NRC FORM 464 Part I (01-2018) | U.S. NUCLEAR REGULATORY COMMISSION

RESPONSE TO FREEDOM OF INFORMATION ACT (FOIA) REQUEST

FOIA	RESPONSE NUMBER
NRC-2018-000127	1

RESPONSE TYPE ☐ INTERIM ☑ FINAL

REQUESTER:	DATE:
Michael Ravnitzky	03/20/2018

DESCRIPTION OF REQUESTED RECORDS:

2016 NRC Federal Employee Viewpoint Survey (FEVS) Agency Management Report and 2016 NRC FEVS Trend Report

PART I. -- INFORMATION RELEASED

You have the right to seek assistance from the NRC's FOIA Public Liaison. Contact information for the NRC's FOIA Public Liaison is available at https://www.nrc.gov/reading-rm/foia/contact-foia.html

- ☐ Agency records subject to the request are already available on the Public NRC Website, in Public ADAMS or on microfiche in the NRC Public Document Room.
- ☑ Agency records subject to the request are enclosed.
- ☐ Records subject to the request that contain information originated by or of interest to another Federal agency have been referred to that agency (see comments section) for a disclosure determination and direct response to you.
- ☐ We are continuing to process your request.
- ☑ See Comments.

PART I.A -- FEES

AMOUNT*

*See Comments for details

- ☐ You will be billed by NRC for the amount listed.
- ☐ You will receive a refund for the amount listed.
- ☐ Fees waived.

NO FEES

- ☑ Minimum fee threshold not met.
- ☐ Due to our delayed response, you will not be charged fees.

PART I.B -- INFORMATION NOT LOCATED OR WITHHELD FROM DISCLOSURE

- ☐ We did not locate any agency records responsive to your request. *Note*: Agencies may treat three discrete categories of law enforcement and national security records as not subject to the FOIA ("exclusions"). 5 U.S.C. 552(c). This is a standard notification given to all requesters; it should not be taken to mean that any excluded records do, or do not, exist.
- ☐ We have withheld certain information pursuant to the FOIA exemptions described, and for the reasons stated, in Part II.
- ☐ Because this is an interim response to your request, you may not appeal at this time. We will notify you of your right to appeal any of the responses we have issued in response to your request when we issue our final determination.
- ☑ You may appeal this final determination within 90 calendar days of the date of this response by sending a letter or e-mail to the FOIA Officer, at U.S. Nuclear Regulatory Commission, Washington, D.C. 20555-0001, or FOIA.Resource@nrc.gov. Please be sure to include on your letter or email that it is a "FOIA Appeal." You have the right to seek dispute resolution services from the NRC's Public Liaison, or the Office of Government Information Services (OGIS). Contact information for OGIS is available at https://ogis.archives.gov/about-ogis/contact-information.htm

PART I.C COMMENTS (Use attached Comments continuation page if required)

The original FOIA case number was FOIA/PA-2018-0034. Due to a recent change in NRC FOIA processing software, the new case number is now NRC-2018-000127.

Signature - Freedom of Information Act Officer or Designee

Stephanie A. Blaney

Digitally signed by Stephanie A. Blaney
Date: 2018.03.20 08:58:20 -04'00'

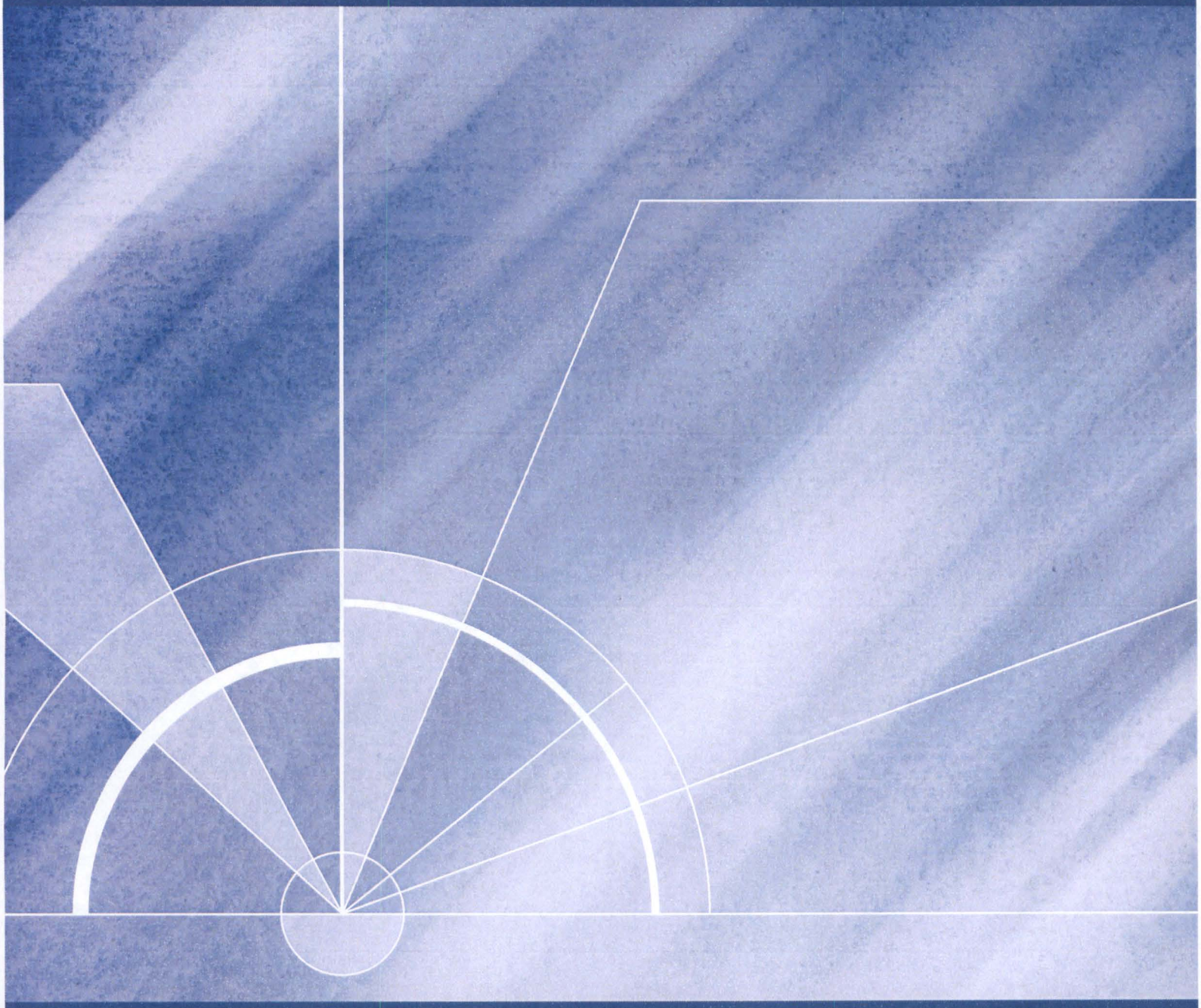
2016

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Agency Management Report

Nuclear Regulatory Commission



United States Office of Personnel Management

OPM.GOV/FEVS

#FEVS

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About This Report

The 2016 FEVS Agency Management Report (AMR) was designed to help your agency identify issues and provides guidance to take action for improvement. This report also highlights important agency successes, which should be acknowledged. We encourage you to share these successes and areas for improvement with your employees.

When reviewing your results, keep the guidelines below in mind. These guidelines were created to organize your survey results in a way that is easier to digest and interpret.

