

2013

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Inter-American Foundation

Agency Trend Report

United States Office of
Personnel Management

Inter-American Foundation *Trend Report*

Response Summary

	Surveys Completed
2013 Governmentwide	376,577
2013 Inter-American Foundation	34
2012 Inter-American Foundation	24
2011 Inter-American Foundation	22
2010 Inter-American Foundation	23
2008 Inter-American Foundation	24
2006 Inter-American Foundation	24

This 2013 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

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

Note: The report tables that follow do not include results for any agency listed in the Response Summary table (above) 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
2013 Governmentwide	375,837	59.7%	17.6%	22.7%
2013 Inter-American Foundation	34	35.3%	17.1%	47.6%
2012 Inter-American Foundation	24	24.5%	28.6%	46.9%
2011 Inter-American Foundation	22	48.0%	15.4%	36.5%
2010 Inter-American Foundation	23	59.0%	4.7%	36.3%
2008 Inter-American Foundation	24	56.7%	0.0%	43.3%
2006 Inter-American Foundation	24	64.8%	5.5%	29.7%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	372,941	70.0%	15.2%	14.8%
2013 Inter-American Foundation	34	46.9%	13.5%	39.6%
2012 Inter-American Foundation	24	46.4%	20.8%	32.8%
2011 Inter-American Foundation	22	48.1%	25.5%	26.3%
2010 Inter-American Foundation	23	68.5%	11.6%	19.9%
2008 Inter-American Foundation	24	75.4%	4.9%	19.7%
2006 Inter-American Foundation	24	69.6%	18.2%	12.2%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	370,376	55.7%	19.2%	25.2%
2013 Inter-American Foundation	34	33.6%	22.3%	44.1%
2012 Inter-American Foundation	24	32.1%	21.3%	46.6%
2011 Inter-American Foundation	22	35.3%	19.5%	45.2%
2010 Inter-American Foundation	23	54.2%	4.8%	41.0%
2008 Inter-American Foundation	24	48.8%	3.2%	48.0%
2006 Inter-American Foundation	24	63.8%	24.1%	12.2%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	373,824	70.3%	15.1%	14.6%
2013 Inter-American Foundation	33	57.2%	12.0%	30.8%
2012 Inter-American Foundation	24	59.0%	27.7%	13.3%
2011 Inter-American Foundation	22	70.0%	6.1%	24.0%
2010 Inter-American Foundation	23	82.2%	3.6%	14.2%
2008 Inter-American Foundation	24	57.3%	15.9%	26.8%
2006 Inter-American Foundation	24	79.1%	8.3%	12.5%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2013 Governmentwide	369,988	82.8%	11.0%	6.2%
2013 Inter-American Foundation	33	80.3%	8.0%	11.7%
2012 Inter-American Foundation	24	75.6%	11.9%	12.5%
2011 Inter-American Foundation	22	82.8%	8.0%	9.2%
2010 Inter-American Foundation	23	86.9%	8.3%	4.7%
2008 Inter-American Foundation	24	68.5%	8.7%	22.8%
2006 Inter-American Foundation	24	86.7%	13.3%	0.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	372,218	79.2%	11.2%	9.5%
2013 Inter-American Foundation	34	57.4%	10.7%	31.9%
2012 Inter-American Foundation	24	66.7%	7.8%	25.6%
2011 Inter-American Foundation	22	74.3%	4.0%	21.7%
2010 Inter-American Foundation	23	92.7%	0.0%	7.3%
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	373,797	95.6%	2.8%	1.6%
2013 Inter-American Foundation	33	88.0%	8.9%	3.1%
2012 Inter-American Foundation	24	91.3%	0.0%	8.7%
2011 Inter-American Foundation	21	100.0%	0.0%	0.0%
2010 Inter-American Foundation	23	96.4%	3.6%	0.0%
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	374,956	90.4%	7.8%	1.8%
2013 Inter-American Foundation	34	86.2%	5.7%	8.1%
2012 Inter-American Foundation	24	83.4%	7.9%	8.7%
2011 Inter-American Foundation	22	87.4%	12.6%	0.0%
2010 Inter-American Foundation	23	88.4%	11.6%	0.0%
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	374,731	43.8%	16.7%	39.5%	915
2013 Inter-American Foundation	34	32.1%	10.5%	57.4%	0
2012 Inter-American Foundation	24	16.9%	20.0%	63.1%	0
2011 Inter-American Foundation	21	41.5%	21.2%	37.4%	0
2010 Inter-American Foundation	23	84.7%	3.7%	11.6%	0
2008 Inter-American Foundation	24	77.2%	3.4%	19.4%	0
2006 Inter-American Foundation	24	58.3%	18.3%	23.4%	0

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My Work Experience (continued)

