

**DEPARTMENT OF VETERANS AFFAIRS 2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Response Type	Item	Item Text	Number / Percentage	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	%	58.39%	18.26%	40.13%	17.74%	16.25%	7.62%		
			N		5,692	12,186	5,309	4,877	2,183	30,247	N/A
Agree -disagree	2	I have enough information to do my job well.	%	68.73%	18.86%	49.87%	15.38%	11.76%	4.12%		
			N		5,526	14,834	4,706	3,672	1,242	29,980	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	%	54.35%	19.22%	35.12%	18.61%	16.87%	10.17%		
			N		5,951	10,495	5,479	5,008	2,954	29,887	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	%	73.53%	30.78%	42.75%	12.88%	8.37%	5.22%		
			N		9,375	12,700	3,910	2,548	1,557	30,090	N/A
Agree -disagree	5	*I like the kind of work I do.	%	85.50%	43.38%	42.12%	9.25%	3.38%	1.87%		
			N		12,767	12,540	2,853	1,074	577	29,811	N/A
Agree -disagree	6	I know what is expected of me on the job.	%	80.74%	33.39%	47.35%	10.37%	6.14%	2.75%		
			N		9,675	14,200	3,244	1,991	865	29,975	N/A

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Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	%	95.92%	62.88%	33.05%	2.64%	0.71%	0.72%		
			N		19,200	9,762	738	199	210	30,109	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	%	91.95%	50.77%	41.18%	6.49%	0.90%	0.65%		
			N		15,391	12,356	2,015	273	196	30,231	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	%	45.08%	11.05%	34.02%	16.31%	22.72%	15.90%		
			N		3,281	10,400	4,820	6,929	4,708	30,138	83
Agree -disagree	10	*My workload is reasonable.	%	55.89%	11.80%	44.09%	16.14%	16.55%	11.43%		
			N		3,417	13,007	4,880	5,163	3,475	29,942	57
Agree -disagree	11	*My talents are used well in the workplace.	%	58.30%	17.63%	40.67%	16.10%	14.76%	10.84%		
			N		5,125	11,781	4,706	4,391	3,185	29,188	141
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	%	84.00%	31.34%	52.65%	9.88%	3.58%	2.54%		
			N		9,634	15,564	2,908	1,101	751	29,958	109

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Agree -disagree	13	*The work I do is important.	%	94.15%	57.45%	36.70%	3.99%	1.04%	0.82%		
			N		16,897	10,944	1,314	367	278	29,800	54
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	%	62.07%	21.98%	40.09%	14.05%	14.36%	9.52%		
			N		7,022	12,143	4,122	4,085	2,647	30,019	174
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	%	67.28%	27.49%	39.80%	14.03%	9.71%	8.98%		
			N		8,237	11,886	4,107	2,860	2,497	29,587	580
Agree -disagree	16	I am held accountable for achieving results.	%	82.28%	31.09%	51.19%	11.89%	3.52%	2.31%		
			N		9,620	15,325	3,359	991	617	29,912	143
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	%	57.60%	22.61%	34.99%	19.74%	10.22%	12.44%		
			N		6,963	10,104	5,572	2,979	3,524	29,142	989
Agree -disagree	18	*My training needs are assessed.	%	55.41%	15.62%	39.79%	22.32%	13.79%	8.48%		
			N		4,654	11,521	6,690	4,325	2,647	29,837	313

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Agree -disagree	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).	%	70.95%	31.49%	39.45%	11.83%	9.68%	7.54%		
			N		9,435	11,668	3,422	2,823	2,143	29,491	773
Agree -disagree	20	*The people I work with cooperate to get the job done.	%	68.57%	24.51%	44.06%	14.98%	11.21%	5.24%		
			N		7,819	13,375	4,303	3,281	1,469	30,247	N/A
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	%	44.95%	10.00%	34.95%	23.89%	18.74%	12.42%		
			N		2,964	10,182	6,988	5,674	3,618	29,426	830
Agree -disagree	22	*Promotions in my work unit are based on merit.	%	31.27%	8.29%	22.98%	29.84%	18.51%	20.38%		
			N		2,530	6,669	8,177	5,052	5,388	27,816	2,182
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	%	28.83%	6.12%	22.71%	25.91%	21.33%	23.93%		
			N		1,828	6,549	7,205	5,920	6,439	27,941	2,170
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	%	32.29%	7.50%	24.79%	27.71%	21.60%	18.40%		
			N		2,266	7,264	7,901	6,150	5,097	28,678	1,503