Understanding Your Results

Percent Positive
The sum of two positive categories (e.g., Strongly Agree/Agree)

Percent Negative
The sum of two negative categories (e.g., Strongly Disagree/Disagree)

Percent Neutral
The neutral category (e.g., Neither Agree nor Disagree)

Identifying Strengths, Challenges and Neutral Findings

65 percent positive or higher is considered a strength

35 percent negative or higher is considered a challenge

30 percent neutral or higher suggests uncertainty, presenting an opportunity for communication between managers and staff

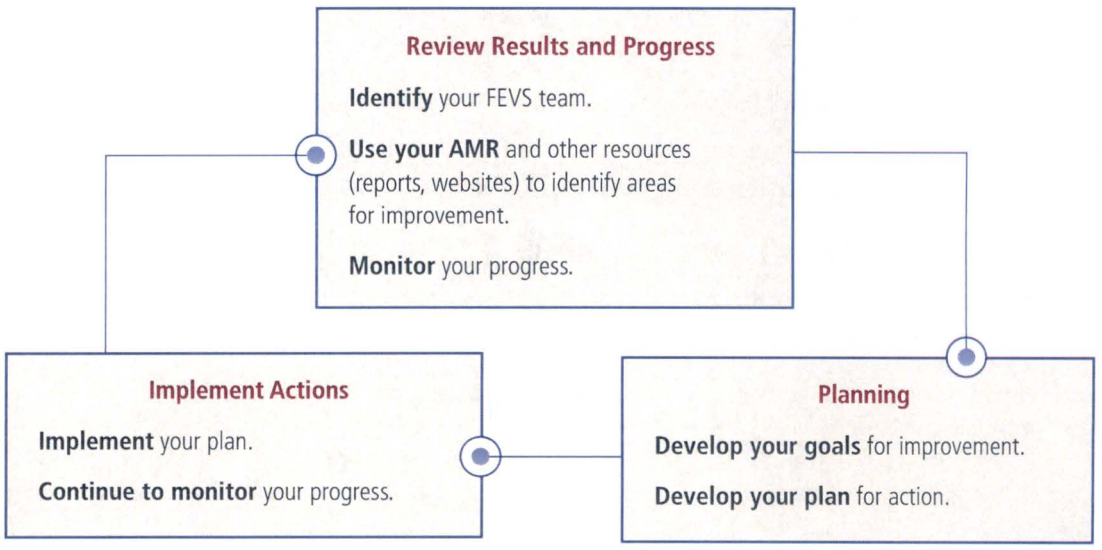
Identifying Increases and Decreases

Movement up or down since the previous year is another important piece of information to consider when examining your results. Any increase or decrease in results can be important; however larger increases or decreases (generally 3 or more percentage points) may be a result of significant changes taking place within your agency and should be explored. Increases indicate positive change that should continue to be reinforced. Decreases, especially in areas considered mission critical, may call for appropriate action to initiate and support beneficial workplace improvements.

Your FEVS Results: Taking Action

This section provides guidelines for taking action based on your FEVS results — focusing on steps you can take to form an action planning team, identify challenges, develop an action plan, and measure progress toward meeting goals. In addition, descriptions of helpful resources and tools are outlined. A broad overview of the process of moving from results to action is displayed in diagram below, with the specific steps and guidelines outlined in the following pages.

Moving from Results To Action



Getting Started

Agencies receive many FEVS reports each year, so it can be confusing to know where to start. One suggested starting point is to adopt a strategy based on an action planning framework. This involves looking for improvements you have made in previous years while also examining areas of decline. To help you get started, several steps are outlined below, including references to sections of the Agency Management Report (AMR) and other resources that you may find useful to help you focus on the most critical issues.

Step 1: Identify and Establish a FEVS Action Team

This is a crucial step, as the team you establish can make or break your efforts to improve areas of concern and keep strengths strong. Teams can be composed of leadership, employees, or a combination. It is important that each member of your team is actively engaged in the process and supports its goals. Identifying your team is not just limited to personnel selection. It also includes identifying and pulling together your available resources while being aware of staff interests, capabilities, and agency budget and resources.

Step 2: Use Your AMR and Other Resources to Identify Areas for Improvement

Your agency has many available resources that present your FEVS results. The sections of the AMR as well as additional resources are described below to help narrow your focus on the tools and results that may be most helpful as you move from results to taking action.

Sections of the AMR

Respondent Overview

The Respondent Overview provides a snapshot of the characteristics of your employees who responded to the survey. Understanding who responded in your agency has a number of benefits. For example, this section allows you to better understand the ratio of seasoned employees who may be preparing for retirement to newer employees. This information can help inform and guide your recruiting and retention efforts. It is important to keep in mind that this is a survey respondent overview, and these percentages may not match up exactly to your agency's total population characteristics.

Employee Engagement Index and New IQ Index

The Employee Engagement Index (EEI) and New IQ Index provide agencies with consistent metrics for measuring progress toward objectives. Benchmarks are included to provide insight into how your agency compares to others, and to encourage information sharing between agencies. For example, some of the top ranking agencies in the Engagement Index may have suggestions on things that have and have not worked to engage their employees. Trends for both indices are also displayed, going as far back as 2013 when available.

Employee Engagement Key Drivers

This is a new section of the AMR containing information about key drivers of engagement. These groupings of FEVS items have been shown to influence the engagement potential of workplaces. While the EEI provides perspective on the conditions important to supporting engagement, the drivers can help you to more effectively target resources and actions needed to influence conditions and improve the engagement potential of your agency.

Decision Aid

The Decision Aid is useful in helping you easily identify the most critical issues in your agency as well as recognize where your agency has improved since 2015. The Decision Aid is divided into three sections to help you focus your attention on improvements and declines in your results since last year:

Increases contains items that increased since 2015

Decreases contains items that decreased since 2015

No Change contains items that did not change since 2015

Appendix A and Appendix B

The appendices give you an opportunity to more thoroughly understand your workforce by displaying item-level results. Appendix A shows how well your agency scored relative to others in the government. Scanning the graphs can indicate how your agency is generally performing as well as help you identify particularly strong or weak areas. Appendix B shows the breakdown of the Work/Life Program and demographic results.

Note: The Decision Aid only includes items 1-71. See Appendix B for a breakdown of the Work/Life results for your agency.

Additional FEVS Resources

Other Reports

Governmentwide Management Report

This report provides an overview of the governmentwide results. The report includes item results, index scores, trends, and information on who responded to the survey.

Subagency Comparison Report

This report provides the results of all the offices that report to the same "parent" office. This report is only created when there are two or more sub-offices that both have at least ten responses.

Subagency Breakout Report

This report displays survey results for a single office so long as it has at least ten responses.

Trend Report

This report provides agency and first level results for current and previous survey administrations. It also indicates whether the year-over-year differences were statistically significant or not.

Occupational Series Reports

This report allows for the comparison of occupational series and families at the agency level.

Demographic Comparison Reports

This report allows for the comparison of demographic subgroups at the agency level.

Annual Employee Survey (AES) Report

This report is a Microsoft® Excel® spreadsheet with a breakdown of agency and first level results.

Websites

FEVS website

Agencies and the general public can access governmentwide data reports, as well as special topic reports produced from the FEVS. This website includes results from the 2004 administration of the survey to the present. Access the FEVS website at www.opm.gov/FEVS.

Public Release Data File (PRDF)

Three types of public use data sets are available for the FEVS: 1) a full data extract excluding the LGBT variable, 2) a separate data extract containing the LGBT variable, and 3) a data extract for trend analysis combining the public use files from 2004 up to the current year. To request a public use data file, complete the form available at: www.fedview.opm.gov/2015/EVSDATA. Note: The 2016 PRDF will be available in the winter.

FedScope

OPM's FedScope is an online publicly available tool which allows users to access and analyze HR data from OPM's Enterprise Human Resources Integration-Statistical Data Mart (EHRI-SDM). Access this site using the following link: www.fedscope.opm.gov.