10. *My workload is reasonable.*

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,621	57.5%	16.7%	25.8%	677
2013 Inter-American Foundation	34	25.2%	12.7%	62.1%	0
2012 Inter-American Foundation	24	33.1%	8.9%	58.1%	0
2011 Inter-American Foundation	22	46.9%	31.2%	21.9%	0
2010 Inter-American Foundation	23	78.5%	7.3%	14.3%	0
2008 Inter-American Foundation	24	70.8%	8.3%	20.9%	0
2006 Inter-American Foundation	24	59.3%	11.4%	29.3%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,841	57.3%	17.3%	25.4%	1,905
2013 Inter-American Foundation	34	22.3%	16.9%	60.8%	0
2012 Inter-American Foundation	23	29.2%	26.2%	44.6%	0
2011 Inter-American Foundation	22	40.2%	19.4%	40.4%	0
2010 Inter-American Foundation	23	44.8%	9.5%	45.7%	0
2008 Inter-American Foundation	21	47.2%	14.0%	38.7%	3
2006 Inter-American Foundation	24	54.1%	9.7%	36.2%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,620	82.5%	10.5%	7.0%	1,411
2013 Inter-American Foundation	34	68.0%	11.7%	20.4%	0
2012 Inter-American Foundation	23	68.7%	9.5%	21.8%	1
2011 Inter-American Foundation	22	80.0%	0.0%	20.0%	0
2010 Inter-American Foundation	23	75.8%	8.0%	16.3%	0
2008 Inter-American Foundation	24	57.9%	4.0%	38.2%	0
2006 Inter-American Foundation	24	82.8%	8.3%	8.8%	0

13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	369,703	90.0%	6.9%	3.1%	1,092
2013 Inter-American Foundation	33	83.0%	8.5%	8.5%	0
2012 Inter-American Foundation	24	78.4%	13.8%	7.8%	0
2011 Inter-American Foundation	22	89.4%	0.0%	10.6%	0
2010 Inter-American Foundation	23	87.3%	8.0%	4.7%	0
2008 Inter-American Foundation	23	73.5%	21.7%	4.8%	1
2006 Inter-American Foundation	24	91.3%	4.0%	4.7%	0

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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
2013 Governmentwide	373,712	66.1%	14.3%	19.5%	1,514
2013 Inter-American Foundation	34	43.7%	8.3%	48.0%	0
2012 Inter-American Foundation	24	44.9%	12.2%	42.9%	0
2011 Inter-American Foundation	22	95.5%	4.5%	0.0%	0
2010 Inter-American Foundation	23	93.1%	6.9%	0.0%	0
2008 Inter-American Foundation	24	87.7%	3.8%	8.5%	0
2006 Inter-American Foundation	24	95.7%	4.3%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	369,528	68.4%	15.2%	16.4%	5,283
2013 Inter-American Foundation	34	51.0%	7.7%	41.3%	0
2012 Inter-American Foundation	24	36.8%	20.1%	43.1%	0
2011 Inter-American Foundation	22	69.1%	8.7%	22.3%	0
2010 Inter-American Foundation	23	89.1%	3.6%	7.2%	0
2008 Inter-American Foundation	22	71.1%	0.0%	28.9%	2
2006 Inter-American Foundation	22	72.6%	13.2%	14.2%	2

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,151	81.5%	12.4%	6.1%	1,767
2013 Inter-American Foundation	33	77.5%	13.4%	9.1%	1
2012 Inter-American Foundation	24	69.4%	5.0%	25.6%	0
2011 Inter-American Foundation	22	84.6%	6.1%	9.4%	0
2010 Inter-American Foundation	22	74.4%	8.7%	16.9%	0
2008 Inter-American Foundation	23	83.2%	4.7%	12.1%	1
2006 Inter-American Foundation	24	83.6%	3.8%	12.7%	0

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My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	357,689	61.2%	19.4%	19.5%	16,155
2013 Inter-American Foundation	34	34.3%	5.6%	60.1%	0
2012 Inter-American Foundation	22	39.6%	13.9%	46.5%	2
2011 Inter-American Foundation	22	50.6%	19.5%	30.0%	0
2010 Inter-American Foundation	19	39.0%	4.5%	56.5%	3
2008 Inter-American Foundation	21	31.4%	28.9%	39.7%	3
2006 Inter-American Foundation	20	61.3%	14.2%	24.5%	4

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	370,252	49.8%	24.1%	26.1%	4,271
2013 Inter-American Foundation	34	14.9%	29.8%	55.3%	0
2012 Inter-American Foundation	23	11.9%	12.2%	75.9%	1
2011 Inter-American Foundation	21	39.2%	4.7%	56.1%	1
2010 Inter-American Foundation	21	34.6%	16.7%	48.7%	1
2008 Inter-American Foundation	24	44.9%	3.2%	51.9%	0
2006 Inter-American Foundation	22	35.9%	24.1%	40.1%	2

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
2013 Governmentwide	366,770	67.7%	14.6%	17.7%	9,032
2013 Inter-American Foundation	32	53.5%	23.1%	23.4%	1
2012 Inter-American Foundation	24	36.3%	29.0%	34.6%	0
2011 Inter-American Foundation	22	75.5%	15.3%	9.2%	0
2010 Inter-American Foundation	21	82.8%	4.0%	13.2%	2
2008 Inter-American Foundation	22	61.9%	4.4%	33.8%	2
2006 Inter-American Foundation	--	--	--	--	--

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My Work Unit

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

	N	Positive	Neutral	Negative
2013 Governmentwide	375,451	72.5%	14.3%	13.2%
2013 Inter-American Foundation	34	61.1%	21.1%	17.8%
2012 Inter-American Foundation	24	66.6%	21.9%	11.4%
2011 Inter-American Foundation	22	48.1%	19.8%	32.1%
2010 Inter-American Foundation	22	74.8%	12.0%	13.2%
2008 Inter-American Foundation	24	66.0%	8.8%	25.2%
2006 Inter-American Foundation	24	82.9%	13.5%	3.6%

