



U.S. Department of Justice

National Security Division

Washington, D.C. 20530

September 5, 2019

Mr. Russ Kick



Re: FOIA/PA 18-014

Dear Mr. Kick:

This is our final response to your Freedom of Information Act (FOIA) request dated and received by this Office on October 17, 2017 seeking records pertaining to the 2017 Federal Employee Viewpoint Survey (FEVS). More specifically your request sought:

1. *1st Level Subagency Report for the National Security Division (the main report for NSD)*
2. *2nd Level Subagency Comparison Report for the National Security Division (compares results of each subdivision within NSD)*

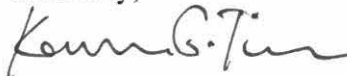
In response to your request, this Office conducted records searches of the National Security Division (NSD) Executive Office. We located 24 pages responsive to item 1 of your request. We have determined that these pages are appropriate for release in full pursuant to the FOIA, and copies are enclosed. We did not locate any records responsive to item 2 of your request.

For your information, Congress excluded three discrete categories of law enforcement information and national security records from the requirements of the FOIA. *See* 5 U.S.C. § 552(c). This response is limited to those records that are subject to the requirements of the FOIA. This is standard notification that is given to all our requesters and should not be taken as an indication that excluded records do, or do not, exist.

If you are not satisfied with this response, you may administratively appeal by writing to the Director, Office of Information Policy (OIP), United States Department of Justice, Suite 11050, 1425 New York Avenue, NW, Washington, DC 20530-0001, or you may submit an appeal through OIP's FOIAonline portal by creating an account on the following web site:

<https://foiaonline.regulations.gov/foia/action/public/home>. Your appeal must be postmarked or electronically transmitted within 90 days of the date of my response to your request. If you submit your appeal by mail, both the letter and the envelope should be clearly marked "Freedom of Information Act Appeal."

Sincerely,

A handwritten signature in black ink that reads "Kevin G. Tiernan". The signature is written in a cursive style with a large, stylized 'K' and 'T'.

Kevin G. Tiernan
Records and FOIA

Enclosures

Department of Justice
NATIONAL SECURITY DIVISION

Agency & Subagency Name

Sorting Code
DJ
DINS

Reporting Level
Agency
Level 1

Response Count
16,126
76

Employee Engagement: Overall	Employee Engagement: Leaders Lead	Employee Engagement: Supervisors	Employee Engagement: Intrinsic Work Experience	Global Satisfaction	New IQ: Overall	New IQ: Fair	New IQ: Open	New IQ: Cooperative	New IQ: Supportive	New IQ: Empowered	NCAAP: Leadership and Knowledge Management	NCAAP: Results-Oriented Performance Culture	NCAAP: Talent Management	NCAAP: Job Satisfaction
68%	58%	74%	71%	68%	60%	45%	60%	57%	77%	69%	63%	55%	59%	67%
68%	58%	77%	68%	67%	58%	50%	57%	52%	81%	52%	65%	57%	59%	66%