Unlock Talent

A tool for both the general public and agencies to view comprehensive data visualizations with broad displays of FEVS data. These displays allow agencies to identify subcomponents for action to improve engagement, as well as resources agencies can apply to their action planning. This site can be accessed at www.unlocktalent.gov. Questions and feedback for the dashboard can be sent to unlocktalent@opm.gov.

Note: Subagency reports are only available for agencies that included organizational breakouts in 2016.

FEVS Online Data Analysis Tool

A password protected tool for agency points of contact to access agency-specific and governmentwide reports. In addition, agency users can develop customized reports that may be useful for data analysis and action planning. Questions and feedback for this online tool can be sent to EVS@opm.gov.

Step 3: Develop Your Goals for Improvement

To develop your goals for improvement, you should consider issues that are most critical to your agency and how these issues relate to your strategic goals. It is also important to focus on issues that will provide both short-term, visible, measurable results, and those that will require long-term perspective. Keep in mind that you are more likely to show and achieve improvements if you follow SMART guidelines when establishing your goals. To be achievable goals must be:

Specific

Goals need to be concrete and detailed enough to know when you meet with success.

- What exactly do you intend to do? Use action words such as lead, coordinate, direct, develop, plan, and build.
- How are you going to do it? Describe which actions need to be taken by which employees and when.

Measurable

What evidence will you have to show that you have met your goal? Put a concrete figure or value to the objective (e.g., percentage increase in positive scores).

Attainable

Goals should not be too easy or too difficult. Those that require a slight stretch to meet can create excitement, motivation, and the kind of commitment it takes to reach them.

Realistic

Make goals challenging, but identify your resources and any limitations on those so you can actually achieve your objectives.

Time Specific

Set a deadline to keep plans on track and meet the needs of decision-makers. Large goals should be established as a series of milestones to keep motivation high and the overall goal on schedule.

Step 4: Develop Your Plan for Action

Once your team has identified its goals, you should develop a list of actions that must be taken to reach these goals. You might also consider soliciting employee input on your plan. Assign staff responsibilities for each action and keep in mind timeframes. Tasks should include start dates, end dates, milestones, and description of how you plan to measure and provide evidence for goal success. Make sure you get approval for the actions you must take to achieve your agency goals. Remember that leadership buy-in, involvement, and communication is critical to your success.

Step 5: Communicate the Implementation of Your Plan

There are many ways to publicize and communicate your intentions to employees, such as all-hands meetings, announcements, intranet/web updates, and social media, to name a few. After your plan is communicated and you have leadership support, you are ready to launch the plan. Communicating early and often ensures staff and leadership are well-informed.

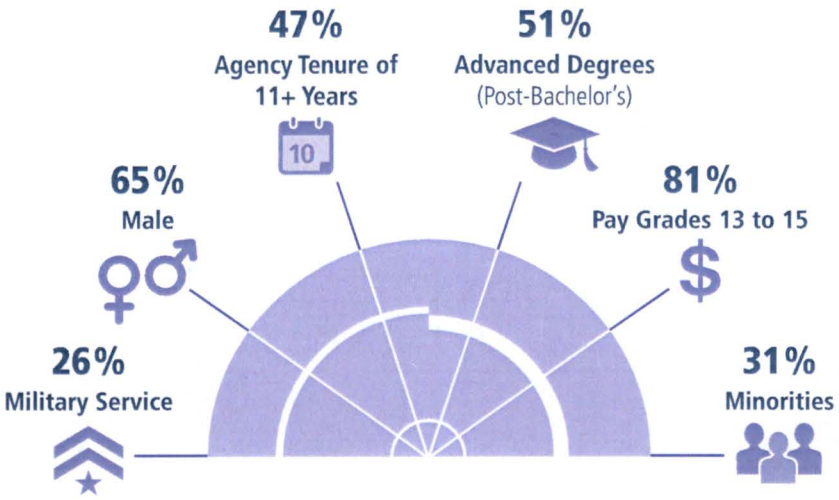
Step 6: Monitor and Communicate Your Progress

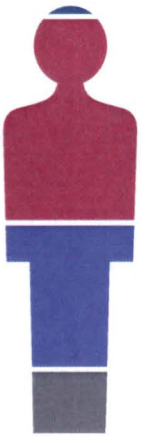
In addition to measuring your progress along the way and evaluating the success of your plan, it is important that you communicate progress toward goals and final outcomes. *Communicating during the entire process provides transparency which can add to staff engagement.*

Respondent Overview

The Unique Characteristics of Nuclear Regulatory Commission Respondents

The figures below provide a snapshot of your survey participants. Except for military status and race, the most frequently selected response choice for each demographic item is highlighted in the first figure. The second figure displays the total FEVS respondent breakdown by generation. Please be aware that these results are based on survey respondents, which may differ from the characteristics of the total employee population.





Generations

2%	Traditionalists	(born 1945 or earlier)
49%	Baby Boomers	(born 1946–1964)
34%	Generation X	(born 1965–1980)
15%	Generation Y	(born 1981 or later)

Note: The sum of percentages may not add to 100 due to rounding.

NRC Response Rate

62% (2,152 out of 3,482 employees responded)

Field Period: April 28, 2016 – June 9, 2016
Overall 2015 response rate: **75%**

Component Response Rates

76%	Region III
75%	Office of Commission Appellate Adjudication
74%	Region IV
74%	Office of the Secretary of the Commission
71%	Office of Nuclear Regulatory Research
68%	Office of Investigations
66%	Region I
65%	Office of Nuclear Security and Incident Response
65%	Atomic Safety and Licensing Board Panel
63%	Office of the Chief Financial Officer
63%	Office of Public Affairs
62%	Office of Nuclear Reactor Regulation
62%	Office of the Chief Information Officer
61%	Office of Small Business and Civil Rights
61%	Office of Enforcement
60%	Region II
59%	Office of Nuclear Material Safety and Safeguards
59%	Office of New Reactors
59%	Office of the Executive Director for Operations
55%	Office of Congressional Affairs
54%	Office of the Chief Human Capital Officer
54%	Office of International Programs
54%	Office of the General Counsel
45%	Office of the Inspector General
41%	Office of Administration
39%	Advisory Committee on Reactor Safeguards

Agency results have a margin of error of +/- 1%

Note: For the full list of demographic item results, please see to Appendix B.

Employee Engagement Index

Because the FEVS is an assessment of organizational climate, the Employee Engagement Index (EEI) does not directly evaluate an employee's level of engagement. Therefore, instead of measuring aspects of engagement such as focused attention and dedication to completing assignments, this index concentrates on factors that lead to an engaged workforce (e.g., supporting employee development, communicating agency goals).

Below, you can see where your agency's EEI score ranks (out of 37 departments/large agencies, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and Other Defense agencies/activities are rolled into Department of Defense) and how it compares to the governmentwide average. The names of agencies with the highest EEI scores are listed to facilitate the sharing of information, such as best practices. The U.S. Office of Personnel Management (OPM) has also created the Unlock Talent website (www.unlocktalent.gov) to share resources and help with interagency communication.

Employee Engagement Index Benchmarks

The table below displays the EEI score for each component in your agency as well as the scores for the three engagement subfactors, which can facilitate information-sharing within your agency. To provide more information on engagement, the table also includes engagement trends back to 2013 for your components, as well as the overall agency and governmentwide trends for comparison. Please note that depending on organizational structure in previous administrations, not all components may trend back to 2013.