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,026	40.2%	26.7%	33.1%	13,660
2013 Inter-American Foundation	33	34.6%	21.5%	43.9%	0
2012 Inter-American Foundation	24	29.4%	26.1%	44.5%	0
2011 Inter-American Foundation	22	49.6%	26.9%	23.5%	0
2010 Inter-American Foundation	21	59.4%	10.5%	30.2%	2
2008 Inter-American Foundation	23	50.0%	17.7%	32.3%	1
2006 Inter-American Foundation	23	52.2%	26.7%	21.1%	1

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	349,090	31.6%	29.5%	39.0%	24,611
2013 Inter-American Foundation	29	22.1%	23.6%	54.3%	5
2012 Inter-American Foundation	21	9.2%	43.2%	47.6%	3
2011 Inter-American Foundation	22	30.1%	24.6%	45.2%	0
2010 Inter-American Foundation	21	44.9%	15.0%	40.1%	2
2008 Inter-American Foundation	22	40.3%	12.2%	47.5%	2
2006 Inter-American Foundation	23	36.3%	33.5%	30.2%	1

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
2013 Governmentwide	341,154	28.0%	27.5%	44.6%	32,879
2013 Inter-American Foundation	28	16.2%	11.7%	72.1%	5
2012 Inter-American Foundation	22	24.7%	33.4%	42.0%	2
2011 Inter-American Foundation	22	36.7%	22.5%	40.8%	0
2010 Inter-American Foundation	19	38.4%	16.8%	44.8%	4
2008 Inter-American Foundation	22	33.3%	15.9%	50.8%	2
2006 Inter-American Foundation	24	43.8%	11.5%	44.7%	0

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	353,920	31.4%	29.0%	39.5%	20,703
2013 Inter-American Foundation	32	20.7%	18.6%	60.7%	2
2012 Inter-American Foundation	21	27.4%	24.4%	48.2%	3
2011 Inter-American Foundation	22	36.8%	22.6%	40.5%	0
2010 Inter-American Foundation	21	38.4%	26.8%	34.8%	2
2008 Inter-American Foundation	22	42.8%	9.5%	47.8%	2
2006 Inter-American Foundation	21	27.9%	19.7%	52.4%	3

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,157	37.7%	26.3%	36.1%	23,879
2013 Inter-American Foundation	30	44.9%	14.3%	40.8%	4
2012 Inter-American Foundation	20	28.5%	25.3%	46.2%	4
2011 Inter-American Foundation	20	44.7%	14.6%	40.7%	1
2010 Inter-American Foundation	21	47.8%	21.5%	30.8%	2
2008 Inter-American Foundation	21	55.4%	4.6%	40.0%	3
2006 Inter-American Foundation	19	57.6%	25.6%	16.7%	5

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	373,151	71.8%	14.8%	13.4%	1,576
2013 Inter-American Foundation	33	73.7%	6.2%	20.1%	1
2012 Inter-American Foundation	24	74.7%	12.8%	12.5%	0
2011 Inter-American Foundation	22	57.6%	10.6%	31.8%	0
2010 Inter-American Foundation	22	64.2%	17.6%	18.2%	1
2008 Inter-American Foundation	24	62.4%	28.9%	8.7%	0
2006 Inter-American Foundation	23	64.4%	18.4%	17.2%	1

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,810	52.3%	29.6%	18.1%	14,051
2013 Inter-American Foundation	33	37.4%	27.5%	35.0%	1
2012 Inter-American Foundation	23	29.4%	32.7%	37.9%	1
2011 Inter-American Foundation	22	35.4%	40.6%	24.0%	0
2010 Inter-American Foundation	20	61.1%	10.9%	27.9%	2
2008 Inter-American Foundation	23	41.9%	17.2%	40.9%	1
2006 Inter-American Foundation	24	50.8%	33.3%	15.9%	0

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	374,621	82.5%	14.3%	3.2%
2013 Inter-American Foundation	34	71.5%	19.7%	8.8%
2012 Inter-American Foundation	24	53.8%	38.6%	7.5%
2011 Inter-American Foundation	22	69.9%	25.6%	4.5%
2010 Inter-American Foundation	23	75.8%	19.5%	4.7%
2008 Inter-American Foundation	24	71.4%	12.1%	16.5%
2006 Inter-American Foundation	24	64.8%	35.2%	0.0%

My Agency

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,785	69.7%	18.1%	12.2%	5,883
2013 Inter-American Foundation	33	44.3%	16.4%	39.3%	1
2012 Inter-American Foundation	24	47.4%	20.7%	31.9%	0
2011 Inter-American Foundation	22	50.3%	26.2%	23.5%	0
2010 Inter-American Foundation	23	67.9%	7.3%	24.8%	0
2008 Inter-American Foundation	23	73.0%	13.0%	14.1%	1
2006 Inter-American Foundation	24	71.4%	11.5%	17.0%	0