2017

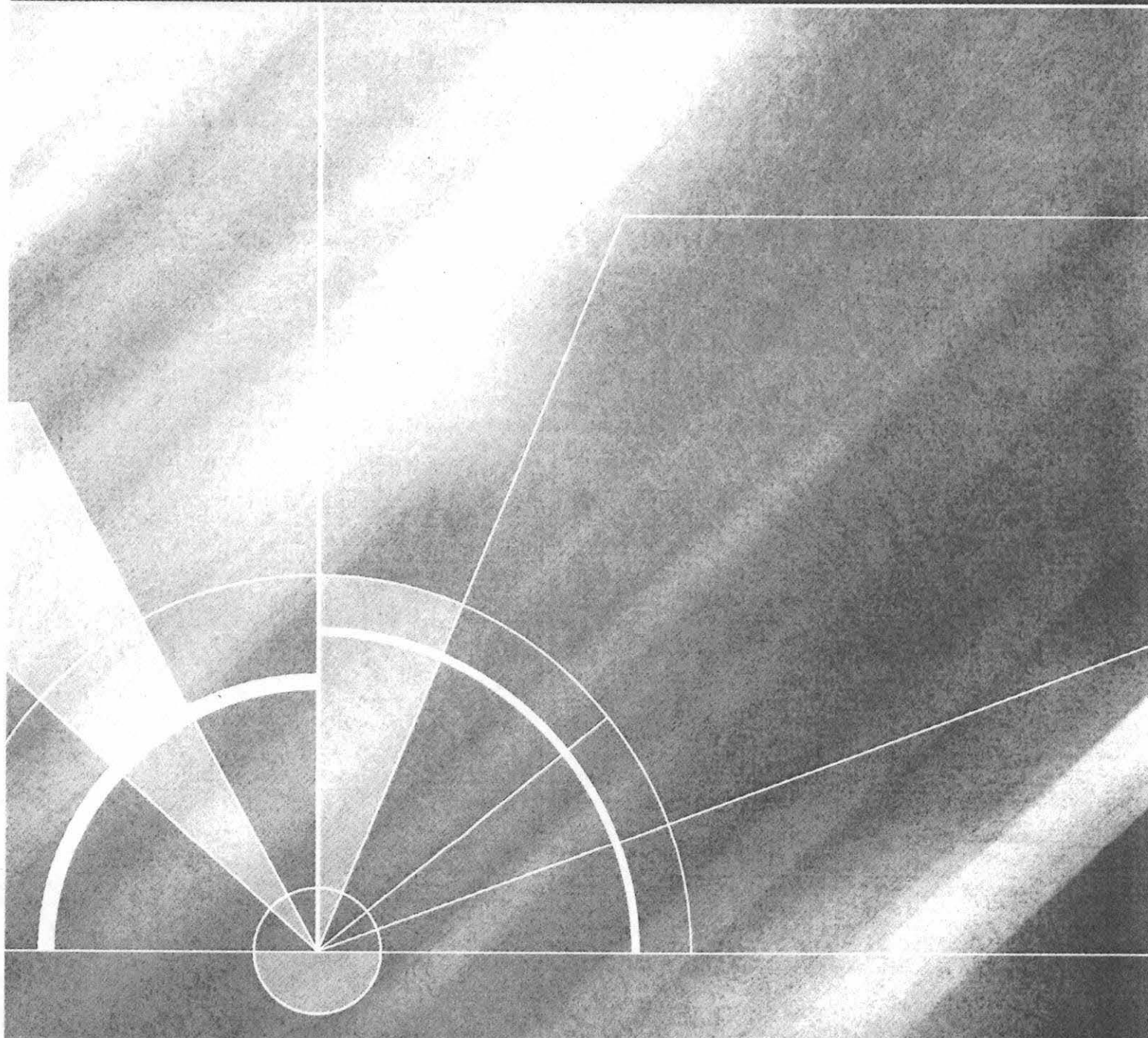


Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Department of Justice
NATIONAL SECURITY DIVISION



Department of Justice
NATIONAL SECURITY DIVISION
1st Level Subagency Report

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

Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
Department of Justice	16,126	35.1%
NATIONAL SECURITY DIVISION	76	32.9%

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.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.

These sections provide high level information on how your subagency is doing.

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.

Department of Justice
NATIONAL SECURITY DIVISION
1st Level Subagency Report

Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

99.2%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
95.4%	The work I do is important. (Q.13)
93.7%	My agency is successful at accomplishing its mission. (Q.39)
92.3%	How would you rate the overall quality of work done by your work unit? (Q.28)
91.6%	My supervisor supports my need to balance work and other life issues. (Q.42)
90.1%	I know how my work relates to the agency's goals and priorities. (Q.12)
88.1%	My supervisor treats me with respect. (Q.49)
87.0%	I am constantly looking for ways to do my job better. (Q.8)
86.7%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
86.4%	I am held accountable for achieving results. (Q.16)


Highest Percent Negative











44.0%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
43.3%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
42.3%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
41.6%	Pay raises depend on how well employees perform their jobs. (Q.33)
39.2%	Creativity and innovation are rewarded. (Q.32)
35.2%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
34.8%	I feel encouraged to come up with new and better ways of doing things. (Q.3)
34.4%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
34.1%	My talents are used well in the workplace. (Q.11)
32.7%	How satisfied are you with the information you receive from management on what's going on in your organization? (Q.64)

Department of Justice
NATIONAL SECURITY DIVISION
1st Level Subagency Report

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Department of Justice) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 10.


