%</b>	<b>35</b>
OFFICE OF THE ADMINISTRATOR	26	66.3%	22.8%	11.0%	0
FEDERAL GRAIN INSPECTION SERVICE	200	56.1%	21.2%	22.7%	25
PACKERS & STOCKYARDS PROGRAM	83	58.1%	30.1%	11.8%	10

**My Satisfaction**

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

	N	Positive	Neutral	Negative
Department of Agriculture	47,758	55.8%	22.9%	21.3%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,485	57.2%	21.0%	21.8%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>343</b>	<b>55.9%</b>	<b>19.6%</b>	<b>24.5%</b>
OFFICE OF THE ADMINISTRATOR	26	69.0%	11.1%	19.9%
FEDERAL GRAIN INSPECTION SERVICE	225	52.6%	22.3%	25.1%
PACKERS & STOCKYARDS PROGRAM	92	61.0%	15.0%	24.0%

**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	47,708	50.6%	24.4%	25.0%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,480	54.3%	22.7%	23.0%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>345</b>	<b>50.3%</b>	<b>20.6%</b>	<b>29.1%</b>
OFFICE OF THE ADMINISTRATOR	26	57.6%	15.4%	27.0%
FEDERAL GRAIN INSPECTION SERVICE	226	49.3%	23.0%	27.7%
PACKERS & STOCKYARDS PROGRAM	93	51.2%	15.9%	32.9%

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

	N	Positive	Neutral	Negative
Department of Agriculture	47,608	53.1%	24.0%	22.9%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,467	56.0%	21.1%	22.9%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>342</b>	<b>51.5%</b>	<b>20.0%</b>	<b>28.6%</b>
OFFICE OF THE ADMINISTRATOR	26	44.4%	25.6%	30.0%
FEDERAL GRAIN INSPECTION SERVICE	224	50.0%	18.6%	31.4%
PACKERS & STOCKYARDS PROGRAM	92	57.0%	22.0%	21.0%



**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	47,567	41.7%	33.8%	24.6%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,457	45.7%	30.7%	23.6%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>343</b>	<b>42.3%</b>	<b>29.0%</b>	<b>28.7%</b>
OFFICE OF THE ADMINISTRATOR	26	51.3%	32.9%	15.8%
FEDERAL GRAIN INSPECTION SERVICE	225	42.9%	28.7%	28.4%
PACKERS & STOCKYARDS PROGRAM	92	38.6%	28.8%	32.6%

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

	N	Positive	Neutral	Negative
Department of Agriculture	47,644	40.4%	28.4%	31.2%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,471	39.3%	26.4%	34.3%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>344</b>	<b>42.0%</b>	<b>23.5%</b>	<b>34.5%</b>
OFFICE OF THE ADMINISTRATOR	26	40.7%	22.8%	36.5%
FEDERAL GRAIN INSPECTION SERVICE	225	43.3%	22.7%	34.0%
PACKERS & STOCKYARDS PROGRAM	93	39.1%	25.8%	35.0%

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

	N	Positive	Neutral	Negative
Department of Agriculture	47,581	56.4%	23.0%	20.6%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,470	61.4%	20.6%	18.0%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>340</b>	<b>58.0%</b>	<b>18.6%</b>	<b>23.4%</b>
OFFICE OF THE ADMINISTRATOR	26	59.1%	26.9%	14.0%
FEDERAL GRAIN INSPECTION SERVICE	222	56.2%	19.3%	24.4%
PACKERS & STOCKYARDS PROGRAM	92	62.0%	14.9%	23.1%

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

	N	Positive	Neutral	Negative
Department of Agriculture	47,629	71.8%	15.8%	12.4%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,475	73.1%	14.8%	12.1%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>345</b>	<b>68.3%</b>	<b>18.4%</b>	<b>13.4%</b>
OFFICE OF THE ADMINISTRATOR	26	66.6%	19.4%	14.0%
FEDERAL GRAIN INSPECTION SERVICE	226	66.3%	19.2%	14.4%
PACKERS & STOCKYARDS PROGRAM	93	73.5%	16.0%	10.5%