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Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	%	37.91%	9.31%	28.60%	26.62%	16.91%	18.56%		
			N		2,821	8,290	7,346	4,664	4,928	28,049	2,100
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	%	71.01%	21.72%	49.28%	14.73%	7.94%	6.32%		
			N		6,907	14,803	4,190	2,385	1,757	30,042	132
Agree -disagree	27	The skill level in my work unit has improved in the past year.	%	53.92%	16.82%	37.11%	27.93%	10.00%	8.15%		
			N		5,078	10,879	8,049	2,911	2,224	29,141	1,056
Good -poor	28	How would you rate the overall quality of work done by your work unit?	%	81.50%	41.32%	40.18%	14.47%	2.74%	1.28%		
			N		12,890	12,022	4,158	763	327	30,160	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	%	68.51%	15.06%	53.46%	18.36%	8.94%	4.19%		
			N		4,378	15,458	5,286	2,787	1,215	29,124	463
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	%	41.44%	9.24%	32.20%	24.27%	21.58%	12.71%		
			N		2,733	9,254	6,957	6,414	3,703	29,061	517

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Agree -disagree	31	Employees are recognized for providing high quality products and services.	%	43.29%	10.46%	32.83%	23.90%	19.69%	13.12%		
			N		3,195	9,636	6,808	5,676	3,642	28,957	573
Agree -disagree	32	*Creativity and innovation are rewarded.	%	34.53%	8.95%	25.58%	28.65%	21.40%	15.42%		
			N		2,689	7,345	8,139	6,073	4,302	28,548	931
Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	%	21.48%	5.61%	15.87%	25.70%	25.44%	27.38%		
			N		1,520	4,342	7,152	7,116	7,255	27,385	2,026
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	%	54.46%	14.20%	40.26%	29.02%	8.01%	8.51%		
			N		4,068	11,086	7,816	2,169	2,167	27,306	2,217
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	%	71.75%	19.95%	51.79%	14.88%	7.68%	5.70%		
			N		6,217	15,095	4,221	2,092	1,504	29,129	372
Agree -disagree	36	*My organization has prepared employees for potential security threats.	%	70.07%	17.99%	52.09%	16.39%	7.72%	5.81%		
			N		5,423	15,117	4,735	2,238	1,548	29,061	408

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Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	%	50.82%	16.15%	34.67%	22.35%	12.42%	14.41%		
			N		4,843	9,647	6,138	3,426	3,926	27,980	1,508
Agree -disagree	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.	%	62.03%	21.25%	40.77%	20.68%	7.30%	10.00%		
			N		6,111	10,979	5,475	1,903	2,576	27,044	2,216
Agree -disagree	39	My agency is successful at accomplishing its mission.	%	66.28%	16.65%	49.63%	21.96%	7.10%	4.66%		
			N		5,081	14,320	6,151	2,106	1,256	28,914	545
Agree -disagree	40	I recommend my organization as a good place to work.	%	62.60%	21.91%	40.68%	21.21%	10.31%	5.88%		
			N		6,450	11,791	6,253	3,215	1,807	29,516	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	%	42.29%	15.89%	26.40%	25.44%	16.81%	15.46%		
			N		4,084	7,050	7,011	4,656	4,239	27,040	2,494
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	%	72.66%	33.64%	39.02%	12.97%	6.95%	7.42%		
			N		10,284	11,450	3,592	1,937	1,974	29,237	184

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Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	%	60.57%	26.60%	33.97%	18.75%	11.08%	9.61%		
			N		8,048	9,909	5,412	3,162	2,660	29,191	171
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	%	61.27%	26.49%	34.79%	18.43%	10.06%	10.23%		
			N		7,896	9,991	5,193	2,913	2,809	28,802	428
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	%	64.90%	28.06%	36.84%	21.85%	5.50%	7.74%		
			N		7,996	9,989	5,868	1,399	1,928	27,180	2,136
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	%	59.96%	25.32%	34.64%	19.73%	10.61%	9.70%		
			N		7,606	10,074	5,664	3,106	2,695	29,145	182
Agree -disagree	47	*Supervisors in my work unit support employee development.	%	61.48%	26.43%	35.05%	18.74%	9.59%	10.19%		
			N		7,883	10,226	5,301	2,696	2,772	28,878	481
Agree -disagree	48	My supervisor listens to what I have to say.	%	71.96%	33.73%	38.23%	13.51%	8.70%	5.83%		
			N		10,256	11,156	3,836	2,484	1,610	29,342	N/A

