

Nuclear Regulatory Commission

Trend Report

Response Summary

	Surveys Completed
2015 Governmentwide	421,748
2015 Nuclear Regulatory Commission	2,675
2014 Nuclear Regulatory Commission	2,467
2013 Nuclear Regulatory Commission	2,509
2012 Nuclear Regulatory Commission	2,709
2011 Nuclear Regulatory Commission	2,612
2010 Nuclear Regulatory Commission	2,503

This 2015 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.

The last column indicates whether or not there was a significant increase, decrease, or no change in positive percentages from the previous year. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2015 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2014 to 2015.

Note: The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '--' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	420,841	61.3%	16.6%	22.1%	
2015 Nuclear Regulatory Commission	2,674	78.2%	11.0%	10.8%	↗
2014 Nuclear Regulatory Commission	2,465	74.7%	12.1%	13.2%	→
2013 Nuclear Regulatory Commission	2,507	73.9%	13.9%	12.2%	↘
2012 Nuclear Regulatory Commission	2,706	79.6%	9.7%	10.7%	↘
2011 Nuclear Regulatory Commission	2,608	84.2%	8.6%	7.1%	→
2010 Nuclear Regulatory Commission	2,499	84.9%	8.1%	6.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	418,183	69.9%	15.0%	15.2%	
2015 Nuclear Regulatory Commission	2,653	83.8%	8.5%	7.8%	↗
2014 Nuclear Regulatory Commission	2,446	82.2%	8.7%	9.1%	→
2013 Nuclear Regulatory Commission	2,488	82.7%	9.8%	7.5%	→
2012 Nuclear Regulatory Commission	2,705	83.2%	8.9%	7.9%	↘
2011 Nuclear Regulatory Commission	2,609	86.0%	7.7%	6.4%	→
2010 Nuclear Regulatory Commission	2,499	86.2%	7.5%	6.3%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	414,872	56.5%	18.3%	25.2%	
2015 Nuclear Regulatory Commission	2,638	66.5%	16.6%	16.9%	→
2014 Nuclear Regulatory Commission	2,437	67.4%	14.5%	18.1%	→
2013 Nuclear Regulatory Commission	2,491	65.9%	17.2%	16.9%	↘
2012 Nuclear Regulatory Commission	2,700	68.2%	15.8%	16.0%	↘
2011 Nuclear Regulatory Commission	2,609	72.3%	14.1%	13.6%	↘
2010 Nuclear Regulatory Commission	2,491	74.6%	13.4%	11.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	418,769	70.4%	14.6%	14.9%	
2015 Nuclear Regulatory Commission	2,662	77.2%	11.7%	11.1%	→
2014 Nuclear Regulatory Commission	2,444	77.3%	11.9%	10.8%	→
2013 Nuclear Regulatory Commission	2,500	76.9%	12.5%	10.6%	→
2012 Nuclear Regulatory Commission	2,702	77.4%	11.5%	11.1%	↘
2011 Nuclear Regulatory Commission	2,605	79.3%	12.1%	8.6%	↘
2010 Nuclear Regulatory Commission	2,497	81.2%	10.3%	8.5%	

5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	414,001	82.9%	10.9%	6.2%	
2015 Nuclear Regulatory Commission	2,639	83.6%	10.6%	5.8%	→
2014 Nuclear Regulatory Commission	2,442	83.1%	10.5%	6.5%	→
2013 Nuclear Regulatory Commission	2,481	83.2%	11.1%	5.8%	→
2012 Nuclear Regulatory Commission	2,700	83.8%	10.9%	5.3%	↘
2011 Nuclear Regulatory Commission	2,605	85.3%	9.8%	4.9%	→
2010 Nuclear Regulatory Commission	2,495	85.5%	9.3%	5.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	417,035	79.1%	11.2%	9.7%	
2015 Nuclear Regulatory Commission	2,656	83.0%	8.6%	8.4%	→
2014 Nuclear Regulatory Commission	2,444	83.0%	9.0%	8.0%	→
2013 Nuclear Regulatory Commission	2,485	83.3%	8.6%	8.0%	↗
2012 Nuclear Regulatory Commission	2,693	81.7%	9.4%	8.9%	↘
2011 Nuclear Regulatory Commission	2,597	83.7%	9.5%	6.8%	→
2010 Nuclear Regulatory Commission	2,487	84.6%	8.4%	7.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	418,594	95.6%	2.8%	1.7%	
2015 Nuclear Regulatory Commission	2,650	96.2%	2.5%	1.3%	→
2014 Nuclear Regulatory Commission	2,455	96.3%	2.2%	1.5%	→
2013 Nuclear Regulatory Commission	2,497	96.2%	2.3%	1.6%	↘
2012 Nuclear Regulatory Commission	2,701	97.3%	1.6%	1.1%	↘
2011 Nuclear Regulatory Commission	2,606	98.2%	1.3%	0.5%	→
2010 Nuclear Regulatory Commission	2,496	98.0%	1.4%	0.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	419,588	90.5%	7.6%	1.9%	
2015 Nuclear Regulatory Commission	2,666	91.1%	7.2%	1.8%	↗
2014 Nuclear Regulatory Commission	2,455	89.4%	8.6%	2.1%	→
2013 Nuclear Regulatory Commission	2,499	90.1%	7.5%	2.4%	↘
2012 Nuclear Regulatory Commission	2,701	91.7%	6.3%	2.0%	→
2011 Nuclear Regulatory Commission	2,601	92.4%	6.4%	1.3%	→
2010 Nuclear Regulatory Commission	2,495	92.5%	6.0%	1.5%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	419,427	46.1%	16.2%	37.7%	1,039	
2015 Nuclear Regulatory Commission	2,669	69.6%	11.6%	18.8%	3	↗
2014 Nuclear Regulatory Commission	2,460	66.7%	11.9%	21.3%	3	↗
2013 Nuclear Regulatory Commission	2,497	64.5%	13.6%	21.9%	8	↘
2012 Nuclear Regulatory Commission	2,703	70.6%	12.3%	17.0%	1	→
2011 Nuclear Regulatory Commission	2,599	70.7%	12.2%	17.0%	4	↘
2010 Nuclear Regulatory Commission	2,495	73.4%	10.8%	15.8%	5	

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10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	417,538	57.0%	16.5%	26.5%	784	
2015 Nuclear Regulatory Commission	2,658	72.3%	11.8%	15.9%	2	↗
2014 Nuclear Regulatory Commission	2,439	70.6%	12.4%	17.0%	2	→
2013 Nuclear Regulatory Commission	2,494	70.3%	13.1%	16.6%	1	↘
2012 Nuclear Regulatory Commission	2,703	72.2%	12.6%	15.2%	0	↘
2011 Nuclear Regulatory Commission	2,600	73.9%	11.6%	14.4%	4	↗
2010 Nuclear Regulatory Commission	2,493	71.7%	12.2%	16.1%	2	