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	47,664	62.0%	17.0%	20.9%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	61.6%	15.4%	23.1%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>345</b>	<b>58.4%</b>	<b>18.6%</b>	<b>22.9%</b>
OFFICE OF THE ADMINISTRATOR	26	62.7%	19.4%	18.0%
FEDERAL GRAIN INSPECTION SERVICE	226	54.8%	19.7%	25.5%
PACKERS & STOCKYARDS PROGRAM	93	66.6%	15.8%	17.5%

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

	N	Positive	Neutral	Negative
Department of Agriculture	47,663	62.1%	21.1%	16.8%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,468	64.9%	19.4%	15.7%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>341</b>	<b>58.4%</b>	<b>21.7%</b>	<b>19.9%</b>
OFFICE OF THE ADMINISTRATOR	25	68.4%	20.6%	11.0%
FEDERAL GRAIN INSPECTION SERVICE	223	55.1%	23.2%	21.7%
PACKERS & STOCKYARDS PROGRAM	93	64.2%	18.2%	17.6%

**Work/Life**

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Department of Agriculture	47,521	66.7%	17.4%	10.0%	5.9%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,457	75.2%	17.3%	4.1%	3.5%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>339</b>	<b>53.8%</b>	<b>35.8%</b>	<b>5.4%</b>	<b>5.0%</b>
OFFICE OF THE ADMINISTRATOR	26	96.4%	3.6%	0.0%	0.0%
FEDERAL GRAIN INSPECTION SERVICE	222	34.7%	50.4%	7.4%	7.5%
PACKERS & STOCKYARDS PROGRAM	91	91.3%	6.9%	1.8%	0.0%

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	47,242	8.4%	15.7%	7.5%	20.1%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	17.5%	21.7%	5.5%	16.2%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>341</b>	<b>4.5%</b>	<b>14.1%</b>	<b>9.0%</b>	<b>18.5%</b>
OFFICE OF THE ADMINISTRATOR	26	3.4%	64.5%	3.7%	10.3%
FEDERAL GRAIN INSPECTION SERVICE	224	0.6%	11.1%	5.1%	14.8%
PACKERS & STOCKYARDS PROGRAM	91	14.6%	9.1%	20.3%	30.0%

(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	47,242	21.5%	3.4%	8.0%	15.4%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	20.8%	1.9%	5.9%	10.5%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>341</b>	<b>32.1%</b>	<b>3.3%</b>	<b>7.9%</b>	<b>10.6%</b>
OFFICE OF THE ADMINISTRATOR	26	0.0%	0.0%	3.6%	14.6%
FEDERAL GRAIN INSPECTION SERVICE	224	46.9%	4.9%	9.6%	6.9%
PACKERS & STOCKYARDS PROGRAM	91	2.2%	0.0%	4.8%	19.0%

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

	N	Yes	No	Not Available To Me
Department of Agriculture	47,450	41.8%	45.6%	12.6%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,461	32.4%	53.5%	14.1%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>344</b>	<b>54.2%</b>	<b>32.5%</b>	<b>13.4%</b>
OFFICE OF THE ADMINISTRATOR	26	73.4%	26.6%	0.0%
FEDERAL GRAIN INSPECTION SERVICE	225	40.8%	40.5%	18.7%
PACKERS & STOCKYARDS PROGRAM	93	83.0%	13.8%	3.2%

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	47,438	31.0%	56.0%	13.0%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,437	21.7%	68.0%	10.3%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>338</b>	<b>15.0%</b>	<b>70.7%</b>	<b>14.3%</b>
OFFICE OF THE ADMINISTRATOR	26	19.8%	73.6%	6.5%
FEDERAL GRAIN INSPECTION SERVICE	222	15.1%	72.1%	12.8%
PACKERS & STOCKYARDS PROGRAM	90	13.6%	66.2%	20.2%