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Agree -disagree	49	My supervisor treats me with respect.	%	78.24%	39.41%	38.83%	11.27%	5.61%	4.88%		
			N		11,894	11,234	3,138	1,616	1,373	29,255	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	%	74.91%	31.95%	42.96%	11.08%	9.38%	4.63%		
			N		9,745	12,542	3,061	2,667	1,257	29,272	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	%	63.30%	33.26%	30.05%	17.31%	9.73%	9.66%		
			N		10,104	8,787	4,907	2,837	2,665	29,300	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	%	66.84%	38.58%	28.26%	18.65%	7.72%	6.79%		
			N		11,710	8,243	5,314	2,150	1,884	29,301	N/A
Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	%	37.28%	10.25%	27.03%	24.74%	20.15%	17.84%		
			N		3,047	7,658	6,885	5,796	5,018	28,404	641
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	%	44.82%	13.68%	31.14%	26.24%	13.11%	15.83%		
			N		3,990	8,488	6,992	3,605	4,226	27,301	1,692

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Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	%	58.74%	16.65%	42.09%	24.71%	7.80%	8.75%		
			N		4,689	11,444	6,570	2,052	2,222	26,977	1,912
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	%	58.75%	14.85%	43.91%	20.99%	10.76%	9.50%		
			N		4,425	12,631	5,730	3,012	2,595	28,393	504
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	%	58.19%	15.14%	43.05%	24.48%	8.64%	8.68%		
			N		4,310	11,840	6,391	2,321	2,216	27,078	1,832
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	%	48.27%	13.21%	35.06%	24.06%	14.58%	13.09%		
			N		3,804	9,770	6,487	4,093	3,575	27,729	1,207
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	%	50.58%	13.70%	36.88%	24.35%	12.93%	12.13%		
			N		3,952	10,220	6,537	3,617	3,301	27,627	1,345
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	%	52.87%	21.01%	31.86%	24.69%	11.16%	11.28%		
			N		5,932	8,474	6,485	2,852	2,897	26,640	2,294

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Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	%	48.62%	18.10%	30.51%	25.07%	13.50%	12.81%		
			N		5,261	8,617	6,991	3,898	3,641	28,408	522
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	%	45.09%	15.41%	29.68%	30.34%	12.17%	12.39%		
			N		4,103	7,649	7,583	3,082	2,992	25,409	3,509
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	%	44.90%	12.34%	32.56%	23.46%	21.67%	9.97%		
			N		3,743	9,382	6,669	6,231	2,760	28,785	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	%	44.33%	11.29%	33.05%	24.65%	20.82%	10.20%		
			N		3,424	9,495	6,903	5,988	2,903	28,713	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	%	43.20%	13.00%	30.20%	24.10%	20.02%	12.68%		
			N		3,935	8,791	6,867	5,613	3,439	28,645	N/A
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	%	38.55%	9.84%	28.71%	30.58%	19.35%	11.52%		
			N		2,933	8,261	8,553	5,648	3,268	28,663	N/A

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Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	%	34.86%	10.11%	24.75%	28.00%	20.35%	16.79%		
			N		3,005	7,106	8,101	5,860	4,637	28,709	N/A
Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	%	52.05%	14.02%	38.04%	23.92%	14.94%	9.09%		
			N		4,016	10,770	6,837	4,468	2,632	28,723	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	%	64.48%	21.07%	43.41%	18.29%	11.05%	6.17%		
			N		6,136	12,394	5,121	3,295	1,748	28,694	N/A
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	%	50.82%	13.59%	37.23%	18.06%	19.39%	11.73%		
			N		4,426	11,331	4,996	5,074	2,880	28,707	N/A
Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	%	53.57%	14.08%	39.49%	23.23%	15.11%	8.08%		
			N		4,162	11,306	6,531	4,436	2,304	28,739	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	%	73.65%	37.81%	35.83%	16.68%	6.48%	3.19%		
			N		2,831	2,515	925	484	236	6,991	667