Employee Engagement Index Component Scores and Trends

	EEI Trends				2016 EEI Subfactors		
	2013	2014	2015	**2016**	Leaders Lead	Supervisors	Intrinsic Work Experience
Governmentwide	64	63	64	**65**	53	72	70
Nuclear Regulatory Commission	75	75	75	**74**	66	80	76

Leaders Lead: Employees' perceptions of leadership's integrity as well as leadership behaviors such as communication and workforce motivation. (Q.53, 54, 56, 60, and 61)

Supervisors: Interpersonal relationship between worker and supervisor, including trust, respect, and support. (Q.47, 48, 49, 51, and 52)

Intrinsic Work Experience: Employees' feelings of motivation and competency relating to their role in the workplace. (Q.3, 4, 6, 11, and 12)

Employee Engagement Index (continued)

	EEI Trends				2016 EEI Subfactors		
	2013	2014	2015	2016	Leaders Lead	Supervisors	Intrinsic Work Experience
Nuclear Regulatory Commission	75	75	75	74	**66**	**80**	**76**
Atomic Safety and Licensing Board Panel				93	86	100	92
Office of the Secretary of the Commission				90	85	91	93
Office of the Executive Director for Operations				84	73	87	91
Region I	83	84	85	84	79	89	83
Office of Small Business and Civil Rights				82	75	92	81
Office of International Programs				80	76	81	82
Advisory Committee on Reactor Safeguards				79	89	71	78
Office of Investigations				79	78	81	77
Office of the General Counsel	71	79	81	77	76	79	78
Office of the Inspector General	79	69	75	77	70	71	88

Employee Engagement Index (continued)

	EEI Trends				2016 EEI Subfactors		
	2013	2014	2015	2016	Leaders Lead	Supervisors	Intrinsic Work Experience
Nuclear Regulatory Commission	75	75	75	74	**66**	**80**	**76**
Office of Nuclear Regulatory Research	79	79	78	75	69	83	73
Region III	72	68	73	74	64	83	77
Region II	76	76	71	74	66	80	77
Region IV	71	68	69	74	64	84	75
Office of Nuclear Reactor Regulation	75	75	76	74	66	81	75
Office of the Chief Human Capital Officer	77	73	72	73	60	79	81
Office of the Chief Financial Officer	64	68	69	73	60	80	78
Office of New Reactors	75	78	79	72	67	77	73
Office of Administration	75	71	72	71	59	80	75
Office of Nuclear Security and Incident Response	75	78	76	71	59	78	74

Employee Engagement Index (continued)

	EEI Trends				2016 EEI Subfactors		
	2013	2014	2015	2016	Leaders Lead	Supervisors	Intrinsic Work Experience
Nuclear Regulatory Commission	75	75	75	74	**66**	**80**	**76**
Office of Nuclear Material Safety and Safeguards	76	75	73	70	59	79	72
Office of Public Affairs				70	67	58	84
Office of Enforcement				64	46	70	76
Office of the Chief Information Officer	66	64	70	64	52	69	70

Employee Engagement Key Drivers

What is a Key Employee Engagement Index Driver?

The Employee Engagement Index (EEI) measures conditions important to supporting employee engagement. "What actions can leadership take to influence those conditions and improve the engagement potential of agency workplaces?" is a question often asked about how to make the EEI actionable. To help answer that question, OPM identified items on the FEVS that are key drivers of the EEI. Key drivers are groupings of FEVS items that influence the engagement potential of workplaces.

How Can Drivers Help Identify Effective Action?

Agencies can more effectively target resources to increase levels of employee engagement, aided by the key driving factors for the EEI and its subfactors. Through a thorough review, OPM's Survey Analysis team found that a number of FEVS items align with topics shown to be important to both employee engagement and to overall effective management practices. Final item selection for EEI drivers was guided by three principles: 1) they align with prior research, 2) they are strongly related to the EEI and/or its subfactors, and 3) they are *actionable* because they indicate practices and behaviors that can influence an agency's engagement potential.

OPM examined the impact of nine different factors on the EEI. These nine factors were: 1) Collaborative/ Cooperative Management; 2) Employee Training and Development; 3) Job Resources; 4) Merit System Principles; 5) Performance Feedback; 6) Performance Rating; 7) Performance Recognition and Reward; 8) Supportive Coworkers; and 9) Work/Life Balance. The figure on the following page identifies and ranks the key drivers of the overall Employee Engagement Index and subfactors in order of impact for all of the Small/Independent Agencies combined. A '1' indicates the key driver with the greatest impact on the index or subfactor.

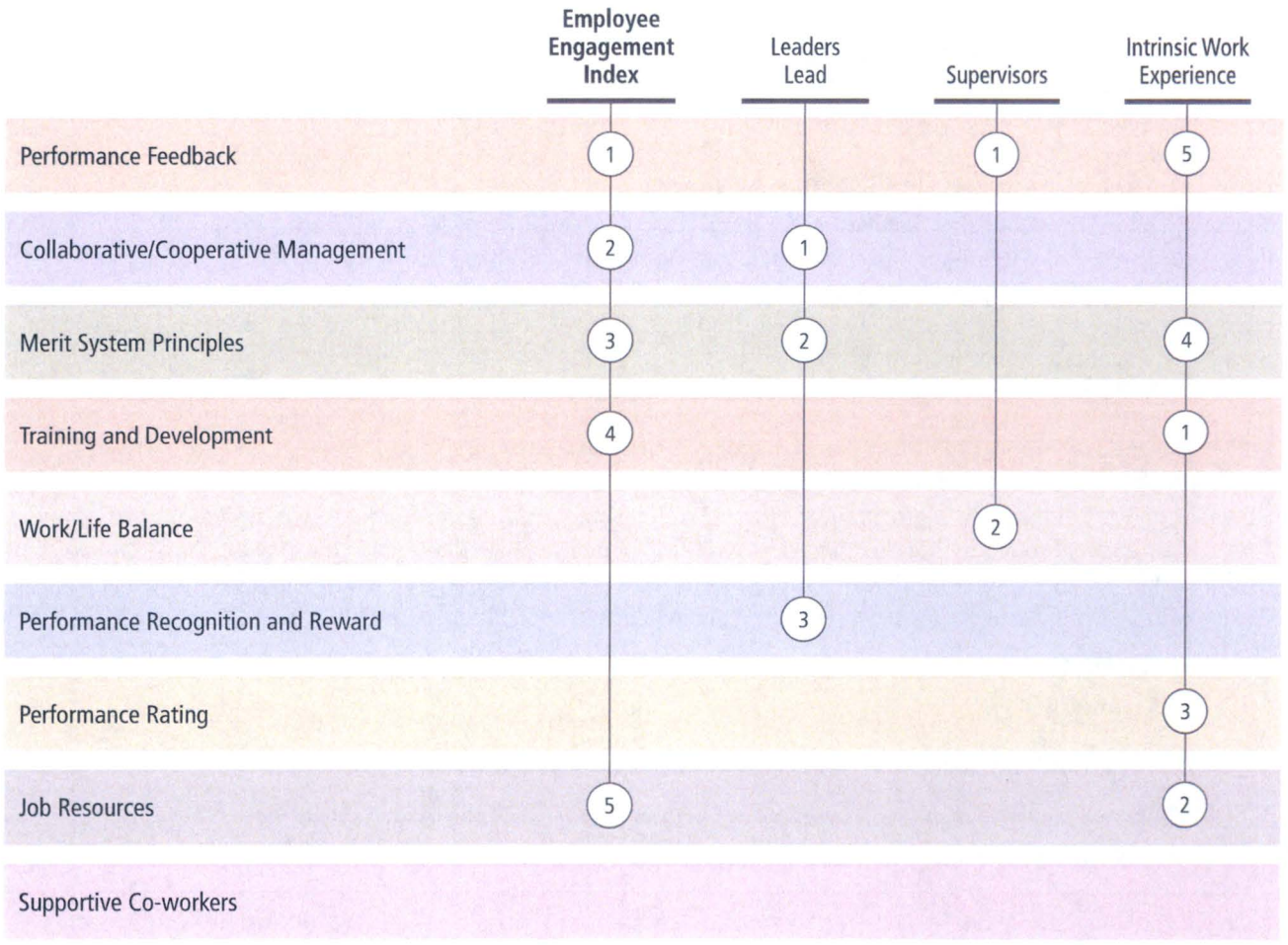
For an example of how to use EEI drivers, consider the driver labeled Performance Feedback. It is comprised of three FEVS items:

- Discussions with my supervisor about my performance are worthwhile. (Q.44)
- My supervisor provides me with constructive suggestions to improve my job performance. (Q.46)
- In the last six months, my supervisor has talked with me about my performance. (Q.50)

Assume that a review of your agency's FEVS results shows low scores on one or more of the items under Performance Feedback. To improve the engagement potential of your workplace, actions could be taken to address priorities indicated by the wording of the items, such as ensuring feedback that provides worthwhile or constructive suggestions to improve performance, as well as timely feedback.