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

	N	Yes	No	Not Available To Me
Department of Agriculture	47,240	18.4%	78.3%	3.3%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,431	17.8%	78.5%	3.8%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>340</b>	<b>15.0%</b>	<b>79.7%</b>	<b>5.3%</b>
OFFICE OF THE ADMINISTRATOR	26	20.1%	76.4%	3.6%
FEDERAL GRAIN INSPECTION SERVICE	221	15.1%	79.2%	5.7%
PACKERS & STOCKYARDS PROGRAM	93	13.5%	81.7%	4.8%

**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	47,462	1.9%	76.0%	22.1%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,455	1.7%	82.1%	16.3%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>344</b>	<b>1.8%</b>	<b>75.5%</b>	<b>22.6%</b>
OFFICE OF THE ADMINISTRATOR	26	2.9%	86.3%	10.8%
FEDERAL GRAIN INSPECTION SERVICE	225	2.5%	75.4%	22.1%
PACKERS & STOCKYARDS PROGRAM	93	0.0%	73.2%	26.8%

**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	47,417	1.8%	77.5%	20.6%
MARKETING AND REGULATORY PROGRAMS (MRP)	4,454	1.9%	83.2%	14.9%
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>343</b>	<b>1.7%</b>	<b>78.2%</b>	<b>20.1%</b>
OFFICE OF THE ADMINISTRATOR	25	3.5%	85.4%	11.1%
FEDERAL GRAIN INSPECTION SERVICE	225	1.8%	78.0%	20.2%
PACKERS & STOCKYARDS PROGRAM	93	0.8%	77.2%	21.9%

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

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	23,965	81.4%	11.4%	7.2%	685
MARKETING AND REGULATORY PROGRAMS (MRP)	2,786	83.3%	10.5%	6.2%	54
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>162</b>	<b>74.0%</b>	<b>15.9%</b>	<b>10.1%</b>	<b>6</b>
OFFICE OF THE ADMINISTRATOR	22	87.3%	4.5%	8.2%	0
FEDERAL GRAIN INSPECTION SERVICE	77	71.2%	21.5%	7.4%	3
PACKERS & STOCKYARDS PROGRAM	63	73.3%	12.9%	13.8%	3

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

**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	20,149	92.3%	5.6%	2.1%	375
MARKETING AND REGULATORY PROGRAMS (MRP)	1,449	91.2%	6.5%	2.3%	27
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>185</b>	<b>86.3%</b>	<b>7.8%</b>	<b>6.0%</b>	<b>2</b>
OFFICE OF THE ADMINISTRATOR	19	95.0%	5.0%	0.0%	0
FEDERAL GRAIN INSPECTION SERVICE	92	78.5%	13.4%	8.1%	2
PACKERS & STOCKYARDS PROGRAM	74	93.9%	1.4%	4.7%	0

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

**81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	13,948	85.2%	12.5%	2.3%	653
MARKETING AND REGULATORY PROGRAMS (MRP)	936	80.0%	17.9%	2.1%	65
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>47</b>	<b>74.7%</b>	<b>21.6%</b>	<b>3.7%</b>	<b>7</b>
OFFICE OF THE ADMINISTRATOR	4	68.1%	31.9%	0.0%	1
FEDERAL GRAIN INSPECTION SERVICE	31	68.9%	28.0%	3.1%	3
PACKERS & STOCKYARDS PROGRAM	12	93.2%	0.0%	6.8%	3

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



**Department of Agriculture**  
**GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.**  
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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	8,272	79.8%	16.4%	3.8%	723
MARKETING AND REGULATORY PROGRAMS (MRP)	782	81.3%	14.5%	4.1%	55
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>48</b>	<b>72.3%</b>	<b>23.4%</b>	<b>4.3%</b>	<b>3</b>
OFFICE OF THE ADMINISTRATOR	4	66.0%	0.0%	34.0%	1
FEDERAL GRAIN INSPECTION SERVICE	32	71.8%	28.2%	0.0%	2
PACKERS & STOCKYARDS PROGRAM	12	75.7%	15.6%	8.8%	0