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	406,246	57.7%	16.7%	25.6%	1,945	
2015 Nuclear Regulatory Commission	2,592	67.1%	13.4%	19.6%	12	↗
2014 Nuclear Regulatory Commission	2,396	64.8%	14.5%	20.7%	9	→
2013 Nuclear Regulatory Commission	2,449	64.7%	15.1%	20.2%	12	↘
2012 Nuclear Regulatory Commission	2,675	68.3%	12.7%	19.0%	7	→
2011 Nuclear Regulatory Commission	2,589	68.9%	14.5%	16.5%	13	↘
2010 Nuclear Regulatory Commission	2,478	70.4%	15.1%	14.5%	7	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	416,802	82.5%	10.3%	7.3%	1,495	
2015 Nuclear Regulatory Commission	2,656	90.1%	5.9%	4.0%	4	→
2014 Nuclear Regulatory Commission	2,455	89.7%	6.2%	4.1%	5	→
2013 Nuclear Regulatory Commission	2,498	90.1%	6.4%	3.5%	1	→
2012 Nuclear Regulatory Commission	2,696	90.1%	5.6%	4.3%	3	→
2011 Nuclear Regulatory Commission	2,602	91.0%	5.6%	3.4%	1	↘
2010 Nuclear Regulatory Commission	2,485	92.3%	5.5%	2.2%	7	

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13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	413,090	90.0%	6.8%	3.2%	1,176	
2015 Nuclear Regulatory Commission	2,631	89.2%	7.3%	3.5%	6	→
2014 Nuclear Regulatory Commission	2,418	89.2%	7.6%	3.2%	6	→
2013 Nuclear Regulatory Commission	2,477	89.2%	7.8%	3.0%	2	→
2012 Nuclear Regulatory Commission	2,695	90.1%	7.4%	2.5%	3	→
2011 Nuclear Regulatory Commission	2,598	90.6%	7.0%	2.5%	5	↘
2010 Nuclear Regulatory Commission	2,477	92.2%	5.6%	2.2%	6	

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	Difference from previous year
2015 Governmentwide	417,770	65.8%	14.1%	20.1%	1,841	
2015 Nuclear Regulatory Commission	2,660	75.5%	10.2%	14.3%	7	↘
2014 Nuclear Regulatory Commission	2,458	78.6%	10.4%	11.0%	4	→
2013 Nuclear Regulatory Commission	2,501	79.4%	9.7%	10.9%	4	↘
2012 Nuclear Regulatory Commission	2,690	81.8%	9.8%	8.4%	7	↘
2011 Nuclear Regulatory Commission	2,594	83.4%	8.4%	8.1%	9	↗
2010 Nuclear Regulatory Commission	2,495	81.1%	10.5%	8.5%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	413,321	69.1%	14.4%	16.5%	5,987	
2015 Nuclear Regulatory Commission	2,635	75.5%	10.2%	14.4%	32	↗
2014 Nuclear Regulatory Commission	2,429	73.4%	12.1%	14.4%	32	→
2013 Nuclear Regulatory Commission	2,481	72.6%	13.0%	14.3%	24	→
2012 Nuclear Regulatory Commission	2,675	72.7%	12.3%	14.9%	27	↘
2011 Nuclear Regulatory Commission	2,580	75.9%	11.7%	12.4%	23	→
2010 Nuclear Regulatory Commission	2,471	76.7%	12.4%	10.9%	25	

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16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	416,218	81.3%	12.2%	6.5%	2,077	
2015 Nuclear Regulatory Commission	2,657	85.2%	9.5%	5.3%	11	→
2014 Nuclear Regulatory Commission	2,437	85.9%	9.7%	4.5%	17	→
2013 Nuclear Regulatory Commission	2,488	85.5%	10.2%	4.3%	6	↘
2012 Nuclear Regulatory Commission	2,687	87.6%	8.5%	4.0%	8	→
2011 Nuclear Regulatory Commission	2,587	88.6%	7.9%	3.4%	7	→
2010 Nuclear Regulatory Commission	2,477	89.2%	8.6%	2.2%	9	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	400,156	61.2%	18.7%	20.1%	18,409	
2015 Nuclear Regulatory Commission	2,557	74.8%	12.4%	12.8%	108	→
2014 Nuclear Regulatory Commission	2,383	75.1%	13.3%	11.6%	79	→
2013 Nuclear Regulatory Commission	2,427	75.1%	13.4%	11.5%	70	→
2012 Nuclear Regulatory Commission	2,624	76.1%	13.0%	10.9%	76	↘
2011 Nuclear Regulatory Commission	2,529	78.3%	12.7%	9.0%	70	↘
2010 Nuclear Regulatory Commission	2,409	80.2%	11.5%	8.3%	83	

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	414,506	51.7%	23.1%	25.2%	4,422	
2015 Nuclear Regulatory Commission	2,639	65.0%	18.9%	16.0%	19	↗
2014 Nuclear Regulatory Commission	2,438	60.7%	20.4%	18.8%	15	↗
2013 Nuclear Regulatory Commission	2,474	57.2%	22.6%	20.3%	22	↘
2012 Nuclear Regulatory Commission	2,678	66.2%	18.6%	15.3%	23	↘
2011 Nuclear Regulatory Commission	2,571	69.2%	18.4%	12.4%	21	→
2010 Nuclear Regulatory Commission	2,462	69.4%	17.0%	13.6%	14	

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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	Difference from previous year
2015 Governmentwide	410,220	68.1%	14.1%	17.8%	10,590	
2015 Nuclear Regulatory Commission	2,622	66.5%	14.7%	18.9%	49	↗
2014 Nuclear Regulatory Commission	2,420	64.8%	14.7%	20.6%	45	→
2013 Nuclear Regulatory Commission	2,461	63.5%	15.5%	21.0%	47	↘
2012 Nuclear Regulatory Commission	2,657	65.2%	15.4%	19.4%	48	↘
2011 Nuclear Regulatory Commission	2,578	70.1%	13.3%	16.6%	26	→
2010 Nuclear Regulatory Commission	2,484	69.4%	15.0%	15.6%	14	

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

	N	Positive	Neutral	Negative		Difference from previous year
2015 Governmentwide	420,499	72.7%	14.0%	13.3%		
2015 Nuclear Regulatory Commission	2,670	82.5%	9.0%	8.5%		→
2014 Nuclear Regulatory Commission	2,465	82.0%	10.1%	7.9%		→
2013 Nuclear Regulatory Commission	2,503	83.1%	9.6%	7.4%		↘
2012 Nuclear Regulatory Commission	2,705	84.3%	8.7%	7.0%		→
2011 Nuclear Regulatory Commission	2,389	85.5%	8.4%	6.1%		→
2010 Nuclear Regulatory Commission	2,423	86.4%	8.1%	5.5%		

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	405,630	41.6%	25.7%	32.7%	15,085	
2015 Nuclear Regulatory Commission	2,583	61.5%	18.8%	19.7%	91	↘
2014 Nuclear Regulatory Commission	2,394	63.1%	18.5%	18.4%	68	↗
2013 Nuclear Regulatory Commission	2,430	59.0%	20.4%	20.5%	75	→
2012 Nuclear Regulatory Commission	2,624	57.9%	20.8%	21.3%	82	↘
2011 Nuclear Regulatory Commission	2,525	65.2%	18.2%	16.6%	83	↘
2010 Nuclear Regulatory Commission	2,430	68.3%	18.4%	13.3%	64	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	391,579	32.9%	27.9%	39.2%	27,063	
2015 Nuclear Regulatory Commission	2,437	48.0%	25.4%	26.6%	216	↘
2014 Nuclear Regulatory Commission	2,252	49.5%	26.1%	24.3%	199	→
2013 Nuclear Regulatory Commission	2,310	49.0%	26.0%	25.0%	188	↘
2012 Nuclear Regulatory Commission	2,499	51.7%	24.8%	23.5%	198	↘
2011 Nuclear Regulatory Commission	2,433	57.9%	23.7%	18.4%	172	→
2010 Nuclear Regulatory Commission	2,341	58.4%	22.7%	18.8%	149	