 NATIONAL SECURITY DIVISION
 Department of Justice











<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37)	 64.4% 50.4%	+14.0
My agency is successful at accomplishing its mission. (Q.39)	 93.7% 80.1%	+13.6
Employees are recognized for providing high quality products and services. (Q.31)	 63.8% 50.6%	+13.2
Prohibited Personnel Practices are not tolerated. (Q.38)	 80.5% 68.1%	+12.4
The people I work with cooperate to get the job done. (Q.20)	 85.3% 73.6%	+11.7
My supervisor supports my need to balance work and other life issues. (Q.42)	 91.6% 80.4%	+11.2
The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)	 84.6% 73.5%	+11.1
Managers communicate the goals and priorities of the organization. (Q.56)	 73.2% 63.3%	+9.9
How would you rate the overall quality of work done by your work unit? (Q.28)	 92.3% 83.1%	+9.2
My organization has prepared employees for potential security threats. (Q.36)	 85.6% 76.5%	+9.1

Department of Justice
NATIONAL SECURITY DIVISION
1st Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Department of Justice) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 10.

 NATIONAL SECURITY DIVISION
 Department of Justice

<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
How satisfied are you with your opportunity to get a better job in your organization? (Q.67)	 23.2% 40.1%	-16.9
Policies and programs promote diversity in the workplace. (Q.34)	 47.2% 62.0%	-14.8
My talents are used well in the workplace. (Q.11)	 46.9% 59.3%	-12.4
I feel encouraged to come up with new and better ways of doing things. (Q.3)	 46.7% 58.7%	-12.0
I have a high level of respect for my organization's senior leaders. (Q.61)	 49.3% 59.3%	-10.0
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)	 37.2% 46.7%	-9.5
My supervisor provides me with opportunities to demonstrate my leadership skills. (Q.43)	 58.9% 67.7%	-8.8
My supervisor provides me with constructive suggestions to improve my job performance. (Q.46)	 56.7% 65.0%	-8.3
I know what is expected of me on the job. (Q.6)	 76.1% 83.3%	-7.2
Managers promote communication among different work units. (Q.58)	 49.6% 56.2%	-6.6

**Department of Justice
NATIONAL SECURITY DIVISION
1st Level Subagency Report**

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Department of Justice	16,093	63.7%	16.6%	19.7%
NATIONAL SECURITY DIVISION	76	59.4%	21.5%	19.1%

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Department of Justice	16,058	74.6%	13.3%	12.1%
NATIONAL SECURITY DIVISION	76	70.8%	21.7%	7.5%

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

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Department of Justice	15,957	58.7%	18.0%	23.3%
NATIONAL SECURITY DIVISION	75	46.7%	18.6%	34.8%

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Department of Justice	16,052	71.7%	14.1%	14.3%
NATIONAL SECURITY DIVISION	76	78.9%	12.5%	8.6%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of Justice	15,987	82.9%	10.9%	6.2%
NATIONAL SECURITY DIVISION	76	82.2%	14.4%	3.4%

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Department of Justice	15,989	83.3%	9.2%	7.5%
NATIONAL SECURITY DIVISION	75	76.1%	14.3%	9.5%

Department of Justice
NATIONAL SECURITY DIVISION
1st Level Subagency Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Department of Justice	16,024	96.2%	2.3%	1.5%
NATIONAL SECURITY DIVISION	76	99.2%	0.8%	0.0%