Note: OPM conducted regression analyses of 2013, 2014, 2015, and most recently 2016 FEVS data to identify the key drivers. Factors with statistically significant standardized regression coefficients of 0.10 or above were identified as a "key driver." A detailed discussion of the methodology used to conduct all of the key driver analyses can be found at www.opm.gov/FEVS.

Employee Engagement Key Drivers



Performance Feedback: Provide meaningful, worthwhile, and constructive performance conversations. (Q.44, 46, and 50)

Collaborative/Cooperative Management: Promote and support collaborative communication and teamwork in accomplishing goals and objectives. (Q.58 and 59)

Merit System Principles: Support fairness and protect employees from arbitrary actions, favoritism, political coercion, and reprisal. (Q.17, 37, and 38)

Training and Development: Target opportunities for employees to improve skills and enhance professional development, including training needs assessments. (Q.1 and 18)

Work/Life Balance: Support employee needs to balance work and life responsibilities. (Q.42)

Performance Recognition and Reward: Support and effective recognition and reward system in which supervisors/managers/leaders recognize outstanding actions. (Q.22, 23, 24, and 25)

Performance Rating: Ensure employees are held accountable and performance is evaluated and rated. (Q.15, 16, and 19)

Job Resources: Allow sufficient materials, knowledge, personnel, skills, information and work distribution to complete the job. (Q.2, 9, and 10)

Supportive Co-workers: Refers to supportive coworker relationships that involve cooperation and information sharing to perform job. (Q.20 and 26)

New IQ Index

The New IQ stands for the New Inclusion Quotient. The New IQ is based on the concept that individual behaviors repeated over time will create habits necessary for inclusiveness. It consists of 20 questions that relate to inclusive work environments. These 20 questions are grouped into five Habits of Inclusion: Fair, Open, Cooperative, Supportive, and Empowering. The New IQ Index score for your agency, the highest scoring agencies, and the governmentwide average are displayed below, along with your agency ranking (out of 37 departments/large agencies, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and Other Defense agencies/ activities are rolled into Department of Defense).

New IQ Index Benchmarks

The table below shows the New IQ Index score for each component in your agency as well as the scores for all five habits of inclusion. To provide more information on the New IQ, the table also includes trends back to 2013 for your components, as well as the overall agency and governmentwide trends for comparison. Please note that depending on organizational structure in previous administrations, not all components may trend back to 2013.

New IQ Index Component Scores and Trends

	New IQ Index Trends				2016 New IQ Index Subfactors				
	2013	2014	2015	2016	Fair	Open	Cooperative	Supportive	Empowering
Governmentwide	56	56	57	58	45	57	54	75	58
Nuclear Regulatory Commission	68	69	69	68	53	68	66	85	67

Fair: Are all employees treated equally? (Q.23, 24, 25, 37, and 38)

Open: Does management support diversity in all ways? (Q.32, 34, 45, and 55)

Cooperative: Does management encourage communication and collaboration? (Q.58 and 59)

Supportive: Do supervisors value employees? (Q.42, 46, 48, 49, and 50)

Empowering: Do employees have the resources and support needed to excel? (Q.2, 3, 11, and 30)

	New IQ Index Trends				2016 New IQ Index Subfactors				
	2013	2014	2015	2016	Fair	Open	Cooperative	Supportive	Empowering
Nuclear Regulatory Commission	68	69	69	68	**53**	**68**	**66**	**85**	**67**
Atomic Safety and Licensing Board Panel				85	75	88	78	94	90
Office of the Secretary of the Commission				81	66	78	85	93	82
Office of Small Business and Civil Rights				80	68	88	74	96	73
Region I	74	76	78	77	66	76	76	92	76
Office of Investigations				77	69	71	89	85	70
Office of the Executive Director for Operations				76	54	69	85	93	82
Office of International Programs				73	56	65	80	86	78
Advisory Committee on Reactor Safeguards				72	54	69	90	75	69
Office of Nuclear Regulatory Research	72	74	74	71	61	77	67	86	66
Office of the Inspector General	72	64	68	71	62	69	65	79	79

New IQ Index (continued)

	New IQ Index Trends				2016 New IQ Index Subfactors				
	2013	2014	2015	2016	Fair	Open	Cooperative	Supportive	Empowering
Nuclear Regulatory Commission	68	69	69	68	**53**	**68**	**66**	**85**	**67**
Office of the General Counsel	62	70	72	70	55	69	73	85	70
Region II	68	70	65	70	50	72	71	85	71
Region III	69	64	70	70	53	68	73	86	68
Region IV	62	61	62	68	54	64	70	86	65
Office of Nuclear Reactor Regulation	70	69	70	68	51	69	68	85	65
Office of Nuclear Security and Incident Response	71	73	71	66	50	65	65	86	65
Office of Administration	67	64	66	66	55	69	57	83	67
Office of the Chief Human Capital Officer	70	67	66	66	47	66	59	85	74
Office of New Reactors	69	71	72	66	53	66	64	83	63
Office of the Chief Financial Officer	59	61	61	64	48	62	58	87	68

	New IQ Index Trends				2016 New IQ Index Subfactors				
	2013	2014	2015	2016	Fair	Open	Cooperative	Supportive	Empowering
Nuclear Regulatory Commission	68	69	69	68	**53**	**68**	**66**	**85**	**67**
Office of Nuclear Material Safety and Safeguards	69	68	68	63	48	62	58	84	61
Office of Public Affairs				61	37	55	62	80	72
Office of Enforcement				59	41	54	58	80	61
Office of the Chief Information Officer	62	62	65	58	49	59	47	74	59

Decision Aid: Increases

Identifying Increases Since 2015

The items in this section are sorted by greatest to smallest increase in percent positive ratings. The items are sorted to allow you to quickly and easily identify where your agency has made the greatest improvements since last year.

Using the Legend Icons

The legend icons provide context for interpreting these results. While these items have improved, some may still be considered challenges (35% or more negative) or others may have reached the 65% or more positive mark and become new strengths this year. The legend icons help to highlight areas in need of continued focus and areas that have been successfully improved and should be celebrated. A new feature this year is the addition of "top pos/neg" icons that highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

1 Item Increased Since 2015

Strength
These items are 65 percent positive or higher

Caution
These items are 30 percent neutral or higher

Challenge
These items are 35 percent negative or higher

New Strength
These items became a new strength in 2016

Top Pos/Neg
These items are in your top positive or top negative

	2015 Positive	2016 Positive	2016 Neutral	2016 Negative	Increase Since 2015
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q. 37)	61	62	18	20	+1

Note: The Decision Aid only includes items 1-71. See Appendix B for a breakdown of the Work/Life results for your agency.

Decision Aid: Decreases

Identifying Decreases Since 2015

The items in this section are sorted by greatest to smallest decrease in percent positive ratings. The items are sorted to allow you to quickly and easily identify where results have dropped since last year.