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

**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	772	67.7%	29.8%	2.5%	371
MARKETING AND REGULATORY PROGRAMS (MRP)	66	71.4%	28.6%	0.0%	36
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>4</b>	<b>71.1%</b>	<b>28.9%</b>	<b>0.0%</b>	<b>1</b>
OFFICE OF THE ADMINISTRATOR	1	100.0%	0.0%	0.0%	0
FEDERAL GRAIN INSPECTION SERVICE	3	66.7%	33.3%	0.0%	1
PACKERS & STOCKYARDS PROGRAM	0	--	--	--	0

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

**84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	774	66.0%	31.2%	2.7%	417
MARKETING AND REGULATORY PROGRAMS (MRP)	74	79.1%	17.6%	3.3%	42
<b>GRAIN INSPECTION, PACKERS &amp; STOCKYARDS ADMIN.</b>	<b>6</b>	<b>66.1%</b>	<b>33.9%</b>	<b>0.0%</b>	<b>1</b>
OFFICE OF THE ADMINISTRATOR	2	100.0%	0.0%	0.0%	0
FEDERAL GRAIN INSPECTION SERVICE	3	66.7%	33.3%	0.0%	1
PACKERS & STOCKYARDS PROGRAM	1	0.0%	100.0%	0.0%	0

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

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**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	98	28.6%
Field	245	71.4%

***What is your supervisory status?***

	N	%
Non-Supervisor	200	58.1%
Team Leader	56	16.3%
Supervisor	62	18.0%
Manager	22	6.4%
Senior Leader	4	1.2%

***Are you:***

	N	%
Male	221	65.2%
Female	118	34.8%

***Are you Hispanic or Latino?***

	N	%
Yes	27	8.1%
No	308	91.9%

***Race***

	N	%
American Indian or Alaska Native	4	1.2%
Asian	6	1.8%
Black or African American	73	22.1%
Native Hawaiian or Other Pacific Islander	2	0.6%
White	225	68.2%
Two or more races	20	6.1%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

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

	N	%
Less than High School	1	0.3%
High School Diploma/GED or equivalent	41	12.1%
Trade or Technical Certificate	7	2.1%
Some College (no degree)	46	13.5%
Associate's Degree (e.g., AA, AS)	15	4.4%
Bachelor's Degree (e.g., BA, BS)	150	44.1%
Master's Degree (e.g., MA, MS, MBA)	63	18.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	17	5.0%

***What is your pay category/grade?***

	N	%
Federal Wage System	1	0.3%
GS 1-6	25	7.3%
GS 7-12	233	68.3%
GS 13-15	77	22.6%
Senior Executive Service	2	0.6%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	3	0.9%

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

	N	%
Less than 1 year	7	2.0%
1 to 3 years	45	13.1%
4 to 5 years	13	3.8%
6 to 10 years	91	26.5%
11 to 14 years	26	7.6%
15 to 20 years	35	10.2%
More than 20 years	126	36.7%

Note: Percentages for demographic questions are unweighted.

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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	15	4.4%
1 to 3 years	58	17.1%
4 to 5 years	11	3.2%
6 to 10 years	100	29.4%
11 to 20 years	55	16.2%
More than 20 years	101	29.7%

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

	N	%
No	233	68.3%
Yes, to retire	24	7.0%
Yes, to take another job within the Federal Government	57	16.7%
Yes, to take another job outside the Federal Government	17	5.0%
Yes, other	10	2.9%

***I am planning to retire:***

	N	%
Within one year	19	5.6%
Between one and three years	37	10.9%
Between three and five years	36	10.6%
Five or more years	249	73.0%

***What is your US military service status?***

	N	%
No Prior Military Service	291	87.4%
Currently in National Guard or Reserves	2	0.6%
Retired	10	3.0%
Separated or Discharged	30	9.0%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

***Are you an individual with a disability?***

	N	%
Yes	44	12.9%
No	297	87.1%

***What is your age group?***

	N	%
25 and under	7	2.0%
26-29	19	5.4%
30-39	80	22.7%
40-49	65	18.4%
50-59	103	29.2%
60 or older	79	22.4%

Note: Percentages for demographic questions are unweighted.