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

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Department of Justice	16,053	91.3%	7.0%	1.7%
NATIONAL SECURITY DIVISION	76	87.0%	11.4%	1.7%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Department of Justice	16,057	47.3%	16.1%	36.6%	26
NATIONAL SECURITY DIVISION	76	50.7%	14.8%	34.4%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of Justice	16,022	64.3%	15.5%	20.1%	18
NATIONAL SECURITY DIVISION	76	68.3%	12.4%	19.3%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Department of Justice	15,807	59.3%	17.0%	23.7%	54
NATIONAL SECURITY DIVISION	75	46.9%	19.0%	34.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Department of Justice	15,960	83.8%	9.4%	6.7%	44
NATIONAL SECURITY DIVISION	75	90.1%	8.8%	1.1%	0

Department of Justice
NATIONAL SECURITY DIVISION
1st Level Subagency Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Department of Justice	15,922	88.6%	7.5%	3.8%	34
NATIONAL SECURITY DIVISION	76	95.4%	2.5%	2.1%	0

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
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Department of Justice	15,994	70.2%	13.9%	15.9%	47
NATIONAL SECURITY DIVISION	76	74.9%	16.9%	8.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Department of Justice	15,862	72.9%	12.9%	14.2%	207
NATIONAL SECURITY DIVISION	75	72.8%	19.2%	8.1%	1

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Department of Justice	15,941	80.5%	12.1%	7.4%	55
NATIONAL SECURITY DIVISION	76	86.4%	13.6%	0.0%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Department of Justice	15,375	63.9%	16.8%	19.3%	636
NATIONAL SECURITY DIVISION	74	71.4%	14.0%	14.5%	2

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of Justice	15,881	53.9%	22.3%	23.9%	151
NATIONAL SECURITY DIVISION	74	51.7%	16.6%	31.7%	0

Department of Justice
NATIONAL SECURITY DIVISION
1st Level Subagency Report

My Work Experience (continued)

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
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Department of Justice	15,700	74.4%	10.7%	15.0%	394
NATIONAL SECURITY DIVISION	74	71.4%	5.3%	23.3%	2

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Department of Justice	16,079	73.6%	12.9%	13.6%
NATIONAL SECURITY DIVISION	76	85.3%	10.0%	4.7%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Department of Justice	15,541	44.2%	25.9%	29.9%	539
NATIONAL SECURITY DIVISION	75	52.6%	33.1%	14.3%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Department of Justice	15,066	34.5%	27.9%	37.6%	977
NATIONAL SECURITY DIVISION	69	36.8%	42.1%	21.1%	6

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
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Department of Justice	14,685	28.7%	26.7%	44.7%	1,340
NATIONAL SECURITY DIVISION	65	22.1%	33.9%	44.0%	11

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Department of Justice	15,123	36.1%	27.8%	36.1%	899
NATIONAL SECURITY DIVISION	72	37.5%	30.1%	32.4%	4

Department of Justice
NATIONAL SECURITY DIVISION
1st Level Subagency Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Department of Justice	14,900	41.6%	24.1%	34.2%	1,109
NATIONAL SECURITY DIVISION	64	45.1%	33.8%	21.1%	11

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Department of Justice	15,956	73.4%	14.9%	11.7%	70
NATIONAL SECURITY DIVISION	76	81.2%	9.3%	9.6%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Department of Justice	15,388	54.1%	28.9%	17.1%	645
NATIONAL SECURITY DIVISION	71	52.2%	36.4%	11.3%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	484,120	83.4%	13.4%	3.2%	
Department of Justice	16,040	83.1%	13.4%	3.5%	
NATIONAL SECURITY DIVISION	76	92.3%	7.7%	0.0%	

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Department of Justice	15,420	73.5%	16.2%	10.3%	197
NATIONAL SECURITY DIVISION	73	84.6%	13.1%	2.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Department of Justice	15,213	48.8%	25.7%	25.5%	401
NATIONAL SECURITY DIVISION	70	43.9%	27.3%	28.7%	3