Using the Legend Icons

The legend icons provide context for interpreting these results. When identifying the most critical decreases to focus on, it is important to check if these decreases are also identified as challenges (35% or more negative) or if they were previously identified as strengths that have fallen below the 65% or more positive threshold. A new feature this year is the addition of "top pos/neg" icons that highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

56 Items Decreased Since 2015

Strength
These items are 65 percent positive or higher

Caution
These items are 30 percent neutral or higher

Challenge
These items are 35 percent negative or higher

Past Strength
These items are no longer a strength in 2016

Top Pos/Neg
These items are in your top positive or top negative

	2015 Positive	2016 Positive	2016 Neutral	2016 Negative	Decrease Since 2015
How satisfied are you with the training you receive for your present job? (Q. 68)	71	58	22	20	-13
My training needs are assessed. (Q. 18)	65	55	21	24	-10
My work unit is able to recruit people with the right skills. (Q. 21)	62	53	20	27	-9
I have sufficient resources (for example, people, materials, budget) to get my job done. (Q. 9)	70	61	14	25	-9
How satisfied are you with your opportunity to get a better job in your organization? (Q. 67)	45	36	25	38	-9
I am given a real opportunity to improve my skills in my organization. (Q. 1)	78	70	13	17	-8
I believe the results of this survey will be used to make my agency a better place to work. (Q. 41)	56	49	23	27	-7
I recommend my organization as a good place to work. (Q. 40)	79	74	15	11	-5
Promotions in my work unit are based on merit. (Q. 22)	48	43	27	30	-5
Senior leaders demonstrate support for Work/Life programs. (Q. 62)	82	78	13	9	-4
Supervisors in my work unit support employee development. (Q. 47)	82	78	12	10	-4

Note: The Decision Aid only includes items 1-71. See Appendix B for a breakdown of the Work/Life results for your agency.

Decision Aid: Decreases (continued)

	2015 Positive	2016 Positive	2016 Neutral	2016 Negative	Decrease Since 2015
How satisfied are you with your involvement in decisions that affect your work? (Q. 63)	66	62	18	20	-4
Employees have a feeling of personal empowerment with respect to work processes. (Q. 30)	58	54	21	− 25	-4
How satisfied are you with the information you receive from management on what's going on in your organization? (Q. 64)	67	64	16	19	-3
Considering everything, how satisfied are you with your job? (Q. 69)	76	73	14	13	-3
The skill level in my work unit has improved in the past year. (Q. 27)	60	57	27	17	-3
Managers support collaboration across work units to accomplish work objectives. (Q. 59)	71	68	17	15	-3
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 53)	55	52	22	− 25	-3
Considering everything, how satisfied are you with your organization? (Q. 71)	71	68	15	16	-3
Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q. 58)	67	65	18	18	-2
I have enough information to do my job well. (Q. 2)	84	82	9	9	-2
How satisfied are you with the recognition you receive for doing a good job? (Q. 65)	62	60	20	20	-2
Overall, how good a job do you feel is being done by your immediate supervisor? (Q. 52)	79	77	14	8	-2
Managers review and evaluate the organization's progress toward meeting its goals and objectives. (Q. 57)	75	73	17	11	-2
I am constantly looking for ways to do my job better. (Q. 8)	91	+ 89	8	3	-2
Discussions with my supervisor about my performance are worthwhile. (Q. 44)	73	71	13	15	-2
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q. 17)	75	73	14	14	-2
My work gives me a feeling of personal accomplishment. (Q. 4)	77	75	13	12	-2
How satisfied are you with the policies and practices of your senior leaders? (Q. 66)	57	55	24	20	-2
Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). (Q. 34)	74	72	18	9	-2
My supervisor provides me with opportunities to demonstrate my leadership skills. (Q. 43)	78	76	12	11	-2
I have trust and confidence in my supervisor. (Q. 51)	77	75	12	13	-2

Decision Aid: Decreases (continued)

	2015 Positive	2016 Positive	2016 Neutral	2016 Negative	Decrease Since 2015
The people I work with cooperate to get the job done. (Q. 20)	83	81	10	9	-2
I like the kind of work I do. (Q. 5)	84	82	10	7	-2
Employees are recognized for providing high quality products and services. (Q. 31)	65	63	19	18	-2
My workload is reasonable. (Q. 10)	72	71	13	16	-1
My performance appraisal is a fair reflection of my performance. (Q. 15)	75	74	13	13	-1
I have a high level of respect for my organization's senior leaders. (Q. 61)	66	65	18	17	-1
My agency is successful at accomplishing its mission. (Q. 39)	89	+ 88	9	3	-1
Creativity and innovation are rewarded. (Q. 32)	48	47	27	− 26	-1
My talents are used well in the workplace. (Q. 11)	67	66	14	20	-1
Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q. 14)	75	74	12	14	-1
I am held accountable for achieving results. (Q. 16)	85	84	11	5	-1
The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q. 29)	80	79	12	9	-1
Managers communicate the goals and priorities of the organization. (Q. 56)	73	72	15	13	-1
My supervisor listens to what I have to say. (Q. 48)	85	84	8	9	-1
The work I do is important. (Q. 13)	89	+ 88	8	3	-1
Pay raises depend on how well employees perform their jobs. (Q. 33)	24	23	27	− 50	-1
My supervisor treats me with respect. (Q. 49)	88	+ 87	6	7	-1
Employees in my work unit share job knowledge with each other. (Q. 26)	82	81	9	10	-1
In the last six months, my supervisor has talked with me about my performance. (Q. 50)	93	+ 92	4	4	-1
My supervisor provides me with constructive suggestions to improve my job performance. (Q. 46)	73	72	14	14	-1
My supervisor is committed to a workforce representative of all segments of society. (Q. 45)	79	78	15	7	-1
Awards in my work unit depend on how well employees perform their jobs. (Q. 25)	53	52	23	24	-1

Decision Aid: Decreases (continued)

	2015 Positive	2016 Positive	2016 Neutral	2016 Negative	Decrease Since 2015
My supervisor supports my need to balance work and other life issues. (Q. 42)	90	89	6	5	-1
My organization has prepared employees for potential security threats. (Q. 36)	86	85	10	5	-1

Decision Aid: No Change

Identifying Items That Have Not Changed Since 2015

Your percent positive results for these items have not changed since last year. These are items that your agency is maintaining, which can be either a positive, neutral, or negative finding. For example, an item with low percent positive results over several years is a strong indication of a need for focused action. You may also want to consider changing or updating your approach to addressing these issues if the item has been the focus of attention in the past. On the other hand, a trend of stable, high percent positive ratings is a finding that should be celebrated. Review each item carefully to determine whether there may be areas of concern for your agency.

Using the Legend Icons

The legend icons provide context for interpreting results. While these items have not increased or decreased, they still may be causes for celebration or concern depending on the percent positive, negative, and neutral ratings. A new feature this year is the addition of "top pos/neg" icons that highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

14 Items Did Not Change Since 2015

Strength
These items are 65 percent positive or higher

Caution
These items are 30 percent neutral or higher

Challenge
These items are 35 percent negative or higher

Top Pos/Neg
These items are in your top positive or top negative

	2015 Positive	2016 Positive	2016 Neutral	2016 Negative	Change Since 2015
I feel encouraged to come up with new and better ways of doing things. (Q. 3)	67	67	14	20	0
I know what is expected of me on the job. (Q. 6)	83	83	9	8	0
When needed I am willing to put in the extra effort to get a job done. (Q. 7)	96	+ 96	2	2	0
I know how my work relates to the agency's goals and priorities. (Q. 12)	90	+ 90	6	5	0
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). (Q. 19)	66	66	14	20	0
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q. 23)	34	34	29	− 37	0
In my work unit, differences in performance are recognized in a meaningful way. (Q. 24)	43	43	27	− 30	0
How would you rate the overall quality of work done by your work unit? (Q. 28)	89	+ 89	8	2	0
Employees are protected from health and safety hazards on the job. (Q. 35)	90	+ 90	6	4	0

Note: The Decision Aid only includes items 1-71. See Appendix B for a breakdown of the Work/Life results for your agency.