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	Difference from previous year
2015 Governmentwide	379,304	28.2%	27.0%	44.8%	39,603	
2015 Nuclear Regulatory Commission	2,275	34.1%	28.8%	37.0%	387	→
2014 Nuclear Regulatory Commission	2,075	34.3%	30.0%	35.7%	380	→
2013 Nuclear Regulatory Commission	2,151	34.1%	30.5%	35.4%	347	↘
2012 Nuclear Regulatory Commission	2,338	36.5%	29.6%	33.8%	361	↘
2011 Nuclear Regulatory Commission	2,260	39.7%	30.3%	30.0%	347	→
2010 Nuclear Regulatory Commission	2,162	41.1%	29.2%	29.7%	334	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	395,142	32.8%	27.9%	39.3%	24,411	
2015 Nuclear Regulatory Commission	2,460	43.4%	27.1%	29.5%	205	↗
2014 Nuclear Regulatory Commission	2,258	41.8%	29.7%	28.5%	200	↘
2013 Nuclear Regulatory Commission	2,313	43.7%	27.3%	29.0%	188	↘
2012 Nuclear Regulatory Commission	2,517	47.3%	25.7%	27.0%	183	↘
2011 Nuclear Regulatory Commission	2,442	54.4%	24.7%	20.9%	162	→
2010 Nuclear Regulatory Commission	2,354	54.6%	24.7%	20.7%	140	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	390,970	40.1%	25.0%	34.9%	27,677	
2015 Nuclear Regulatory Commission	2,448	52.7%	22.4%	24.9%	201	↗
2014 Nuclear Regulatory Commission	2,249	50.1%	24.0%	25.9%	202	↘
2013 Nuclear Regulatory Commission	2,339	52.3%	21.6%	26.2%	160	↘
2012 Nuclear Regulatory Commission	2,547	54.6%	20.3%	25.1%	152	↘
2011 Nuclear Regulatory Commission	2,468	61.9%	19.1%	19.0%	138	↘
2010 Nuclear Regulatory Commission	2,393	63.3%	18.1%	18.6%	101	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	417,688	72.7%	14.1%	13.2%	1,762	
2015 Nuclear Regulatory Commission	2,659	81.6%	9.1%	9.3%	7	→
2014 Nuclear Regulatory Commission	2,449	82.4%	9.4%	8.2%	10	→
2013 Nuclear Regulatory Commission	2,492	81.6%	10.2%	8.2%	12	→
2012 Nuclear Regulatory Commission	2,694	82.1%	9.8%	8.1%	7	→
2011 Nuclear Regulatory Commission	2,598	83.2%	9.9%	6.9%	8	→
2010 Nuclear Regulatory Commission	2,485	82.9%	10.1%	7.0%	9	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	403,364	52.5%	29.1%	18.3%	16,549	
2015 Nuclear Regulatory Commission	2,549	59.6%	26.0%	14.3%	117	↗
2014 Nuclear Regulatory Commission	2,338	57.3%	27.1%	15.6%	122	→
2013 Nuclear Regulatory Commission	2,383	58.0%	27.8%	14.2%	119	↘
2012 Nuclear Regulatory Commission	2,593	59.8%	26.3%	13.9%	109	↘
2011 Nuclear Regulatory Commission	2,509	66.3%	24.0%	9.7%	87	→
2010 Nuclear Regulatory Commission	2,403	66.8%	23.2%	10.0%	81	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	419,817	82.0%	14.5%	3.5%	
2015 Nuclear Regulatory Commission	2,670	89.0%	9.3%	1.7%	→
2014 Nuclear Regulatory Commission	2,466	88.7%	9.5%	1.7%	↘
2013 Nuclear Regulatory Commission	2,499	90.5%	7.6%	1.9%	→
2012 Nuclear Regulatory Commission	2,698	89.9%	8.0%	2.0%	→
2011 Nuclear Regulatory Commission	2,599	90.3%	8.3%	1.4%	↘
2010 Nuclear Regulatory Commission	2,485	91.5%	7.4%	1.1%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	406,662	69.0%	17.8%	13.2%	7,091	
2015 Nuclear Regulatory Commission	2,601	80.1%	11.5%	8.4%	47	→
2014 Nuclear Regulatory Commission	2,415	80.7%	10.7%	8.6%	32	→
2013 Nuclear Regulatory Commission	2,451	81.6%	11.4%	7.0%	30	↘
2012 Nuclear Regulatory Commission	2,644	83.5%	9.6%	6.9%	36	↘
2011 Nuclear Regulatory Commission	2,557	85.0%	9.3%	5.6%	24	→
2010 Nuclear Regulatory Commission	2,451	86.1%	8.3%	5.6%	25	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	404,200	43.0%	25.2%	31.8%	9,417	
2015 Nuclear Regulatory Commission	2,565	57.6%	20.2%	22.2%	76	→
2014 Nuclear Regulatory Commission	2,372	57.6%	21.4%	21.1%	71	→
2013 Nuclear Regulatory Commission	2,416	58.2%	21.8%	20.1%	68	↘
2012 Nuclear Regulatory Commission	2,615	61.6%	18.6%	19.8%	62	↘
2011 Nuclear Regulatory Commission	2,525	67.3%	18.0%	14.8%	61	→
2010 Nuclear Regulatory Commission	2,426	68.8%	17.0%	14.2%	53	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	403,880	46.5%	23.5%	30.0%	8,603	
2015 Nuclear Regulatory Commission	2,602	64.5%	17.7%	17.8%	42	→
2014 Nuclear Regulatory Commission	2,399	63.9%	17.6%	18.5%	38	→
2013 Nuclear Regulatory Commission	2,435	65.1%	18.2%	16.7%	38	↘
2012 Nuclear Regulatory Commission	2,638	68.6%	15.5%	15.9%	35	↘
2011 Nuclear Regulatory Commission	2,559	75.2%	14.2%	10.6%	28	↘
2010 Nuclear Regulatory Commission	2,457	77.6%	12.5%	9.9%	26	

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	398,504	36.7%	28.7%	34.6%	13,352	
2015 Nuclear Regulatory Commission	2,544	48.4%	27.4%	24.2%	87	→
2014 Nuclear Regulatory Commission	2,339	47.7%	27.0%	25.2%	97	→
2013 Nuclear Regulatory Commission	2,379	49.2%	26.3%	24.5%	96	↘
2012 Nuclear Regulatory Commission	2,592	52.7%	25.0%	22.3%	84	↘
2011 Nuclear Regulatory Commission	2,511	59.8%	23.5%	16.7%	71	↘
2010 Nuclear Regulatory Commission	2,408	62.7%	22.3%	15.1%	67	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	383,014	21.1%	26.5%	52.4%	27,671	
2015 Nuclear Regulatory Commission	2,426	23.8%	30.5%	45.7%	204	→
2014 Nuclear Regulatory Commission	2,241	24.5%	29.0%	46.6%	192	↗
2013 Nuclear Regulatory Commission	2,285	22.8%	30.5%	46.8%	182	↘
2012 Nuclear Regulatory Commission	2,475	27.5%	31.1%	41.4%	200	↘
2011 Nuclear Regulatory Commission	2,406	35.0%	31.3%	33.6%	182	↘
2010 Nuclear Regulatory Commission	2,310	40.5%	30.3%	29.2%	173	