Department of Justice
NATIONAL SECURITY DIVISION
1st Level Subagency Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Department of Justice	15,247	50.6%	23.4%	26.0%	326
NATIONAL SECURITY DIVISION	73	63.8%	17.8%	18.4%	0

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of Justice	15,047	40.3%	28.8%	30.9%	509
NATIONAL SECURITY DIVISION	69	37.8%	23.0%	39.2%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Department of Justice	14,454	22.5%	27.8%	49.7%	1,104
NATIONAL SECURITY DIVISION	59	28.7%	29.7%	41.6%	14

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
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Department of Justice	14,574	62.0%	25.6%	12.4%	1,024
NATIONAL SECURITY DIVISION	66	47.2%	33.9%	18.9%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Department of Justice	15,379	73.8%	15.0%	11.2%	241
NATIONAL SECURITY DIVISION	71	81.3%	13.1%	5.6%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Department of Justice	15,384	76.5%	13.7%	9.8%	162
NATIONAL SECURITY DIVISION	71	85.6%	8.6%	5.8%	2

Department of Justice
NATIONAL SECURITY DIVISION
1st Level Subagency Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Department of Justice	14,779	50.4%	22.0%	27.6%	759
NATIONAL SECURITY DIVISION	69	64.4%	14.7%	21.0%	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	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Department of Justice	14,315	68.1%	18.3%	13.6%	1,211
NATIONAL SECURITY DIVISION	65	80.5%	11.3%	8.2%	6

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Department of Justice	15,380	80.1%	14.0%	5.9%	204
NATIONAL SECURITY DIVISION	71	93.7%	6.3%	0.0%	1

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Department of Justice	15,563	71.1%	17.4%	11.5%
NATIONAL SECURITY DIVISION	73	72.9%	20.1%	6.9%

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
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Department of Justice	14,166	38.0%	28.5%	33.5%	1,427
NATIONAL SECURITY DIVISION	66	37.0%	27.8%	35.2%	7

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Department of Justice	15,459	80.4%	9.9%	9.7%	76
NATIONAL SECURITY DIVISION	73	91.6%	4.9%	3.5%	0

Department of Justice
NATIONAL SECURITY DIVISION
1st Level Subagency Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Department of Justice	15,425	67.7%	17.0%	15.3%	75
NATIONAL SECURITY DIVISION	72	58.9%	18.7%	22.4%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Department of Justice	15,278	65.2%	17.5%	17.3%	171
NATIONAL SECURITY DIVISION	71	61.5%	20.8%	17.7%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Department of Justice	14,365	68.7%	21.6%	9.7%	1,107
NATIONAL SECURITY DIVISION	63	69.2%	25.5%	5.3%	9

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Department of Justice	15,399	65.0%	18.1%	16.9%	84
NATIONAL SECURITY DIVISION	73	56.7%	24.0%	19.3%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Department of Justice	15,288	68.0%	17.1%	15.0%	203
NATIONAL SECURITY DIVISION	72	61.6%	27.3%	11.1%	0

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Department of Justice	15,486	77.2%	11.7%	11.1%
NATIONAL SECURITY DIVISION	73	81.8%	6.7%	11.5%

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My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Department of Justice	15,455	82.8%	9.2%	8.1%
NATIONAL SECURITY DIVISION	73	88.1%	6.3%	5.7%

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

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Department of Justice	15,444	79.3%	9.4%	11.3%
NATIONAL SECURITY DIVISION	73	86.7%	6.8%	6.5%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of Justice	15,454	69.7%	15.2%	15.1%
NATIONAL SECURITY DIVISION	73	74.6%	9.8%	15.6%

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

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Department of Justice	15,472	72.5%	15.9%	11.5%
NATIONAL SECURITY DIVISION	73	81.4%	6.3%	12.3%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Department of Justice	14,936	46.7%	23.9%	29.4%	370
NATIONAL SECURITY DIVISION	70	37.2%	19.5%	43.3%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Department of Justice	14,478	57.9%	21.0%	21.0%	788
NATIONAL SECURITY DIVISION	67	61.0%	21.8%	17.2%	5