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Response Type	Item	Item Text	Number / Percentage	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	%	81.93%	38.31%	43.62%	12.60%	3.83%	1.64%		
			N		2,687	2,614	624	205	88	6,218	295
Satisfied -dissatisfied	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)	%	71.92%	19.49%	52.43%	22.87%	4.07%	1.15%		
			N		1,045	2,615	1,075	187	56	4,978	663
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	%	68.55%	21.91%	46.64%	25.52%	3.92%	2.02%		
			N		662	1,361	713	114	54	2,904	626
Satisfied -dissatisfied	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)	%	63.83%	26.90%	36.93%	30.58%	3.09%	2.50%		
			N		185	248	209	21	16	679	279
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	%	69.48%	27.13%	42.35%	28.46%	1.37%	0.70%		
			N		166	238	172	9	3	588	218

\* AES prescribed items

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

**DEPARTMENT OF VETERANS AFFAIRS 2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

<b>72. Have you been notified whether or not you are eligible to telework?</b>	<b>N</b>	<b>%</b>
Yes, I was notified that I was eligible to telework.	8,561	18.79%
Yes, I was notified that I was not eligible to telework.	9,457	35.84%
No, I was not notified of my telework eligibility.	7,853	33.23%
Not sure if I was notified of my telework eligibility.	2,803	12.14%
<b>Total</b>	<b>28,674</b>	<b>100.00%</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	<b>N</b>	<b>%</b>
I telework 3 or more days per week.	2,864	6.88%
I telework 1 or 2 days per week.	2,038	4.08%
I telework, but no more than 1 or 2 days per month.	614	1.33%
I telework very infrequently.	1,567	3.70%
I do not telework because I have to be physically present on the job.	10,410	43.63%
I do not telework because I have technical issues.	866	3.24%
I do not telework because I did not receive approval to do so.	6,741	26.23%
I do not telework because I choose not to telework.	3,023	10.91%
<b>Total</b>	<b>28,123</b>	<b>100.00%</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules</b>	<b>N</b>	<b>%</b>
Yes	6,420	18.23%
No	13,834	49.90%
Not available to me	8,261	31.87%
<b>Total</b>	<b>28,515</b>	<b>100.00%</b>

<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs</b>	<b>N</b>	<b>%</b>
Yes	5,352	19.20%
No	19,327	68.05%
Not available to me	3,689	12.75%
<b>Total</b>	<b>28,368</b>	<b>100.00%</b>

DEPARTMENT OF VETERANS AFFAIRS 2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program</b>	<b>N</b>	<b>%</b>
Yes	3,135	11.25%
No	23,246	81.46%
Not available to me	1,917	7.29%
Total	28,298	100.00%

<b>77. Do you participate in the following Work/Life programs? Child Care Programs</b>	<b>N</b>	<b>%</b>
Yes	790	3.14%
No	22,609	78.26%
Not available to me	5,140	18.60%
Total	28,539	100.00%

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs</b>	<b>N</b>	<b>%</b>
Yes	719	2.91%
No	22,823	79.09%
Not available to me	5,079	18.00%
Total	28,621	100.00%

Percentages are weighted to represent the Agency's population.

<b>Where do you work?</b>	<b>N</b>	<b>%</b>
Headquarters	10,962	39.06%
Field	17,100	60.94%
Total	28,062	100.00%

<b>*What is your supervisory status?</b>	<b>N</b>	<b>%</b>
Non-Supervisor	19,737	69.40%
Team Leader	3,989	14.03%
Supervisor	2,676	9.41%
Manager	1,524	5.36%
Senior Leader	512	1.80%
Total	28,438	100.00%

DEPARTMENT OF VETERANS AFFAIRS 2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

<b>*Are you:</b>	<b>N</b>	<b>%</b>
Male	11,357	40.28%
Female	16,841	59.72%
Total	28,198	100.00%

<b>*Are you Hispanic or Latino?</b>	<b>N</b>	<b>%</b>
Yes	2,345	8.39%
No	25,607	91.61%
Total	27,952	100.00%