Nuclear Regulatory Commission

Trend Report

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	Difference from previous year
2015 Governmentwide	381,978	56.5%	28.1%	15.4%	30,877	
2015 Nuclear Regulatory Commission	2,521	74.0%	17.3%	8.7%	118	↘
2014 Nuclear Regulatory Commission	2,321	75.4%	15.9%	8.7%	117	→
2013 Nuclear Regulatory Commission	2,381	74.1%	17.8%	8.1%	98	↘
2012 Nuclear Regulatory Commission	2,535	77.1%	15.9%	7.0%	142	↘
2011 Nuclear Regulatory Commission	2,474	79.8%	14.3%	6.0%	107	→
2010 Nuclear Regulatory Commission	2,406	81.1%	13.6%	5.2%	72	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	406,232	75.9%	13.6%	10.5%	6,356	
2015 Nuclear Regulatory Commission	2,602	90.3%	6.0%	3.8%	36	→
2014 Nuclear Regulatory Commission	2,415	90.7%	6.1%	3.2%	25	→
2013 Nuclear Regulatory Commission	2,459	91.6%	5.7%	2.7%	20	→
2012 Nuclear Regulatory Commission	2,642	92.0%	5.7%	2.3%	29	→
2011 Nuclear Regulatory Commission	2,562	92.7%	5.9%	1.4%	20	→
2010 Nuclear Regulatory Commission	2,460	92.7%	5.5%	1.8%	17	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	406,396	75.9%	14.1%	10.0%	5,444	
2015 Nuclear Regulatory Commission	2,616	85.5%	10.3%	4.2%	19	↗
2014 Nuclear Regulatory Commission	2,405	84.1%	10.3%	5.6%	24	→
2013 Nuclear Regulatory Commission	2,452	84.7%	10.6%	4.7%	25	→
2012 Nuclear Regulatory Commission	2,633	84.9%	10.7%	4.3%	37	→
2011 Nuclear Regulatory Commission	2,551	85.9%	11.1%	3.1%	25	→
2010 Nuclear Regulatory Commission	2,452	85.3%	10.3%	4.4%	26	

Nuclear Regulatory Commission

Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	387,840	50.7%	22.8%	26.5%	24,090	
2015 Nuclear Regulatory Commission	2,439	61.5%	19.0%	19.5%	194	→
2014 Nuclear Regulatory Commission	2,254	60.5%	19.8%	19.7%	180	→
2013 Nuclear Regulatory Commission	2,320	62.0%	18.3%	19.7%	162	→
2012 Nuclear Regulatory Commission	2,511	62.0%	18.9%	19.1%	160	↘
2011 Nuclear Regulatory Commission	2,435	67.4%	17.6%	15.0%	139	↘
2010 Nuclear Regulatory Commission	2,333	70.0%	18.3%	11.7%	136	

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	Difference from previous year
2015 Governmentwide	374,659	65.6%	19.5%	14.9%	36,134	
2015 Nuclear Regulatory Commission	2,384	76.1%	14.0%	9.9%	241	→
2014 Nuclear Regulatory Commission	2,219	75.5%	14.8%	9.6%	207	→
2013 Nuclear Regulatory Commission	2,233	76.6%	14.5%	8.9%	236	→
2012 Nuclear Regulatory Commission	2,439	76.4%	14.8%	8.9%	227	↘
2011 Nuclear Regulatory Commission	2,412	80.4%	12.9%	6.7%	166	→
2010 Nuclear Regulatory Commission	2,310	81.5%	12.2%	6.3%	159	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	404,808	73.2%	17.8%	9.0%	7,655	
2015 Nuclear Regulatory Commission	2,619	88.9%	8.1%	3.0%	22	→
2014 Nuclear Regulatory Commission	2,424	88.7%	8.0%	3.3%	16	→
2013 Nuclear Regulatory Commission	2,452	89.1%	7.5%	3.4%	22	→
2012 Nuclear Regulatory Commission	2,652	89.3%	7.6%	3.0%	21	↘
2011 Nuclear Regulatory Commission	2,552	92.3%	5.5%	2.2%	13	→
2010 Nuclear Regulatory Commission	2,442	92.4%	5.9%	1.6%	12	

Nuclear Regulatory Commission

Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	412,958	62.7%	20.9%	16.4%	
2015 Nuclear Regulatory Commission	2,643	79.0%	12.4%	8.5%	→
2014 Nuclear Regulatory Commission	2,435	78.7%	13.3%	7.9%	↘
2013 Nuclear Regulatory Commission	2,479	80.5%	11.7%	7.8%	→
2012 Nuclear Regulatory Commission	2,674	81.0%	11.7%	7.3%	↘
2011 Nuclear Regulatory Commission	2,567	84.4%	9.8%	5.8%	↘
2010 Nuclear Regulatory Commission	2,469	86.7%	8.0%	5.3%	

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	Difference from previous year
2015 Governmentwide	379,647	39.0%	27.5%	33.4%	33,765	
2015 Nuclear Regulatory Commission	2,569	56.4%	20.4%	23.2%	77	→
2014 Nuclear Regulatory Commission	2,351	57.5%	22.2%	20.3%	92	→
2013 Nuclear Regulatory Commission	2,345	58.3%	22.3%	19.4%	136	↘
2012 Nuclear Regulatory Commission	2,552	64.6%	20.0%	15.4%	126	↘
2011 Nuclear Regulatory Commission	2,464	69.4%	18.3%	12.3%	108	↘
2010 Nuclear Regulatory Commission	2,365	72.2%	16.8%	11.0%	112	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	410,015	77.8%	11.1%	11.0%	2,468	
2015 Nuclear Regulatory Commission	2,639	89.7%	5.4%	5.0%	7	→
2014 Nuclear Regulatory Commission	2,433	89.3%	5.2%	5.5%	8	→
2013 Nuclear Regulatory Commission	2,467	88.7%	5.4%	5.8%	11	→
2012 Nuclear Regulatory Commission	2,661	88.8%	5.9%	5.3%	14	→
2011 Nuclear Regulatory Commission	2,562	88.5%	6.4%	5.0%	10	→
2010 Nuclear Regulatory Commission	2,475	89.6%	5.9%	4.5%	9	

Nuclear Regulatory Commission

Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	409,471	65.5%	17.3%	17.3%	2,240	
2015 Nuclear Regulatory Commission	2,630	77.8%	11.5%	10.6%	10	→
2014 Nuclear Regulatory Commission	2,424	78.2%	11.2%	10.6%	10	↗
2013 Nuclear Regulatory Commission	2,458	75.8%	13.1%	11.1%	13	↘
2012 Nuclear Regulatory Commission	2,659	78.0%	11.5%	10.6%	11	→
2011 Nuclear Regulatory Commission	2,560	78.8%	12.0%	9.2%	6	→
2010 Nuclear Regulatory Commission	2,472	79.5%	11.3%	9.1%	8	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	404,650	62.5%	18.7%	18.8%	4,783	
2015 Nuclear Regulatory Commission	2,617	73.4%	12.6%	14.0%	20	↗
2014 Nuclear Regulatory Commission	2,407	71.6%	13.9%	14.4%	16	↗
2013 Nuclear Regulatory Commission	2,452	70.1%	15.1%	14.8%	17	→
2012 Nuclear Regulatory Commission	2,639	71.3%	14.1%	14.6%	29	↘
2011 Nuclear Regulatory Commission	2,560	74.0%	13.5%	12.5%	12	→
2010 Nuclear Regulatory Commission	2,450	75.2%	12.9%	11.9%	28	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	376,582	66.9%	22.4%	10.7%	34,337	
2015 Nuclear Regulatory Commission	2,387	78.6%	15.8%	5.5%	251	→
2014 Nuclear Regulatory Commission	2,215	79.5%	15.0%	5.5%	216	↗
2013 Nuclear Regulatory Commission	2,219	76.1%	18.1%	5.8%	247	→
2012 Nuclear Regulatory Commission	2,419	75.8%	18.0%	6.2%	248	↘
2011 Nuclear Regulatory Commission	2,345	77.9%	17.0%	5.2%	221	→
2010 Nuclear Regulatory Commission	2,267	78.9%	17.0%	4.0%	212	