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,361	42.9%	26.0%	31.1%	8,232
2013 Inter-American Foundation	33	12.2%	20.4%	67.4%	1
2012 Inter-American Foundation	24	20.3%	20.9%	58.8%	0
2011 Inter-American Foundation	22	32.9%	18.4%	48.7%	0
2010 Inter-American Foundation	21	50.6%	0.0%	49.4%	2
2008 Inter-American Foundation	24	39.8%	8.3%	51.9%	0
2006 Inter-American Foundation	20	40.8%	32.1%	27.2%	4

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,183	45.6%	24.5%	29.9%	7,290
2013 Inter-American Foundation	34	31.6%	27.6%	40.9%	0
2012 Inter-American Foundation	24	28.4%	24.6%	47.0%	0
2011 Inter-American Foundation	22	28.7%	14.0%	57.2%	0
2010 Inter-American Foundation	21	36.2%	8.8%	55.0%	2
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	355,365	35.5%	29.9%	34.7%	11,534
2013 Inter-American Foundation	32	37.4%	16.8%	45.9%	2
2012 Inter-American Foundation	24	11.5%	41.5%	47.0%	0
2011 Inter-American Foundation	22	37.5%	9.2%	53.3%	0
2010 Inter-American Foundation	22	30.0%	26.9%	43.1%	1
2008 Inter-American Foundation	23	38.4%	12.0%	49.6%	1
2006 Inter-American Foundation	24	41.5%	21.5%	37.0%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	341,941	18.6%	26.7%	54.7%	24,285
2013 Inter-American Foundation	28	16.9%	20.4%	62.7%	5
2012 Inter-American Foundation	20	14.6%	29.7%	55.7%	4
2011 Inter-American Foundation	21	16.9%	31.5%	51.6%	1
2010 Inter-American Foundation	18	29.8%	22.6%	47.6%	5
2008 Inter-American Foundation	22	48.4%	4.3%	47.2%	2
2006 Inter-American Foundation	21	33.0%	26.5%	40.4%	3

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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
2013 Governmentwide	340,531	55.2%	29.8%	15.0%	27,416
2013 Inter-American Foundation	34	46.2%	17.6%	36.2%	0
2012 Inter-American Foundation	22	41.7%	27.9%	30.3%	2
2011 Inter-American Foundation	22	44.5%	41.4%	14.1%	0
2010 Inter-American Foundation	21	59.3%	27.4%	13.3%	2
2008 Inter-American Foundation	23	60.5%	21.2%	18.3%	1
2006 Inter-American Foundation	20	70.2%	19.6%	10.2%	4

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,330	76.1%	13.9%	10.0%	5,220
2013 Inter-American Foundation	34	63.2%	11.0%	25.8%	0
2012 Inter-American Foundation	23	53.2%	25.6%	21.3%	1
2011 Inter-American Foundation	21	81.2%	4.7%	14.1%	1
2010 Inter-American Foundation	23	88.4%	8.4%	3.3%	0
2008 Inter-American Foundation	22	82.0%	13.3%	4.7%	2
2006 Inter-American Foundation	23	79.8%	20.2%	0.0%	1

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	361,939	75.9%	14.7%	9.4%	5,179
2013 Inter-American Foundation	30	40.8%	23.0%	36.2%	2
2012 Inter-American Foundation	23	52.8%	8.2%	39.0%	1
2011 Inter-American Foundation	22	63.4%	14.6%	22.0%	0
2010 Inter-American Foundation	23	76.4%	15.2%	8.4%	0
2008 Inter-American Foundation	24	79.6%	16.4%	4.0%	0
2006 Inter-American Foundation	24	87.0%	8.3%	4.7%	0

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	346,836	50.7%	23.4%	25.9%	20,370
2013 Inter-American Foundation	32	43.0%	14.5%	42.5%	2
2012 Inter-American Foundation	20	53.7%	27.0%	19.4%	4
2011 Inter-American Foundation	22	49.9%	16.9%	33.3%	0
2010 Inter-American Foundation	19	46.1%	20.1%	33.8%	4
2008 Inter-American Foundation	24	45.4%	15.2%	39.5%	0
2006 Inter-American Foundation	21	56.1%	9.1%	34.8%	3

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
2013 Governmentwide	334,239	65.4%	20.4%	14.3%	31,656
2013 Inter-American Foundation	32	44.8%	11.1%	44.1%	2
2012 Inter-American Foundation	21	46.6%	23.4%	30.0%	3
2011 Inter-American Foundation	21	62.9%	4.2%	32.9%	1
2010 Inter-American Foundation	20	59.2%	14.5%	26.3%	3
2008 Inter-American Foundation	19	51.3%	15.2%	33.4%	5
2006 Inter-American Foundation	18	78.2%	5.4%	16.4%	6

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,459	74.4%	17.6%	8.0%	6,811
2013 Inter-American Foundation	31	66.6%	18.6%	14.9%	2
2012 Inter-American Foundation	24	62.0%	26.6%	11.4%	0
2011 Inter-American Foundation	21	52.8%	22.8%	24.4%	0
2010 Inter-American Foundation	22	71.1%	19.6%	9.3%	0
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

