

INTER-AMERICAN FOUNDATION
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		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	59.0	8	5	1	7	2	23	NA
	%		36.4	22.6	4.7	29.4	6.9	100.0	
2. I have enough information to do my job well.	N	68.5	8	7	3	3	2	23	NA
	%		37.5	31.0	11.6	11.5	8.4	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N	54.2	8	4	1	5	5	23	NA
	%		36.4	17.9	4.8	18.9	22.1	100.0	
*4. My work gives me a feeling of personal accomplishment.	N	82.2	9	10	1	3	0	23	NA
	%		39.7	42.5	3.6	14.2	0.0	100.0	
*5. I like the kind of work I do.	N	86.9	12	8	2	1	0	23	NA
	%		52.7	34.2	8.3	4.7	0.0	100.0	
6. I know what is expected of me on the job.	N	92.7	12	9	0	1	1	23	NA
	%		55.3	37.4	0.0	3.6	3.6	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N	96.4	19	3	1	0	0	23	NA
	%		83.3	13.1	3.6	0.0	0.0	100.0	
8. I am constantly looking for ways to do my job better.	N	88.4	16	4	3	0	0	23	NA
	%		71.6	16.7	11.6	0.0	0.0	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	84.7	5	14	1	2	1	23	0
	%		23.2	61.5	3.7	8.0	3.6	100.0	
*10. My workload is reasonable.	N	78.5	4	14	2	1	2	23	0
	%		17.6	60.9	7.3	3.7	10.6	100.0	
*11. My talents are used well in the workplace.	N	44.8	6	4	2	5	6	23	0
	%		28.6	16.2	9.5	22.5	23.2	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N	75.8	10	7	2	0	4	23	0
	%		45.9	29.9	8.0	0.0	16.3	100.0	
*13. The work I do is important.	N	87.3	16	4	2	1	0	23	0
	%		70.5	16.8	8.0	4.7	0.0	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	93.1	12	9	2	0	0	23	0
	%		54.8	38.3	6.9	0.0	0.0	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N	89.1	11	9	1	1	1	23	0
	%		50.6	38.5	3.6	3.6	3.6	100.0	
16. I am held accountable for achieving results.	N	74.4	9	7	2	3	1	22	0
	%		42.2	32.2	8.7	13.1	3.8	100.0	

*AES prescribed items

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		4	3	1	2	9	19	3
	%	39.0	22.2	16.8	4.5	9.7	46.8	100.0	
*18. My training needs are assessed.	N		4	3	3	5	6	21	1
	%	34.6	21.4	13.2	16.7	22.2	26.5	100.0	
*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		8	9	1	2	1	21	2
	%	82.8	37.3	45.5	4.0	9.2	4.0	100.0	
*20. The people I work with cooperate to get the job done.	N		5	11	3	2	1	22	NA
	%	74.8	24.1	50.7	12.0	8.8	4.4	100.0	
*21. My work unit is able to recruit people with the right skills.	N		4	8	2	5	2	21	2
	%	59.4	21.0	38.3	10.5	22.1	8.0	100.0	
*22. Promotions in my work unit are based on merit.	N		5	4	3	3	6	21	2
	%	44.9	22.7	22.3	15.0	13.3	26.8	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		3	4	3	2	7	19	4
	%	38.4	16.3	22.1	16.8	10.4	34.4	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		5	3	5	4	4	21	2
	%	38.4	22.7	15.8	26.8	18.5	16.3	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		8	2	4	2	5	21	2
	%	47.8	38.4	9.3	21.5	9.2	21.6	100.0	
26. Employees in my work unit share job knowledge with each other.	N		8	6	4	3	1	22	1
	%	64.2	37.7	26.5	17.6	13.8	4.5	100.0	
27. The skill level in my work unit has improved in the past year.	N		7	5	2	5	1	20	2
	%	61.1	35.1	26.1	10.9	24.2	3.7	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		11	6	5	1	0	23	NA
	%	75.8	48.5	27.3	19.5	4.7	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		5	10	2	5	1	23	0
	%	67.9	23.9	44.1	7.3	21.2	3.6	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	50.6	3 15.8	7 34.8	0 0.0	4 18.5	7 30.8	21 100.0	2
31. Employees are recognized for providing high quality products and services.	N %	36.2	4 22.3	3 13.9	2 8.8	6 27.8	6 27.3	21 100.0	2
*32. Creativity and innovation are rewarded.	N %	30.0	3 16.2	3 13.9	6 26.9	3 13.8	7 29.3	22 100.0	1
*33. Pay raises depend on how well employees perform their jobs.	N %	29.8	2 14.0	3 15.8	4 22.6	2 12.4	7 35.2	18 100.0	5
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	59.3	4 19.9	8 39.5	6 27.4	1 4.0	2 9.3	21 100.0	2
*35. Employees are protected from health and safety hazards on the job.	N %	88.4	7 30.5	13 57.9	2 8.4	1 3.3	0 0.0	23 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	76.4	6 28.0	11 48.4	4 15.2	1 3.7	1 4.7	23 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	46.1	3 17.1	5 28.9	4 20.1	2 10.0	5 23.8	19 100.0	4
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 %	59.2	3 17.7	8 41.5	3 14.5	2 8.4	4 17.9	20 100.0	3
39. My agency is successful at accomplishing its mission.	N %	71.1	4 21.4	11 49.7	5 19.6	1 4.4	1 4.9	22 100.0	0
40. I recommend my organization as a good place to work.	N %	61.2	4 18.0	9 43.2	4 14.1	5 19.9	1 4.8	23 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	56.1	4 20.9	7 35.2	0 0.0	4 20.7	5 23.2	20 100.0	3
*42. My supervisor supports my need to balance work and other life issues.	N %	86.9	10 46.0	10 40.9	3 13.1	0 0.0	0 0.0	23 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	56.8	5 22.7	8 34.1	3 14.2	3 13.7	4 15.3	23 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	66.9	4 19.0	11 47.9	2 8.3	2 8.4	4 16.4	23 100.0	0