Nuclear Regulatory Commission

Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	408,296	61.4%	19.9%	18.7%	2,452	
2015 Nuclear Regulatory Commission	2,616	72.9%	15.0%	12.1%	10	→
2014 Nuclear Regulatory Commission	2,424	71.7%	14.4%	13.8%	7	↗
2013 Nuclear Regulatory Commission	2,456	68.7%	17.6%	13.7%	14	↘
2012 Nuclear Regulatory Commission	2,657	70.9%	16.3%	12.8%	11	↘
2011 Nuclear Regulatory Commission	2,553	74.1%	14.4%	11.5%	9	→
2010 Nuclear Regulatory Commission	2,460	73.0%	14.9%	12.0%	16	

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	404,801	64.3%	18.5%	17.2%	6,499	
2015 Nuclear Regulatory Commission	2,605	81.8%	10.5%	7.7%	33	↗
2014 Nuclear Regulatory Commission	2,405	80.6%	11.2%	8.2%	30	→
2013 Nuclear Regulatory Commission	2,447	79.4%	12.3%	8.2%	27	→
2012 Nuclear Regulatory Commission	2,644	80.0%	11.4%	8.6%	23	↘
2011 Nuclear Regulatory Commission	2,545	83.7%	9.2%	7.1%	15	→
2010 Nuclear Regulatory Commission	2,451	83.5%	9.6%	6.9%	16	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	411,425	75.7%	12.3%	12.0%	
2015 Nuclear Regulatory Commission	2,641	84.5%	7.3%	8.2%	→
2014 Nuclear Regulatory Commission	2,435	84.0%	8.2%	7.7%	→
2013 Nuclear Regulatory Commission	2,472	83.6%	8.2%	8.2%	→
2012 Nuclear Regulatory Commission	2,665	83.5%	7.7%	8.8%	→
2011 Nuclear Regulatory Commission	2,565	85.0%	8.0%	7.0%	→
2010 Nuclear Regulatory Commission	2,478	85.8%	7.8%	6.4%	

Nuclear Regulatory Commission

Trend Report

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	410,437	80.9%	10.2%	8.9%	
2015 Nuclear Regulatory Commission	2,638	87.7%	6.5%	5.8%	→
2014 Nuclear Regulatory Commission	2,432	87.1%	6.8%	6.1%	→
2013 Nuclear Regulatory Commission	2,473	86.7%	7.2%	6.1%	→
2012 Nuclear Regulatory Commission	2,669	86.8%	6.7%	6.4%	→
2011 Nuclear Regulatory Commission	2,563	87.7%	7.0%	5.3%	↘
2010 Nuclear Regulatory Commission	2,475	89.2%	5.7%	5.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	410,472	77.5%	10.2%	12.3%	
2015 Nuclear Regulatory Commission	2,639	92.8%	4.3%	2.9%	→
2014 Nuclear Regulatory Commission	2,430	92.4%	4.7%	2.9%	↗
2013 Nuclear Regulatory Commission	2,465	91.5%	4.8%	3.7%	↗
2012 Nuclear Regulatory Commission	2,660	88.6%	5.8%	5.6%	↘
2011 Nuclear Regulatory Commission	2,559	92.4%	4.6%	3.0%	↗
2010 Nuclear Regulatory Commission	2,474	85.7%	6.3%	8.0%	

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	410,689	66.5%	16.5%	16.9%	
2015 Nuclear Regulatory Commission	2,640	76.7%	10.7%	12.6%	→
2014 Nuclear Regulatory Commission	2,432	76.7%	11.4%	11.9%	↗
2013 Nuclear Regulatory Commission	2,468	75.1%	13.3%	11.5%	→
2012 Nuclear Regulatory Commission	2,661	75.7%	12.3%	12.1%	↘
2011 Nuclear Regulatory Commission	2,556	78.4%	11.9%	9.7%	→
2010 Nuclear Regulatory Commission	2,469	78.1%	12.0%	9.9%	

Nuclear Regulatory Commission

Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	410,877	69.7%	18.0%	12.3%	
2015 Nuclear Regulatory Commission	2,640	79.3%	12.9%	7.7%	→
2014 Nuclear Regulatory Commission	2,434	79.1%	12.8%	8.1%	→
2013 Nuclear Regulatory Commission	2,468	78.4%	13.0%	8.7%	→
2012 Nuclear Regulatory Commission	2,661	77.8%	13.7%	8.5%	↘
2011 Nuclear Regulatory Commission	2,561	80.6%	11.7%	7.6%	→
2010 Nuclear Regulatory Commission	2,469	80.6%	12.7%	6.8%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	401,121	39.0%	24.7%	36.3%	7,849	
2015 Nuclear Regulatory Commission	2,599	55.0%	21.6%	23.4%	30	→
2014 Nuclear Regulatory Commission	2,405	55.2%	21.9%	22.9%	22	→
2013 Nuclear Regulatory Commission	2,437	56.6%	23.0%	20.4%	21	↘
2012 Nuclear Regulatory Commission	2,636	59.6%	20.3%	20.1%	22	↘
2011 Nuclear Regulatory Commission	2,539	66.3%	19.4%	14.2%	23	→
2010 Nuclear Regulatory Commission	2,455	67.8%	17.6%	14.6%	20	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	383,737	50.4%	24.7%	24.9%	24,649	
2015 Nuclear Regulatory Commission	2,531	66.5%	17.3%	16.2%	95	↘
2014 Nuclear Regulatory Commission	2,323	68.0%	17.3%	14.7%	103	↘
2013 Nuclear Regulatory Commission	2,407	70.0%	17.8%	12.2%	54	→
2012 Nuclear Regulatory Commission	2,592	70.4%	15.6%	14.0%	63	↘
2011 Nuclear Regulatory Commission	2,489	77.1%	12.8%	10.1%	64	→
2010 Nuclear Regulatory Commission	2,408	78.1%	12.9%	9.0%	64	

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Trend Report

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	379,628	62.9%	22.7%	14.4%	25,756	
2015 Nuclear Regulatory Commission	2,470	74.9%	15.9%	9.2%	143	→
2014 Nuclear Regulatory Commission	2,305	75.8%	14.9%	9.3%	101	→
2013 Nuclear Regulatory Commission	2,352	76.3%	14.8%	8.9%	101	→
2012 Nuclear Regulatory Commission	2,565	76.6%	13.6%	9.8%	88	↘
2011 Nuclear Regulatory Commission	2,480	79.9%	13.2%	6.8%	79	→
2010 Nuclear Regulatory Commission	2,411	80.2%	12.3%	7.5%	62	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	401,551	59.1%	20.8%	20.1%	5,334	
2015 Nuclear Regulatory Commission	2,604	73.3%	14.3%	12.4%	20	→
2014 Nuclear Regulatory Commission	2,396	72.8%	14.7%	12.6%	17	→
2013 Nuclear Regulatory Commission	2,429	74.1%	15.1%	10.8%	17	→
2012 Nuclear Regulatory Commission	2,629	74.8%	13.0%	12.2%	15	↘
2011 Nuclear Regulatory Commission	2,538	79.2%	12.1%	8.6%	16	↘
2010 Nuclear Regulatory Commission	2,452	80.4%	11.5%	8.1%	14	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	379,267	58.8%	24.3%	16.9%	27,154	
2015 Nuclear Regulatory Commission	2,454	74.8%	16.2%	9.0%	159	↗
2014 Nuclear Regulatory Commission	2,284	71.7%	18.2%	10.1%	130	↘
2013 Nuclear Regulatory Commission	2,325	73.6%	17.2%	9.1%	117	↘
2012 Nuclear Regulatory Commission	2,549	77.0%	14.3%	8.8%	103	↘
2011 Nuclear Regulatory Commission	2,458	79.7%	14.2%	6.1%	98	↘
2010 Nuclear Regulatory Commission	2,384	82.3%	11.7%	6.1%	83	