Inter-American Foundation *Trend Report*

My Agency (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	367,707	63.2%	21.4%	15.4%
2013 Inter-American Foundation	34	32.6%	36.4%	31.0%
2012 Inter-American Foundation	24	41.7%	24.5%	33.7%
2011 Inter-American Foundation	22	46.8%	25.9%	27.3%
2010 Inter-American Foundation	23	61.2%	14.1%	24.7%
2008 Inter-American Foundation	24	44.1%	8.7%	47.2%
2006 Inter-American Foundation	24	57.0%	30.8%	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
2013 Governmentwide	335,303	38.3%	28.8%	33.0%	32,630
2013 Inter-American Foundation	32	39.1%	20.0%	40.9%	2
2012 Inter-American Foundation	23	42.5%	17.4%	40.1%	1
2011 Inter-American Foundation	20	41.9%	18.6%	39.5%	2
2010 Inter-American Foundation	20	56.1%	0.0%	43.9%	3
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	364,464	77.2%	11.8%	11.0%	2,159
2013 Inter-American Foundation	34	80.4%	8.2%	11.4%	0
2012 Inter-American Foundation	24	54.8%	17.0%	28.2%	0
2011 Inter-American Foundation	22	71.5%	19.4%	9.0%	0
2010 Inter-American Foundation	23	86.9%	13.1%	0.0%	0
2008 Inter-American Foundation	24	75.4%	11.2%	13.5%	0
2006 Inter-American Foundation	24	79.2%	16.8%	4.0%	0

Inter-American Foundation *Trend Report*

My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	364,224	64.7%	17.9%	17.4%	1,703
2013 Inter-American Foundation	33	56.3%	15.5%	28.2%	1
2012 Inter-American Foundation	24	31.7%	25.4%	42.9%	0
2011 Inter-American Foundation	22	53.2%	26.2%	20.6%	0
2010 Inter-American Foundation	23	56.8%	14.2%	29.0%	0
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,838	61.4%	19.7%	19.0%	3,744
2013 Inter-American Foundation	33	49.3%	20.4%	30.3%	1
2012 Inter-American Foundation	23	33.0%	22.0%	45.1%	0
2011 Inter-American Foundation	22	46.1%	22.5%	31.4%	0
2010 Inter-American Foundation	23	66.9%	8.3%	24.7%	0
2008 Inter-American Foundation	23	56.0%	22.4%	21.6%	1
2006 Inter-American Foundation	22	64.6%	9.0%	26.5%	2

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	335,808	64.6%	24.5%	11.0%	29,552
2013 Inter-American Foundation	32	59.2%	23.2%	17.6%	2
2012 Inter-American Foundation	21	36.8%	34.6%	28.6%	3
2011 Inter-American Foundation	21	58.5%	22.1%	19.4%	0
2010 Inter-American Foundation	20	86.6%	3.7%	9.6%	2
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	363,407	60.3%	20.8%	18.8%	1,849
2013 Inter-American Foundation	34	52.0%	20.8%	27.1%	0
2012 Inter-American Foundation	24	35.4%	8.0%	56.5%	0
2011 Inter-American Foundation	22	51.3%	17.3%	31.4%	0
2010 Inter-American Foundation	23	64.3%	7.3%	28.4%	0
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

Inter-American Foundation *Trend Report*

My Supervisor/Team Leader (continued)

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	361,042	64.0%	19.0%	17.0%	4,398
2013 Inter-American Foundation	34	41.5%	30.1%	28.5%	0
2012 Inter-American Foundation	23	24.9%	35.8%	39.3%	1
2011 Inter-American Foundation	21	48.2%	31.7%	20.1%	1
2010 Inter-American Foundation	22	52.5%	17.4%	30.1%	0
2008 Inter-American Foundation	24	57.9%	11.0%	31.1%	0
2006 Inter-American Foundation	24	57.7%	30.7%	11.6%	0

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2013 Governmentwide	365,387	74.4%	13.1%	12.5%
2013 Inter-American Foundation	34	57.3%	17.2%	25.5%
2012 Inter-American Foundation	24	57.5%	13.8%	28.8%
2011 Inter-American Foundation	22	61.4%	16.9%	21.8%
2010 Inter-American Foundation	23	84.7%	3.6%	11.7%
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2013 Governmentwide	364,519	79.7%	11.0%	9.4%
2013 Inter-American Foundation	34	63.3%	13.9%	22.9%
2012 Inter-American Foundation	24	46.2%	29.4%	24.5%
2011 Inter-American Foundation	22	70.8%	10.1%	19.1%
2010 Inter-American Foundation	23	84.7%	6.9%	8.4%
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	364,501	76.7%	10.5%	12.8%
2013 Inter-American Foundation	34	64.3%	12.4%	23.3%
2012 Inter-American Foundation	24	72.9%	5.0%	22.1%
2011 Inter-American Foundation	22	57.4%	28.7%	13.9%
2010 Inter-American Foundation	23	75.3%	6.9%	17.9%
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

Inter-American Foundation *Trend Report*

My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	364,718	65.8%	17.2%	17.0%
2013 Inter-American Foundation	34	52.1%	8.1%	39.8%
2012 Inter-American Foundation	24	32.3%	24.7%	43.0%
2011 Inter-American Foundation	22	54.1%	18.6%	27.3%
2010 Inter-American Foundation	23	71.7%	8.3%	20.0%
2008 Inter-American Foundation	24	45.2%	17.7%	37.1%
2006 Inter-American Foundation	24	71.4%	8.6%	20.1%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	364,643	68.4%	18.8%	12.7%
2013 Inter-American Foundation	34	43.2%	32.5%	24.3%
2012 Inter-American Foundation	24	28.4%	32.1%	39.5%
2011 Inter-American Foundation	22	60.2%	16.5%	23.3%
2010 Inter-American Foundation	23	71.7%	8.3%	20.0%
2008 Inter-American Foundation	24	55.0%	12.4%	32.6%
2006 Inter-American Foundation	24	72.1%	15.6%	12.3%