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N	86.6	6	11	1	0	2	20	2
	%		30.4	56.2	3.7	0.0	9.6	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N	64.3	7	7	2	3	4	23	0
	%		33.3	31.0	7.3	12.1	16.4	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N	52.5	7	4	4	3	4	22	0
	%		34.6	17.9	17.4	13.1	17.0	100.0	
48. My supervisor/team leader listens to what I have to say.	N	84.7	7	12	1	3	0	23	NA
	%		32.3	52.4	3.6	11.7	0.0	100.0	
49. My supervisor/team leader treats me with respect.	N	84.7	9	10	2	1	1	23	NA
	%		41.2	43.5	6.9	3.6	4.8	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N	75.3	8	9	2	3	1	23	NA
	%		37.0	38.3	6.9	13.1	4.7	100.0	
*51. I have trust and confidence in my supervisor.	N	71.7	6	10	2	1	4	23	NA
	%		27.5	44.2	8.3	4.7	15.3	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N	71.7	6	10	2	1	4	23	NA
	%		28.6	43.1	8.3	4.7	15.3	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	39.4	4	4	2	5	7	22	1
	%		21.2	18.2	9.9	21.4	29.3	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N	47.8	4	5	2	1	9	21	2
	%		22.3	25.5	8.8	5.2	38.2	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	62.6	4	9	1	3	5	22	1
	%		21.2	41.3	3.8	12.2	21.4	100.0	
*56. Managers communicate the goals and priorities of the organization.	N	47.0	5	5	2	4	7	23	0
	%		23.9	23.1	8.4	16.7	27.9	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	47.1	5	4	1	3	8	21	2
	%		27.1	20.0	4.0	13.0	35.9	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	37.5	4 18.0	4 19.5	3 14.2	3 12.0	9 36.3	23 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	51.7	3 14.3	8 37.4	2 9.5	2 7.3	8 31.6	23 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	47.2	5 25.9	4 21.3	2 8.2	1 5.3	9 39.4	21 100.0	2
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	51.7	4 20.2	7 31.6	1 3.6	3 13.1	8 31.6	23 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	65.0	4 22.0	9 43.0	4 17.1	3 13.9	1 4.0	21 100.0	2
		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 %	49.5	4 20.2	7 29.4	4 17.8	2 9.5	6 23.2	23 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	36.4	4 19.1	4 17.3	5 23.7	3 12.0	7 27.9	23 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	55.4	6 27.5	6 27.9	2 6.9	7 30.5	2 7.3	23 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	47.0	2 11.8	8 35.2	2 9.5	5 21.0	6 22.6	23 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	37.0	4 19.1	4 17.9	5 22.0	4 17.3	6 23.7	23 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	50.6	5 23.2	6 27.4	5 21.0	3 13.1	4 15.3	23 100.0	NA

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N %	58.6	5 24.9	8 33.6	7 28.3	1 4.7	2 8.4	23 100.0	NA
*70. Considering everything, how satisfied are you with your pay?	N %	67.5	3 13.2	12 54.3	5 18.2	3 14.3	0 0.0	23 100	NA
71. Considering everything, how satisfied are you with your organization?	N %	55.4	5 24.3	7 31.1	5 21.1	3 11.5	3 12.1	23 100	NA
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N %	16.8	0 0.0	12 51.6	2 9.5	0 0.0	4 16.8	5 22.2	23
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N %	51.3	3 15.8	7 35.5	6 27.4	2 8.1	3 13.3	21 100.0	2
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N %	44.8	4 22.7	4 22.0	6 31.1	2 12.0	2 12.1	18 100.0	5
75. 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 %	17.0	1 10.5	1 6.5	7 54.0	1 10.4	3 18.6	13 100	10
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N %	42.2	4 28.3	2 13.9	4 29.8	2 14.9	2 13.1	14 100	9
77. 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 %	19.9	1 12.3	1 7.6	6 53.5	1 12.2	2 14.4	11 100	12
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N %	26.3	1 16.3	1 10.0	4 47.5	1 16.1	1 10.0	8 100	15

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