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Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	393,192	50.5%	23.2%	26.3%	14,282	
2015 Nuclear Regulatory Commission	2,545	67.0%	18.0%	15.1%	71	→
2014 Nuclear Regulatory Commission	2,350	66.6%	16.4%	17.1%	66	→
2013 Nuclear Regulatory Commission	2,403	66.2%	18.4%	15.4%	47	↘
2012 Nuclear Regulatory Commission	2,602	69.0%	15.9%	15.1%	51	↘
2011 Nuclear Regulatory Commission	2,501	72.0%	15.4%	12.6%	50	↘
2010 Nuclear Regulatory Commission	2,421	73.8%	14.1%	12.0%	40	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	392,340	54.2%	23.3%	22.5%	14,928	
2015 Nuclear Regulatory Commission	2,561	70.8%	15.3%	13.9%	62	→
2014 Nuclear Regulatory Commission	2,362	71.0%	14.7%	14.3%	57	→
2013 Nuclear Regulatory Commission	2,417	70.0%	16.5%	13.5%	35	→
2012 Nuclear Regulatory Commission	2,597	71.6%	15.6%	12.8%	48	↘
2011 Nuclear Regulatory Commission	2,494	76.0%	12.8%	11.1%	45	→
2010 Nuclear Regulatory Commission	2,412	77.2%	13.0%	9.8%	45	

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	Difference from previous year
2015 Governmentwide	384,360	56.8%	23.8%	19.5%	23,479	
2015 Nuclear Regulatory Commission	2,547	71.0%	18.2%	10.8%	81	→
2014 Nuclear Regulatory Commission	2,352	69.7%	18.9%	11.3%	71	→
2013 Nuclear Regulatory Commission	2,372	71.3%	19.0%	9.8%	87	→
2012 Nuclear Regulatory Commission	2,573	71.2%	16.9%	11.9%	73	↘
2011 Nuclear Regulatory Commission	2,491	74.7%	16.3%	9.0%	56	→
2010 Nuclear Regulatory Commission	2,425	75.0%	15.2%	9.9%	40	

Nuclear Regulatory Commission

Trend Report

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	402,356	51.4%	24.4%	24.3%	5,387	
2015 Nuclear Regulatory Commission	2,609	66.1%	16.9%	17.0%	17	→
2014 Nuclear Regulatory Commission	2,408	65.8%	18.1%	16.0%	13	→
2013 Nuclear Regulatory Commission	2,445	66.9%	18.3%	14.8%	11	→
2012 Nuclear Regulatory Commission	2,632	67.0%	16.7%	16.2%	11	↘
2011 Nuclear Regulatory Commission	2,540	75.0%	13.9%	11.1%	9	↘
2010 Nuclear Regulatory Commission	2,456	76.8%	12.7%	10.5%	9	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2015 Governmentwide	371,258	53.4%	27.1%	19.5%	36,507	
2015 Nuclear Regulatory Commission	2,556	81.8%	11.3%	6.9%	70	↗
2014 Nuclear Regulatory Commission	2,362	80.5%	12.5%	6.9%	59	→
2013 Nuclear Regulatory Commission	2,383	79.9%	13.0%	7.1%	72	→
2012 Nuclear Regulatory Commission	2,569	80.4%	12.4%	7.2%	81	↘
2011 Nuclear Regulatory Commission	2,495	83.2%	11.0%	5.8%	51	→
2010 Nuclear Regulatory Commission	2,406	84.2%	10.2%	5.6%	58	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	406,408	49.6%	23.4%	26.9%	
2015 Nuclear Regulatory Commission	2,623	65.7%	16.7%	17.6%	→
2014 Nuclear Regulatory Commission	2,416	65.5%	16.7%	17.8%	→
2013 Nuclear Regulatory Commission	2,452	65.0%	18.4%	16.6%	↘
2012 Nuclear Regulatory Commission	2,649	66.6%	17.0%	16.5%	↘
2011 Nuclear Regulatory Commission	2,548	71.2%	15.9%	12.8%	→
2010 Nuclear Regulatory Commission	2,478	71.8%	15.3%	12.8%	

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Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	405,736	46.8%	24.0%	29.2%	
2015 Nuclear Regulatory Commission	2,618	67.3%	16.9%	15.8%	→
2014 Nuclear Regulatory Commission	2,410	66.4%	18.2%	15.4%	↗
2013 Nuclear Regulatory Commission	2,450	64.3%	19.8%	15.9%	↘
2012 Nuclear Regulatory Commission	2,645	66.5%	18.5%	15.1%	↘
2011 Nuclear Regulatory Commission	2,545	71.9%	16.1%	12.0%	→
2010 Nuclear Regulatory Commission	2,475	72.7%	15.3%	12.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	404,473	46.6%	23.8%	29.5%	
2015 Nuclear Regulatory Commission	2,600	62.2%	18.0%	19.8%	→
2014 Nuclear Regulatory Commission	2,409	61.7%	18.2%	20.1%	→
2013 Nuclear Regulatory Commission	2,444	61.8%	18.4%	19.9%	↘
2012 Nuclear Regulatory Commission	2,644	64.0%	17.0%	19.0%	↘
2011 Nuclear Regulatory Commission	2,545	70.4%	15.0%	14.6%	→
2010 Nuclear Regulatory Commission	2,476	70.9%	15.6%	13.5%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	404,697	40.8%	29.8%	29.4%	
2015 Nuclear Regulatory Commission	2,602	57.3%	23.4%	19.2%	→
2014 Nuclear Regulatory Commission	2,402	58.1%	24.4%	17.5%	→
2013 Nuclear Regulatory Commission	2,442	58.5%	24.1%	17.4%	→
2012 Nuclear Regulatory Commission	2,636	59.8%	20.8%	19.4%	↘
2011 Nuclear Regulatory Commission	2,548	67.6%	19.7%	12.7%	→
2010 Nuclear Regulatory Commission	2,469	68.2%	19.2%	12.7%	