Leadership

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	358,319	40.8%	26.2%	33.0%	3,649
2013 Inter-American Foundation	33	18.2%	17.6%	64.2%	1
2012 Inter-American Foundation	24	32.9%	16.7%	50.4%	0
2011 Inter-American Foundation	22	38.1%	8.5%	53.4%	0
2010 Inter-American Foundation	22	39.4%	9.9%	50.7%	1
2008 Inter-American Foundation	24	36.9%	7.2%	55.9%	0
2006 Inter-American Foundation	24	37.1%	20.9%	42.0%	0

Inter-American Foundation *Trend Report*

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	349,438	53.6%	23.6%	22.8%	12,164
2013 Inter-American Foundation	33	25.6%	22.0%	52.4%	1
2012 Inter-American Foundation	23	42.8%	25.8%	31.3%	1
2011 Inter-American Foundation	22	55.3%	4.7%	40.0%	0
2010 Inter-American Foundation	21	47.8%	8.8%	43.4%	2
2008 Inter-American Foundation	24	36.9%	19.9%	43.2%	0
2006 Inter-American Foundation	22	33.8%	24.0%	42.2%	2

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	344,622	62.8%	22.6%	14.6%	15,793
2013 Inter-American Foundation	31	35.5%	22.5%	42.0%	0
2012 Inter-American Foundation	23	46.6%	27.4%	26.0%	0
2011 Inter-American Foundation	22	50.8%	17.2%	32.0%	0
2010 Inter-American Foundation	22	62.6%	3.8%	33.6%	1
2008 Inter-American Foundation	24	49.4%	15.8%	34.8%	0
2006 Inter-American Foundation	22	76.9%	14.1%	9.0%	2

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	357,806	61.2%	20.3%	18.6%	3,047
2013 Inter-American Foundation	33	42.2%	20.2%	37.6%	1
2012 Inter-American Foundation	24	50.1%	20.7%	29.2%	0
2011 Inter-American Foundation	22	37.3%	26.1%	36.6%	0
2010 Inter-American Foundation	23	47.0%	8.4%	44.6%	0
2008 Inter-American Foundation	24	40.9%	7.2%	51.9%	0
2006 Inter-American Foundation	24	47.3%	17.1%	35.6%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	340,114	60.7%	23.8%	15.5%	20,067
2013 Inter-American Foundation	32	34.1%	24.3%	41.6%	2
2012 Inter-American Foundation	22	41.4%	22.3%	36.3%	2
2011 Inter-American Foundation	22	46.0%	17.3%	36.6%	0
2010 Inter-American Foundation	21	47.1%	4.0%	48.9%	2
2008 Inter-American Foundation	21	41.4%	12.7%	45.9%	3
2006 Inter-American Foundation	23	38.2%	41.9%	19.9%	1

Inter-American Foundation *Trend Report*

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,863	52.3%	23.0%	24.7%	9,912
2013 Inter-American Foundation	33	44.9%	16.4%	38.6%	1
2012 Inter-American Foundation	24	61.4%	17.0%	21.6%	0
2011 Inter-American Foundation	22	31.4%	15.3%	53.4%	0
2010 Inter-American Foundation	23	37.5%	14.2%	48.3%	0
2008 Inter-American Foundation	24	40.9%	11.7%	47.4%	0
2006 Inter-American Foundation	24	48.8%	11.7%	39.5%	0

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,160	56.1%	23.0%	20.9%	10,380
2013 Inter-American Foundation	34	39.8%	26.2%	34.1%	0
2012 Inter-American Foundation	24	65.7%	4.7%	29.6%	0
2011 Inter-American Foundation	22	27.3%	28.0%	44.7%	0
2010 Inter-American Foundation	23	51.7%	9.5%	38.8%	0
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	342,315	57.0%	24.3%	18.6%	18,440
2013 Inter-American Foundation	31	25.6%	41.2%	33.2%	3
2012 Inter-American Foundation	24	44.8%	33.5%	21.7%	0
2011 Inter-American Foundation	22	46.8%	25.2%	28.0%	0
2010 Inter-American Foundation	21	47.2%	8.2%	44.7%	2
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	356,566	52.3%	23.8%	23.9%	4,307
2013 Inter-American Foundation	34	25.4%	28.9%	45.7%	0
2012 Inter-American Foundation	24	36.6%	26.1%	37.4%	0
2011 Inter-American Foundation	22	42.1%	17.9%	40.0%	0
2010 Inter-American Foundation	23	51.7%	3.6%	44.6%	0
2008 Inter-American Foundation	24	48.1%	0.0%	51.9%	0
2006 Inter-American Foundation	24	33.2%	34.3%	32.5%	0