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Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Department of Justice	14,530	69.0%	19.1%	11.8%	678
NATIONAL SECURITY DIVISION	68	72.0%	20.6%	7.5%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Department of Justice	14,961	63.3%	19.3%	17.4%	256
NATIONAL SECURITY DIVISION	70	73.2%	9.9%	16.9%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Department of Justice	14,011	63.0%	22.2%	14.8%	1,179
NATIONAL SECURITY DIVISION	63	62.8%	19.9%	17.3%	8

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Department of Justice	14,609	56.2%	21.3%	22.5%	602
NATIONAL SECURITY DIVISION	68	49.6%	23.8%	26.6%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Department of Justice	14,619	58.7%	22.1%	19.1%	602
NATIONAL SECURITY DIVISION	69	54.1%	26.2%	19.7%	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
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Department of Justice	14,415	61.0%	21.3%	17.7%	782
NATIONAL SECURITY DIVISION	67	70.1%	22.8%	7.1%	2

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Department of Justice	14,960	59.3%	20.9%	19.8%	248
NATIONAL SECURITY DIVISION	69	49.3%	24.5%	26.1%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Department of Justice	13,694	57.6%	25.1%	17.3%	1,510
NATIONAL SECURITY DIVISION	63	53.3%	22.0%	24.7%	7

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Department of Justice	15,087	53.3%	22.3%	24.4%
NATIONAL SECURITY DIVISION	69	50.2%	19.7%	30.1%

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

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Department of Justice	15,068	50.3%	23.0%	26.7%
NATIONAL SECURITY DIVISION	69	47.7%	19.6%	32.7%

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

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Department of Justice	15,049	51.6%	23.2%	25.1%
NATIONAL SECURITY DIVISION	69	57.0%	15.9%	27.1%

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

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Department of Justice	15,029	49.0%	27.6%	23.4%
NATIONAL SECURITY DIVISION	68	43.4%	26.6%	30.0%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Department of Justice	15,041	40.1%	26.1%	33.9%
NATIONAL SECURITY DIVISION	69	23.2%	34.5%	42.3%

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

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Department of Justice	15,037	53.1%	23.4%	23.5%
NATIONAL SECURITY DIVISION	69	57.6%	19.4%	23.0%

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Department of Justice	15,044	70.7%	15.8%	13.6%
NATIONAL SECURITY DIVISION	69	65.6%	19.0%	15.4%

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Department of Justice	15,043	63.1%	15.2%	21.8%
NATIONAL SECURITY DIVISION	69	63.0%	11.3%	25.7%

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Department of Justice	15,055	65.4%	18.2%	16.4%
NATIONAL SECURITY DIVISION	69	68.4%	17.3%	14.3%

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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
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Department of Justice	14,970	15.0%	25.0%	47.1%	12.9%
NATIONAL SECURITY DIVISION	68	35.2%	41.2%	12.5%	11.1%

73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Department of Justice	14,827	1.1%	4.9%	1.7%	5.4%
NATIONAL SECURITY DIVISION	67	3.5%	5.8%	2.3%	22.8%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Department of Justice	14,827	58.9%	5.0%	14.5%	8.6%
NATIONAL SECURITY DIVISION	67	47.4%	3.3%	4.5%	10.3%

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

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Department of Justice	14,970	25.3%	48.2%	26.5%
NATIONAL SECURITY DIVISION	69	27.8%	35.5%	36.7%

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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
Governmentwide	464,589	26.4%	61.9%	11.7%
Department of Justice	14,946	27.2%	59.9%	12.9%
NATIONAL SECURITY DIVISION	67	10.1%	82.8%	7.2%

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

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Department of Justice	14,887	22.3%	75.7%	2.1%
NATIONAL SECURITY DIVISION	67	10.1%	89.9%	0.0%