Nuclear Regulatory Commission

Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	404,808	34.8%	27.5%	37.7%	
2015 Nuclear Regulatory Commission	2,605	44.6%	25.3%	30.0%	→
2014 Nuclear Regulatory Commission	2,409	45.9%	24.3%	29.8%	↗
2013 Nuclear Regulatory Commission	2,446	43.4%	26.3%	30.3%	↘
2012 Nuclear Regulatory Commission	2,637	46.8%	25.6%	27.6%	↘
2011 Nuclear Regulatory Commission	2,544	54.7%	24.2%	21.1%	↘
2010 Nuclear Regulatory Commission	2,469	60.2%	21.9%	17.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	404,872	51.6%	23.8%	24.6%	
2015 Nuclear Regulatory Commission	2,615	71.1%	18.4%	10.6%	↗
2014 Nuclear Regulatory Commission	2,410	67.7%	19.5%	12.8%	↗
2013 Nuclear Regulatory Commission	2,448	62.7%	21.3%	16.0%	↘
2012 Nuclear Regulatory Commission	2,629	71.3%	17.5%	11.1%	↘
2011 Nuclear Regulatory Commission	2,544	75.7%	15.8%	8.5%	→
2010 Nuclear Regulatory Commission	2,469	76.3%	14.8%	8.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	404,704	65.2%	17.9%	16.9%	
2015 Nuclear Regulatory Commission	2,614	75.8%	13.2%	11.0%	→
2014 Nuclear Regulatory Commission	2,402	74.7%	14.4%	10.9%	→
2013 Nuclear Regulatory Commission	2,447	74.4%	14.9%	10.8%	↘
2012 Nuclear Regulatory Commission	2,642	77.4%	11.4%	11.1%	↘
2011 Nuclear Regulatory Commission	2,544	80.5%	11.4%	8.1%	→
2010 Nuclear Regulatory Commission	2,472	81.6%	10.0%	8.3%	

Nuclear Regulatory Commission

Trend Report

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	405,405	57.1%	17.3%	25.6%	
2015 Nuclear Regulatory Commission	2,617	68.2%	15.3%	16.5%	↗
2014 Nuclear Regulatory Commission	2,411	66.6%	16.1%	17.3%	↗
2013 Nuclear Regulatory Commission	2,446	62.4%	15.9%	21.7%	↘
2012 Nuclear Regulatory Commission	2,640	68.9%	14.2%	16.8%	↘
2011 Nuclear Regulatory Commission	2,544	76.6%	11.8%	11.6%	↘
2010 Nuclear Regulatory Commission	2,476	81.7%	10.1%	8.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2015 Governmentwide	405,517	55.7%	22.0%	22.3%	
2015 Nuclear Regulatory Commission	2,619	71.0%	16.2%	12.8%	→
2014 Nuclear Regulatory Commission	2,407	70.6%	16.6%	12.8%	→
2013 Nuclear Regulatory Commission	2,447	71.4%	16.5%	12.0%	↘
2012 Nuclear Regulatory Commission	2,639	73.4%	13.8%	12.9%	↘
2011 Nuclear Regulatory Commission	2,543	78.3%	12.4%	9.2%	↘
2010 Nuclear Regulatory Commission	2,470	80.2%	11.2%	8.6%	

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2015 Governmentwide	404,547	37.6%	21.3%	31.2%	9.8%
2015 Nuclear Regulatory Commission	2,617	80.5%	5.8%	7.2%	6.5%
2014 Nuclear Regulatory Commission	2,407	77.8%	6.5%	8.6%	7.0%
2013 Nuclear Regulatory Commission	--	--	--	--	--
2012 Nuclear Regulatory Commission	--	--	--	--	--
2011 Nuclear Regulatory Commission	--	--	--	--	--
2010 Nuclear Regulatory Commission	--	--	--	--	--

*This item is on a different response scale and is not included in the significance testing.

Nuclear Regulatory Commission

Trend Report

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
2015 Governmentwide	400,800	4.8%	10.9%	4.5%	11.1%
2015 Nuclear Regulatory Commission	2,616	3.8%	29.5%	9.8%	28.2%
2014 Nuclear Regulatory Commission	2,410	3.2%	29.1%	9.4%	28.3%
2013 Nuclear Regulatory Commission	2,438	3.0%	27.5%	10.7%	27.9%
2012 Nuclear Regulatory Commission	2,635	2.6%	23.4%	11.2%	27.9%
2011 Nuclear Regulatory Commission	2,544	2.5%	21.2%	10.5%	29.3%
2010 Nuclear Regulatory Commission	--	--	--	--	--

*This item is on a different response scale and is not included in the significance testing.

(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
2015 Governmentwide	400,800	31.7%	4.7%	19.8%	12.5%
2015 Nuclear Regulatory Commission	2,616	6.2%	1.3%	3.8%	17.3%
2014 Nuclear Regulatory Commission	2,410	6.5%	1.5%	4.5%	17.6%
2013 Nuclear Regulatory Commission	2,438	7.3%	1.5%	4.0%	17.9%
2012 Nuclear Regulatory Commission	2,635	7.8%	2.1%	4.8%	20.2%
2011 Nuclear Regulatory Commission	2,544	7.6%	2.9%	4.7%	21.5%
2010 Nuclear Regulatory Commission	--	--	--	--	--

*This item is on a different response scale and is not included in the significance testing.

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

	N	Yes	No	Not Available To Me
2015 Governmentwide	403,625	33.1%	46.0%	20.9%
2015 Nuclear Regulatory Commission	2,613	58.9%	38.2%	2.9%
2014 Nuclear Regulatory Commission	2,398	59.5%	37.3%	3.2%
2013 Nuclear Regulatory Commission	2,442	61.1%	35.4%	3.4%
2012 Nuclear Regulatory Commission	2,638	62.0%	34.2%	3.7%
2011 Nuclear Regulatory Commission	2,533	61.8%	35.5%	2.7%
2010 Nuclear Regulatory Commission	--	--	--	--

*This item is on a different response scale and is not included in the significance testing.

Nuclear Regulatory Commission

Trend Report

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
2015 Governmentwide	402,481	27.4%	60.7%	11.9%
2015 Nuclear Regulatory Commission	2,599	44.6%	53.2%	2.2%
2014 Nuclear Regulatory Commission	2,381	42.4%	55.6%	2.0%
2013 Nuclear Regulatory Commission	2,427	42.4%	55.3%	2.4%
2012 Nuclear Regulatory Commission	2,630	43.9%	52.9%	3.1%
2011 Nuclear Regulatory Commission	2,517	42.1%	55.3%	2.6%
2010 Nuclear Regulatory Commission	--	--	--	--

**This item is on a different response scale and is not included in the significance testing.*

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

	N	Yes	No	Not Available To Me
2015 Governmentwide	398,860	13.9%	80.7%	5.4%
2015 Nuclear Regulatory Commission	2,584	19.9%	79.1%	0.9%
2014 Nuclear Regulatory Commission	2,378	19.4%	80.0%	0.6%
2013 Nuclear Regulatory Commission	2,423	17.3%	81.6%	1.0%
2012 Nuclear Regulatory Commission	2,628	15.1%	83.6%	1.2%
2011 Nuclear Regulatory Commission	2,504	13.9%	85.0%	1.1%
2010 Nuclear Regulatory Commission	--	--	--	--

**This item is on a different response scale and is not included in the significance testing.*

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
2015 Governmentwide	403,125	3.8%	78.8%	17.4%
2015 Nuclear Regulatory Commission	2,599	3.8%	88.2%	8.0%
2014 Nuclear Regulatory Commission	2,394	4.3%	87.7%	8.0%
2013 Nuclear Regulatory Commission	2,434	4.2%	88.8%	7.0%
2012 Nuclear Regulatory Commission	2,628	3.8%	88.7%	7.5%
2011 Nuclear Regulatory Commission	2,499	3.0%	91.0%	6.0%
2010 Nuclear Regulatory Commission	--	--	--	--

**This item is on a different response scale and is not included in the significance testing.*

Nuclear Regulatory Commission

Trend Report

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
2015 Governmentwide	403,461	2.4%	80.1%	17.5%
2015 Nuclear Regulatory Commission	2,609	3.1%	90.4%	6.5%
2014 Nuclear Regulatory Commission	2,397	3.8%	89.5%	6.7%
2013 Nuclear Regulatory Commission	2,440	3.1%	90.1%	6.8%
2012 Nuclear Regulatory Commission	2,623	2.5%	90.3%	7.2%
2011 Nuclear Regulatory Commission	2,489	2.0%	91.2%	6.8%
2010 Nuclear Regulatory Commission	--	--	--	--