Inter-American Foundation *Trend Report*

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	328,520	53.7%	27.6%	18.7%	32,091
2013 Inter-American Foundation	31	46.0%	26.3%	27.7%	3
2012 Inter-American Foundation	24	27.5%	29.9%	42.6%	0
2011 Inter-American Foundation	22	54.8%	32.0%	13.3%	0
2010 Inter-American Foundation	21	65.0%	17.1%	17.9%	2
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	358,999	49.5%	24.2%	26.3%
2013 Inter-American Foundation	33	27.6%	32.5%	39.9%
2012 Inter-American Foundation	22	25.9%	37.1%	37.0%
2011 Inter-American Foundation	22	35.4%	33.3%	31.4%
2010 Inter-American Foundation	23	49.5%	17.8%	32.6%
2008 Inter-American Foundation	24	40.9%	8.6%	50.6%
2006 Inter-American Foundation	24	28.5%	31.4%	40.1%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
2013 Governmentwide	358,403	47.6%	23.9%	28.5%
2013 Inter-American Foundation	33	37.7%	29.1%	33.2%
2012 Inter-American Foundation	23	64.5%	13.0%	22.6%
2011 Inter-American Foundation	22	54.9%	13.2%	32.0%
2010 Inter-American Foundation	23	36.4%	23.7%	39.9%
2008 Inter-American Foundation	24	36.2%	8.7%	55.1%
2006 Inter-American Foundation	24	44.8%	39.2%	16.0%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,371	45.4%	24.7%	29.9%
2013 Inter-American Foundation	33	40.9%	18.4%	40.7%
2012 Inter-American Foundation	23	37.4%	31.4%	31.1%
2011 Inter-American Foundation	22	45.9%	17.3%	36.7%
2010 Inter-American Foundation	23	55.4%	6.9%	37.8%
2008 Inter-American Foundation	24	48.0%	4.0%	48.0%
2006 Inter-American Foundation	24	44.5%	31.8%	23.7%

Inter-American Foundation *Trend Report*

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,560	41.3%	29.7%	28.9%
2013 Inter-American Foundation	34	25.0%	29.5%	45.5%
2012 Inter-American Foundation	23	29.7%	25.4%	44.9%
2011 Inter-American Foundation	21	35.5%	22.8%	41.7%
2010 Inter-American Foundation	23	47.0%	9.5%	43.5%
2008 Inter-American Foundation	24	40.9%	7.2%	51.9%
2006 Inter-American Foundation	24	40.2%	17.7%	42.0%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,563	33.6%	28.7%	37.7%
2013 Inter-American Foundation	34	17.5%	20.6%	61.9%
2012 Inter-American Foundation	23	12.0%	34.8%	53.2%
2011 Inter-American Foundation	22	33.6%	12.6%	53.9%
2010 Inter-American Foundation	23	37.0%	22.0%	41.0%
2008 Inter-American Foundation	24	31.4%	4.7%	63.9%
2006 Inter-American Foundation	24	34.6%	12.2%	53.1%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,694	49.7%	24.6%	25.7%
2013 Inter-American Foundation	34	27.3%	28.2%	44.5%
2012 Inter-American Foundation	23	20.1%	25.7%	54.2%
2011 Inter-American Foundation	22	32.9%	29.2%	37.9%
2010 Inter-American Foundation	23	50.6%	21.0%	28.3%
2008 Inter-American Foundation	24	48.8%	20.6%	30.6%
2006 Inter-American Foundation	24	42.1%	20.8%	37.1%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,338	64.9%	18.5%	16.5%
2013 Inter-American Foundation	33	34.3%	25.1%	40.6%
2012 Inter-American Foundation	23	38.2%	25.9%	35.9%
2011 Inter-American Foundation	22	54.9%	12.5%	32.6%
2010 Inter-American Foundation	23	58.6%	28.3%	13.1%
2008 Inter-American Foundation	24	57.2%	4.5%	38.3%
2006 Inter-American Foundation	24	67.4%	21.5%	11.1%

Inter-American Foundation *Trend Report*

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,967	53.5%	18.2%	28.3%
2013 Inter-American Foundation	34	27.5%	29.7%	42.8%
2012 Inter-American Foundation	22	58.5%	8.5%	33.0%
2011 Inter-American Foundation	22	61.5%	19.1%	19.4%
2010 Inter-American Foundation	23	67.5%	18.2%	14.3%
2008 Inter-American Foundation	24	47.4%	24.1%	28.5%
2006 Inter-American Foundation	24	52.6%	21.8%	25.6%

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

	N	Positive	Neutral	Negative
2013 Governmentwide	358,271	55.6%	22.7%	21.7%
2013 Inter-American Foundation	34	30.4%	36.3%	33.3%
2012 Inter-American Foundation	23	39.6%	25.9%	34.6%
2011 Inter-American Foundation	22	46.8%	21.2%	32.0%
2010 Inter-American Foundation	23	55.4%	21.1%	23.6%
2008 Inter-American Foundation	24	52.8%	0.0%	47.2%
2006 Inter-American Foundation	24	61.7%	22.2%	16.1%

Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
2013 Governmentwide	358,004	39.1%	55.8%	5.0%
2013 Inter-American Foundation	34	66.0%	16.5%	17.5%
2012 Inter-American Foundation	24	65.8%	22.0%	12.2%
2011 Inter-American Foundation	22	74.0%	26.0%	0.0%
2010 Inter-American Foundation	--	--	--	--
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