Decision Aid: No Change (continued)

	2015 Positive	2016 Positive	2016 Neutral	2016 Negative	Change Since 2015
Prohibited Personnel Practices are not tolerated. (Q. 38)	76	76	14	10	**0**
My organization's senior leaders maintain high standards of honesty and integrity. (Q. 54)	67	67	16	16	**0**
Supervisors work well with employees of different backgrounds. (Q. 55)	75	75	13	12	**0**
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q. 60)	71	71	18	11	**0**
Considering everything, how satisfied are you with your pay? (Q. 70)	68	68	15	17	**0**

Appendix A: Item Results and Benchmarks

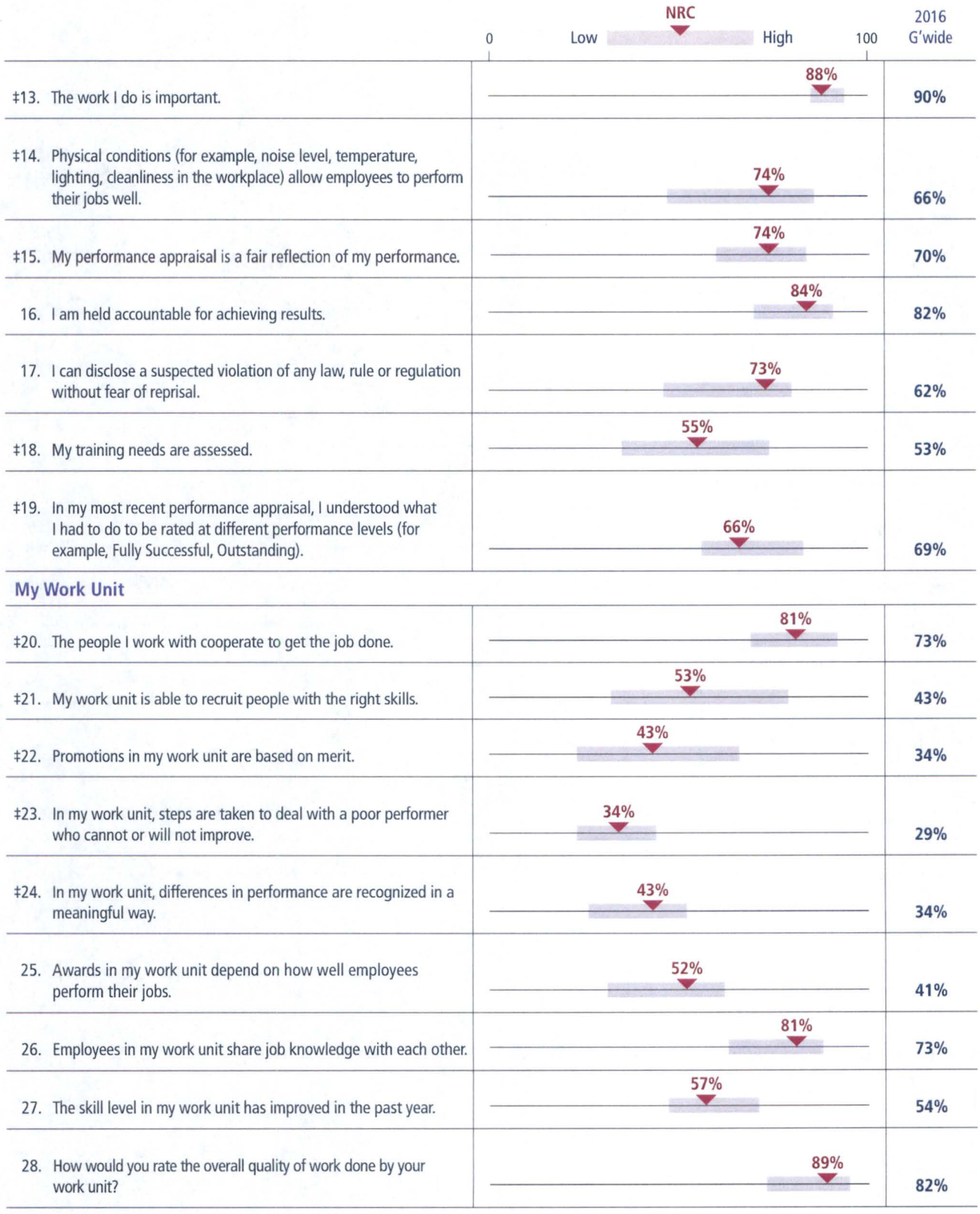
For each item, your agency's percent positive response is shown on a 0 to 100 scale, with the triangular arrow indicating where your agency falls. The gray bars represent the range of scores for the 37 departments and large agencies surveyed, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and Other Defense agencies/activities are rolled into Department of Defense.

To understand how well your agency performed compared to others, focus on the location of the triangle within the gray bar. If the triangle is toward the right side of the bar, then your agency was above average on that item. If it is at the right edge of the bar, then you had the highest percent positive response for that item. Additionally, you can numerically compare your percent positive to the governmentwide average listed to the right of each item.

	0 Low NRC High 100	2016 G'wide
My Work Experience		
‡1. I am given a real opportunity to improve my skills in my organization.	70%	63%
2. I have enough information to do my job well.	82%	70%
3. I feel encouraged to come up with new and better ways of doing things.	67%	58%
‡4. My work gives me a feeling of personal accomplishment.	75%	72%
5. I like the kind of work I do.	82%	83%
6. I know what is expected of me on the job.	83%	79%
7. When needed I am willing to put in the extra effort to get a job done.	96%	96%
8. I am constantly looking for ways to do my job better.	89%	91%
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	61%	47%
‡10. My workload is reasonable.	71%	57%
‡11. My talents are used well in the workplace.	66%	58%
‡12. I know how my work relates to the agency's goals and priorities.	90%	83%

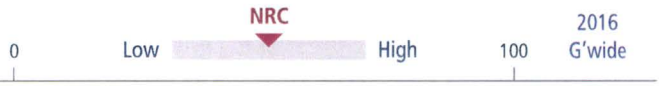
Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

Appendix A: Item Results and Benchmarks (continued)



	NRC (0 Low – High 100)	2016 G'wide
‡13. The work I do is important.	88%	90%
‡14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	74%	66%
‡15. My performance appraisal is a fair reflection of my performance.	74%	70%
16. I am held accountable for achieving results.	84%	82%
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	73%	62%
‡18. My training needs are assessed.	55%	53%
‡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).	66%	69%
My Work Unit		
‡20. The people I work with cooperate to get the job done.	81%	73%
‡21. My work unit is able to recruit people with the right skills.	53%	43%
‡22. Promotions in my work unit are based on merit.	43%	34%
‡23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34%	29%
‡24. In my work unit, differences in performance are recognized in a meaningful way.	43%	34%
25. Awards in my work unit depend on how well employees perform their jobs.	52%	41%
26. Employees in my work unit share job knowledge with each other.	81%	73%
27. The skill level in my work unit has improved in the past year.	57%	54%
28. How would you rate the overall quality of work done by your work unit?	89%	82%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