**This item is on a different response scale and is not included in the significance testing.*

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2015 Governmentwide	190,959	78.2%	12.8%	9.1%	6,780	
2015 Nuclear Regulatory Commission	1,843	87.7%	7.9%	4.4%	24	↗
2014 Nuclear Regulatory Commission	1,652	85.8%	8.8%	5.4%	23	→
2013 Nuclear Regulatory Commission	1,645	85.1%	8.9%	5.9%	42	↘
2012 Nuclear Regulatory Commission	1,699	86.7%	8.6%	4.7%	36	→
2011 Nuclear Regulatory Commission	1,605	86.2%	9.2%	4.6%	23	--
2010 Nuclear Regulatory Commission	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2015 Governmentwide	151,249	89.0%	7.5%	3.5%	2,908	
2015 Nuclear Regulatory Commission	1,528	95.3%	3.8%	0.9%	15	↘
2014 Nuclear Regulatory Commission	1,410	96.2%	2.7%	1.0%	18	↗
2013 Nuclear Regulatory Commission	1,481	95.3%	3.9%	0.8%	13	→
2012 Nuclear Regulatory Commission	1,610	95.4%	3.4%	1.2%	21	→
2011 Nuclear Regulatory Commission	1,568	96.4%	3.1%	0.6%	12	--
2010 Nuclear Regulatory Commission	--	--	--	--	--	

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

Nuclear Regulatory Commission

Trend Report

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	Difference from previous year
2015 Governmentwide	106,036	79.9%	16.5%	3.6%	7,380	
2015 Nuclear Regulatory Commission	1,141	91.7%	6.6%	1.6%	35	→
2014 Nuclear Regulatory Commission	1,001	90.8%	6.7%	2.5%	38	→
2013 Nuclear Regulatory Commission	1,009	91.1%	7.0%	1.9%	31	↘
2012 Nuclear Regulatory Commission	1,112	92.6%	6.5%	0.9%	44	→
2011 Nuclear Regulatory Commission	1,049	93.6%	5.5%	0.9%	32	--
2010 Nuclear Regulatory Commission	--	--	--	--	--	

*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	Difference from previous year
2015 Governmentwide	55,156	74.8%	20.9%	4.4%	8,714	
2015 Nuclear Regulatory Commission	502	88.4%	9.5%	2.1%	39	→
2014 Nuclear Regulatory Commission	443	87.9%	9.1%	3.0%	48	→
2013 Nuclear Regulatory Commission	403	88.1%	9.4%	2.5%	41	→
2012 Nuclear Regulatory Commission	357	88.5%	9.3%	2.1%	52	↘
2011 Nuclear Regulatory Commission	354	92.2%	6.7%	1.1%	35	--
2010 Nuclear Regulatory Commission	--	--	--	--	--	

*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	Difference from previous year
2015 Governmentwide	10,781	71.6%	24.4%	4.1%	4,620	
2015 Nuclear Regulatory Commission	81	81.7%	17.0%	1.2%	34	→
2014 Nuclear Regulatory Commission	78	75.9%	24.1%	0.0%	43	→
2013 Nuclear Regulatory Commission	77	76.8%	19.1%	4.1%	38	→
2012 Nuclear Regulatory Commission	71	82.1%	16.5%	1.3%	48	→
2011 Nuclear Regulatory Commission	78	82.0%	18.0%	0.0%	39	--
2010 Nuclear Regulatory Commission	--	--	--	--	--	

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

Nuclear Regulatory Commission

Trend Report

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	Difference from previous year
2015 Governmentwide	7,497	66.3%	31.3%	2.4%	3,831	
2015 Nuclear Regulatory Commission	72	83.7%	12.2%	4.1%	18	→
2014 Nuclear Regulatory Commission	68	77.4%	22.6%	0.0%	37	→
2013 Nuclear Regulatory Commission	58	75.3%	24.7%	0.0%	29	→
2012 Nuclear Regulatory Commission	47	70.8%	24.9%	4.3%	40	→
2011 Nuclear Regulatory Commission	59	68.5%	29.4%	2.1%	43	--
2010 Nuclear Regulatory Commission	--	--	--	--	--	

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

Nuclear Regulatory Commission

Trend Report

Where do you work?

	N	%
Headquarters	1,845	70.8%
Field	760	29.2%

What is your supervisory status?

	N	%
Non-Supervisor	1,986	76.5%
Team Leader	167	6.4%
Supervisor	274	10.6%
Manager	94	3.6%
Senior Leader	76	2.9%

Are you:

	N	%
Male	1,620	63.4%
Female	935	36.6%

Are you Hispanic or Latino?

	N	%
Yes	186	7.4%
No	2,341	92.6%

Race

	N	%
American Indian or Alaska Native	16	0.7%
Asian	197	8.1%
Black or African American	310	12.7%
Native Hawaiian or Other Pacific Islander	12	0.5%
White	1,803	74.1%
Two or more races	95	3.9%

Nuclear Regulatory Commission

Trend Report

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

	N	%
Less than High School	1	0.0%
High School Diploma/GED or equivalent	51	2.0%
Trade or Technical Certificate	17	0.7%
Some College (no degree)	158	6.2%
Associate's Degree (e.g., AA, AS)	62	2.4%
Bachelor's Degree (e.g., BA, BS)	1,011	39.4%
Master's Degree (e.g., MA, MS, MBA)	954	37.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	313	12.2%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	40	1.5%
GS 7-12	265	10.3%
GS 13-15	2,082	80.6%
Senior Executive Service	119	4.6%
Senior Level (SL) or Scientific or Professional (ST)	40	1.5%
Other	37	1.4%

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

	N	%
Less than 1 year	56	2.2%
1 to 3 years	140	5.4%
4 to 5 years	164	6.4%
6 to 10 years	772	30.0%
11 to 14 years	424	16.5%
15 to 20 years	253	9.8%
More than 20 years	765	29.7%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	75	2.9%
1 to 3 years	219	8.5%
4 to 5 years	189	7.4%
6 to 10 years	922	36.0%
11 to 20 years	630	24.6%
More than 20 years	529	20.6%

Nuclear Regulatory Commission

Trend Report

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

	N	%
No	1,919	74.6%
Yes, to retire	149	5.8%
Yes, to take another job within the Federal Government	267	10.4%
Yes, to take another job outside the Federal Government	120	4.7%
Yes, other	117	4.5%

I am planning to retire:

	N	%
Within one year	98	3.8%
Between one and three years	261	10.2%
Between three and five years	262	10.3%
Five or more years	1,933	75.7%

Self-Identify as:

	N	%
Heterosexual or Straight	2,046	84.0%
Gay, Lesbian, Bisexual, or Transgender	60	2.5%
I prefer not to say	330	13.5%

What is your US military service status?

	N	%
No Prior Military Service	1,900	74.6%
Currently in National Guard or Reserves	44	1.7%
Retired	171	6.7%
Separated or Discharged	431	16.9%

Are you an individual with a disability?

	N	%
Yes	196	7.7%
No	2,365	92.3%

What is your age group?

	N	%
25 and under	31	1.2%
26-29	102	3.8%
30-39	552	20.6%
40-49	551	20.6%
50-59	926	34.6%
60 or older	513	19.2%