Inter-American Foundation Trend Report

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
2013 Governmentwide	351,757	3.3%	9.2%	4.0%	10.2%
2013 Inter-American Foundation	34	0.0%	0.0%	33.7%	24.7%
2012 Inter-American Foundation	24	0.0%	0.0%	16.2%	20.6%
2011 Inter-American Foundation	22	0.0%	0.0%	9.4%	54.0%
2010 Inter-American Foundation	--	--	--	--	--
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

(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
2013 Governmentwide	351,757	34.1%	5.5%	21.2%	12.5%
2013 Inter-American Foundation	34	2.6%	30.1%	0.0%	8.8%
2012 Inter-American Foundation	24	8.2%	34.6%	0.0%	20.4%
2011 Inter-American Foundation	22	6.1%	4.7%	10.6%	15.3%
2010 Inter-American Foundation	--	--	--	--	--
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

Inter-American Foundation *Trend Report*

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2013 Governmentwide	355,682	32.6%	45.2%	22.2%
2013 Inter-American Foundation	34	6.8%	62.7%	30.6%
2012 Inter-American Foundation	24	3.4%	58.7%	37.9%
2011 Inter-American Foundation	22	16.7%	49.9%	33.4%
2010 Inter-American Foundation	--	--	--	--
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

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
2013 Governmentwide	354,458	28.2%	59.4%	12.4%
2013 Inter-American Foundation	34	0.0%	53.8%	46.2%
2012 Inter-American Foundation	24	0.0%	71.6%	28.4%
2011 Inter-American Foundation	22	4.5%	45.4%	50.0%
2010 Inter-American Foundation	--	--	--	--
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

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

	N	Yes	No	Not Available To Me
2013 Governmentwide	351,827	14.3%	80.0%	5.7%
2013 Inter-American Foundation	34	8.7%	56.3%	34.9%
2012 Inter-American Foundation	24	11.4%	68.1%	20.5%
2011 Inter-American Foundation	22	26.8%	68.5%	4.7%
2010 Inter-American Foundation	--	--	--	--
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

Inter-American Foundation Trend Report

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2013 Governmentwide	356,035	3.9%	78.7%	17.4%
2013 Inter-American Foundation	34	0.0%	57.1%	42.9%
2012 Inter-American Foundation	24	0.0%	71.6%	28.4%
2011 Inter-American Foundation	22	0.0%	50.7%	49.3%
2010 Inter-American Foundation	--	--	--	--
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

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
2013 Governmentwide	356,650	2.6%	79.7%	17.7%
2013 Inter-American Foundation	34	0.0%	59.8%	40.2%
2012 Inter-American Foundation	24	0.0%	71.6%	28.4%
2011 Inter-American Foundation	22	0.0%	46.6%	53.4%
2010 Inter-American Foundation	--	--	--	--
2008 Inter-American Foundation	--	--	--	--
2006 Inter-American Foundation	--	--	--	--

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

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	147,505	75.6%	15.3%	9.1%	8,017
2013 Inter-American Foundation	17	49.0%	21.2%	29.8%	3
2012 Inter-American Foundation	9	21.3%	33.1%	45.6%	0
2011 Inter-American Foundation	14	35.4%	28.1%	36.5%	1
2010 Inter-American Foundation	--	--	--	--	--
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

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

Inter-American Foundation Trend Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	134,642	88.7%	7.9%	3.4%	3,316
2013 Inter-American Foundation	2	100.0%	0.0%	0.0%	0
2012 Inter-American Foundation	1	100.0%	0.0%	0.0%	0
2011 Inter-American Foundation	4	100.0%	0.0%	0.0%	0
2010 Inter-American Foundation	--	--	--	--	--
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

**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
2013 Governmentwide	95,574	79.6%	16.9%	3.6%	7,496
2013 Inter-American Foundation	0	--	--	--	0
2012 Inter-American Foundation	0	--	--	--	0
2011 Inter-American Foundation	1	100.0%	0.0%	0.0%	0
2010 Inter-American Foundation	--	--	--	--	--
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

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

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

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	50,775	74.1%	21.8%	4.1%	8,526
2013 Inter-American Foundation	2	100.0%	0.0%	0.0%	1
2012 Inter-American Foundation	3	100.0%	0.0%	0.0%	0
2011 Inter-American Foundation	5	64.0%	36.0%	0.0%	1
2010 Inter-American Foundation	--	--	--	--	--
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

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

Inter-American Foundation *Trend Report*

Work/Life (continued)

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	10,108	70.3%	25.9%	3.8%	4,459
2013 Inter-American Foundation	0	--	--	--	0
2012 Inter-American Foundation	0	--	--	--	0
2011 Inter-American Foundation	0	--	--	--	0
2010 Inter-American Foundation	--	--	--	--	--
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

**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
2013 Governmentwide	7,391	66.3%	31.3%	2.3%	3,445
2013 Inter-American Foundation	0	--	--	--	0
2012 Inter-American Foundation	0	--	--	--	0
2011 Inter-American Foundation	0	--	--	--	0
2010 Inter-American Foundation	--	--	--	--	--
2008 Inter-American Foundation	--	--	--	--	--
2006 Inter-American Foundation	--	--	--	--	--

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