<b>*Please select the racial category or categories with which you most closely identify.</b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	408	1.50%
Asian	1,291	4.75%
Black or African American	4,833	17.77%
Native Hawaiian or Other Pacific Islander	227	0.83%
White	19,307	70.98%
Two or more races	1,136	4.18%
Total	27,202	100.00%

<b>What is the highest degree or level of education you have completed?</b>	<b>N</b>	<b>%</b>
Less than High School	62	0.22%
High School Diploma/GED or equivalent	1,155	4.09%
Trade or Technical Certificate	1,247	4.41%
Some College (no degree)	3,975	14.06%
Associate's Degree (e.g., AA, AS)	3,325	11.76%
Bachelor's Degree (e.g., BA, BS)	8,073	28.55%
Master's Degree (e.g., MA, MS, MBA)	7,372	26.07%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	3,064	10.84%
Total	28,273	100.00%

**DEPARTMENT OF VETERANS AFFAIRS 2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b><i>What is your pay category/grade?</i></b>	<b>N</b>	<b>%</b>
Federal Wage System	1,529	5.43%
GS 1-6	5,014	17.81%
GS 7-12	11,653	41.38%
GS 13-15	6,154	21.86%
Senior Executive Service	248	0.88%
Senior Level (SL) or Scientific or Professional (ST)	228	0.81%
<u>Other</u>	3,332	11.83%
<b>Total</b>	<b>28,158</b>	<b>100.00%</b>

<b><i>How long have you been with the Federal Government (excluding military service)?</i></b>	<b>N</b>	<b>%</b>
Less than 1 year	868	3.06%
1 to 3 years	4,756	16.79%
4 to 5 years	3,339	11.79%
6 to 10 years	7,740	27.33%
11 to 14 years	3,260	11.51%
15 to 20 years	2,813	9.93%
<u>More than 20 years</u>	5,544	19.58%
<b>Total</b>	<b>28,320</b>	<b>100.00%</b>

<b><i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i></b>	<b>N</b>	<b>%</b>
Less than 1 year	1,405	4.99%
1 to 3 years	6,303	22.38%
4 to 5 years	3,873	13.75%
6 to 10 years	7,711	27.38%
11 to 20 years	4,972	17.66%
<u>More than 20 years</u>	3,895	13.83%
<b>Total</b>	<b>28,159</b>	<b>100.00%</b>

<b><i>Are you considering leaving your organization within the next year, and if so, why?</i></b>	<b>N</b>	<b>%</b>
No	18,693	66.06%
Yes, to retire	1,523	5.38%
Yes, to take another job within the Federal Government	4,924	17.40%
Yes, to take another job outside the Federal Government	1,354	4.78%
<u>Yes, other</u>	1,803	6.37%
<b>Total</b>	<b>28,297</b>	<b>100.00%</b>

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<b><i>I am planning to retire:</i></b>	<b>N</b>	<b>%</b>
Within one year	938	3.35%
Between one and three years	2,577	9.22%
Between three and five years	3,031	10.84%
<u>Five or more years</u>	<u>21,415</u>	<u>76.59%</u>
Total	27,961	100.00%

<b><i>Self-Identify as:</i></b>	<b>N</b>	<b>%</b>
Heterosexual or Straight	22,603	83.24%
Gay, Lesbian, Bisexual, or Transgender	897	3.30%
<u>I prefer not to say</u>	<u>3,653</u>	<u>13.45%</u>
Total	27,153	100.00%

<b><i>What is your US military service status?</i></b>	<b>N</b>	<b>%</b>
No Prior Military Service	17,371	61.91%
Currently in National Guard or Reserves	459	1.64%
Retired	3,456	12.32%
<u>Separated or Discharged</u>	<u>6,773</u>	<u>24.14%</u>
Total	28,059	100.00%

<b><i>Are you an individual with a disability?</i></b>	<b>N</b>	<b>%</b>
Yes	7,248	25.82%
<u>No</u>	<u>20,823</u>	<u>74.18%</u>
Total	28,071	100.00%

<b><i>What is your age group?</i></b>	<b>N</b>	<b>%</b>
25 and under	141	0.47%
26-29	764	2.52%
30-39	5,214	17.20%
40-49	7,663	25.28%
50-59	11,080	36.55%
<u>60 or older</u>	<u>5,451</u>	<u>17.98%</u>
Total	30,313	100.00%

Percentages for demographic questions are unweighted.

\* AES prescribed items