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
Governmentwide	464,201	3.4%	79.8%	16.8%
Department of Justice	14,949	2.5%	73.2%	24.2%
NATIONAL SECURITY DIVISION	69	8.3%	81.0%	10.7%

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
Governmentwide	464,386	2.2%	81.1%	16.7%
Department of Justice	14,927	1.8%	74.9%	23.3%
NATIONAL SECURITY DIVISION	68	5.8%	80.4%	13.9%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Department of Justice	4,019	70.8%	15.9%	13.3%	286
NATIONAL SECURITY DIVISION	25	64.9%	20.4%	14.7%	1

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

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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
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Department of Justice	3,872	86.3%	9.6%	4.1%	96
NATIONAL SECURITY DIVISION	21	94.7%	5.3%	0.0%	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
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Department of Justice	4,101	74.0%	21.4%	4.6%	295
NATIONAL SECURITY DIVISION	8	76.5%	7.0%	16.5%	0

*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
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Department of Justice	2,590	80.9%	14.6%	4.4%	275
NATIONAL SECURITY DIVISION	7	84.2%	0.0%	15.8%	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
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Department of Justice	293	69.5%	27.2%	3.3%	148
NATIONAL SECURITY DIVISION	3	100.0%	0.0%	0.0%	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
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Department of Justice	243	67.2%	31.0%	1.8%	163
NATIONAL SECURITY DIVISION	2	100.0%	0.0%	0.0%	1

*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	66	95.7%
Field	3	4.3%

What is your supervisory status?

	N	%
Non-Supervisor	42	60.9%
Team Leader	11	15.9%
Supervisor	12	17.4%
Manager	3	4.3%
Senior Leader	1	1.4%

Are you:

	N	%
Male	32	48.5%
Female	34	51.5%

Are you Hispanic or Latino?

	N	%
Yes	1	1.5%
No	64	98.5%

Race

	N	%
American Indian or Alaska Native	1	1.6%
Asian	3	4.8%
Black or African American	7	11.3%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	49	79.0%
Two or more races	2	3.2%

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	0	0.0%
High School Diploma/GED or equivalent	3	4.3%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	4	5.8%
Associate's Degree (e.g., AA, AS)	3	4.3%
Bachelor's Degree (e.g., BA, BS)	9	13.0%
Master's Degree (e.g., MA, MS, MBA)	8	11.6%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	42	60.9%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	1	1.5%
GS 7-12	6	8.8%
GS 13-15	59	86.8%
Senior Executive Service	2	2.9%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	2	2.9%
1 to 3 years	6	8.7%
4 to 5 years	5	7.2%
6 to 10 years	16	23.2%
11 to 14 years	15	21.7%
15 to 20 years	6	8.7%
More than 20 years	19	27.5%

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	5	7.4%
1 to 3 years	13	19.1%
4 to 5 years	5	7.4%
6 to 10 years	19	27.9%
11 to 20 years	18	26.5%
More than 20 years	8	11.8%

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

	N	%
No	43	63.2%
Yes, to retire	3	4.4%
Yes, to take another job within the Federal Government	12	17.6%
Yes, to take another job outside the Federal Government	4	5.9%
Yes, other	6	8.8%

I am planning to retire:

	N	%
Within one year	3	4.5%
Between one and three years	3	4.5%
Between three and five years	4	6.0%
Five or more years	57	85.1%

Self-Identify as:

	N	%
Heterosexual or Straight	52	82.5%
Gay, Lesbian, Bisexual, or Transgender	3	4.8%
I prefer not to say	8	12.7%

What is your US military service status?

	N	%
No Prior Military Service	51	75.0%
Currently in National Guard or Reserves	5	7.4%
Retired	8	11.8%
Separated or Discharged	4	5.9%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	5	7.5%
No	62	92.5%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	2	2.6%
30-39	16	21.1%
40-49	33	43.4%
50-59	15	19.7%
60 or older	10	13.2%

Note: Percentages for demographic questions are unweighted.