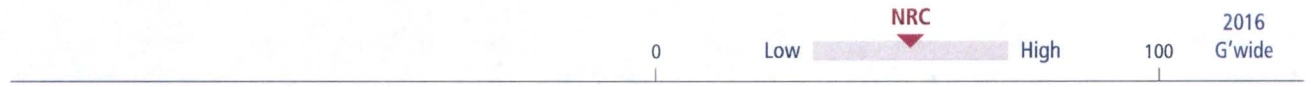


My Agency

		2016 G'wide
‡29.	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	69%
‡30.	Employees have a feeling of personal empowerment with respect to work processes.	45%
31.	Employees are recognized for providing high quality products and services.	48%
‡32.	Creativity and innovation are rewarded.	38%
‡33.	Pay raises depend on how well employees perform their jobs.	22%
34.	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	58%
‡35.	Employees are protected from health and safety hazards on the job.	76%
‡36.	My organization has prepared employees for potential security threats.	77%
37.	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	53%
38.	Prohibited Personnel Practices are not tolerated.	67%
39.	My agency is successful at accomplishing its mission.	74%
40.	I recommend my organization as a good place to work.	64%
41.	I believe the results of this survey will be used to make my agency a better place to work.	41%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

Appendix A: Item Results and Benchmarks (continued)



		2016 G'wide
My Supervisor		
‡42. My supervisor supports my need to balance work and other life issues.	89%	78%
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	76%	66%
‡44. Discussions with my supervisor about my performance are worthwhile.	71%	63%
45. My supervisor is committed to a workforce representative of all segments of society.	78%	68%
46. My supervisor provides me with constructive suggestions to improve my job performance.	72%	62%
‡47. Supervisors in my work unit support employee development.	78%	66%
48. My supervisor listens to what I have to say.	84%	76%
49. My supervisor treats me with respect.	87%	81%
50. In the last six months, my supervisor has talked with me about my performance.	92%	78%
‡51. I have trust and confidence in my supervisor.	75%	67%
‡52. Overall, how good a job do you feel is being done by your immediate supervisor?	77%	70%
Leadership		
‡53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52%	41%
54. My organization's senior leaders maintain high standards of honesty and integrity.	67%	52%
‡55. Supervisors work well with employees of different backgrounds.	75%	64%
‡56. Managers communicate the goals and priorities of the organization.	72%	60%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

Appendix A: Item Results and Benchmarks (continued)

	NRC (0 Low – High 100)	2016 G'wide
‡57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	73%	60%
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	65%	52%
59. Managers support collaboration across work units to accomplish work objectives.	68%	56%
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71%	58%
‡61. I have a high level of respect for my organization's senior leaders.	65%	53%
62. Senior leaders demonstrate support for Work/Life programs.	78%	55%
My Satisfaction		
‡63. How satisfied are you with your involvement in decisions that affect your work?	62%	51%
‡64. How satisfied are you with the information you receive from management on what's going on in your organization?	64%	48%
‡65. How satisfied are you with the recognition you receive for doing a good job?	60%	48%
‡66. How satisfied are you with the policies and practices of your senior leaders?	55%	42%
‡67. How satisfied are you with your opportunity to get a better job in your organization?	36%	36%
‡68. How satisfied are you with the training you receive for your present job?	58%	53%
‡69. Considering everything, how satisfied are you with your job?	73%	66%
‡70. Considering everything, how satisfied are you with your pay?	68%	58%
71. Considering everything, how satisfied are you with your organization?	68%	57%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

	NRC (0 Low — High 100)	2016 G'wide
Work/Life Programs		
72. Have you been notified that you are eligible to telework? (See Appendix B)		
73. Please select the response below that best describes your current teleworking situation. (See Appendix B)		
74 - 78. Do you participate in the following Work/Life programs? (See Appendix B)		
79 - 84. How satisfied are you with the following Work/Life programs?*		
79. Telework	85%	79%
80. Alternative Work Schedules (AWS)	94%	90%
81. Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	92%	81%
82. Employee Assistance Program (EAP)	91%	75%
83. Child Care Programs (for example, daycare, parenting classes, parenting support groups)	87%	72%
84. Elder Care Programs (for example, support groups, speakers)	85%	68%

* The Work/Life program satisfaction results (Q.79–84) include only employees who indicated that they participated in the program.

Appendix B: Work/Life Programs & Demographic Results

Appendix B displays more detailed Work/Life Program results for your agency. It also includes a more detailed look than the reported snapshot of the demographic characteristics of your agency's survey respondents. Use the Work/Life results to gain an understanding of how your Work/Life Programs are used and rated. The demographic results can be useful in planning, recruiting, and training activities in your agency.

	2016 Percentages
Work/Life Programs	
Have you been notified that you are eligible to telework?	
Yes, I was notified that I was eligible to telework	83
Yes, I was notified that I was not eligible to telework	5
No, I was not notified of my telework eligibility	5
No, Not sure if I was notified of my telework eligibility	6
Please select the response below that BEST describes your current teleworking situation.	
I telework 3 or more days per week	4
I telework 1 or 2 days per week	33
I telework, but no more than 1 or 2 days per month	10
I telework very infrequently, on an unscheduled or short-term basis	26
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel)	5
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	1
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	3
I do not telework because I choose not to telework	18
Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	
Yes	57
No	40
Not Available to Me	3
Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	
Yes	41
No	56
Not Available to Me	2

	2016 Percentages
Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	
Yes	18
No	81
Not Available to Me	1
Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	
Yes	3
No	88
Not Available to Me	8
Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	
Yes	3
No	90
Not Available to Me	6

	2016 Percentages
Demographic Results	
Where do you work?	
Headquarters	69
Field	31
What is your supervisory status?	
Non-Supervisor	78
Team Leader	5
Supervisor	11
Manager	4
Senior Leader	3
Are you:	
Male	65
Female	35
Are you Hispanic or Latino?	
Yes	7
No	93
Are you:	
American Indian or Alaska Native	1
Asian	8
Black or African American	11
Native Hawaiian or Other Pacific Islander	<1
White	75
Two or more races (not Hispanic or Latino)	5
What is the highest degree or level of education you have completed?	
Less than High School	0
High School Diploma/GED or equivalent	2
Trade or Technical Certificate	<1
Some College (no degree)	5
Associate's Degree (e.g., AA, AS)	2
Bachelor's Degree (e.g., BA, BS)	40
Master's Degree (e.g., MA, MS, MBA)	39
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	12

Note: Demographic results are unweighted.

	2016 Percentages
What is your pay category/grade?	
Federal Wage System	<1
GS 1-6	1
GS 7-12	10
GS 13-15	81
Senior Executive Service	5
Senior Level (SL) or Scientific or Professional (ST)	2
Other	1
How long have you been with the Federal Government (excluding military service)?	
Less than 1 year	2
1 to 3 years	8
4 to 5 years	4
6 to 10 years	30
11 to 14 years	18
15 to 20 years	11
More than 20 years	28
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	
Less than 1 year	2
1 to 3 years	12
4 to 5 years	4
6 to 10 years	35
11 to 20 years	27
More than 20 years	20
Are you considering leaving your organization within the next year, and if so, why?	
No	72
Yes, to retire	6
Yes, to take another job within the Federal Government	12
Yes, to take another job outside the Federal Government	5
Yes, other	5
I am planning to retire:	
Within one year	4
Between one and three years	10
Between three and five years	12
Five or more years	74

Note: Demographic results are unweighted.

	2016 Percentages
Do you consider yourself to be one or more of the following?	
Heterosexual or Straight	85
Gay, Lesbian, Bisexual or Transgender	2
I Prefer Not to Say	13
What is your US military service status?	
No Prior Military Service	74
Currently in National Guard or Reserves	2
Retired	7
Separated or Discharged	17
Are you an individual with a disability?	
Yes	9
No	91
What is your age group?	
25 and under	1
26-29	4
30-39	20
40-49	20
50-59	35
60 or older	20

Note: Demographic results are unweighted.

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2016

Federal Employee Viewpoint Survey

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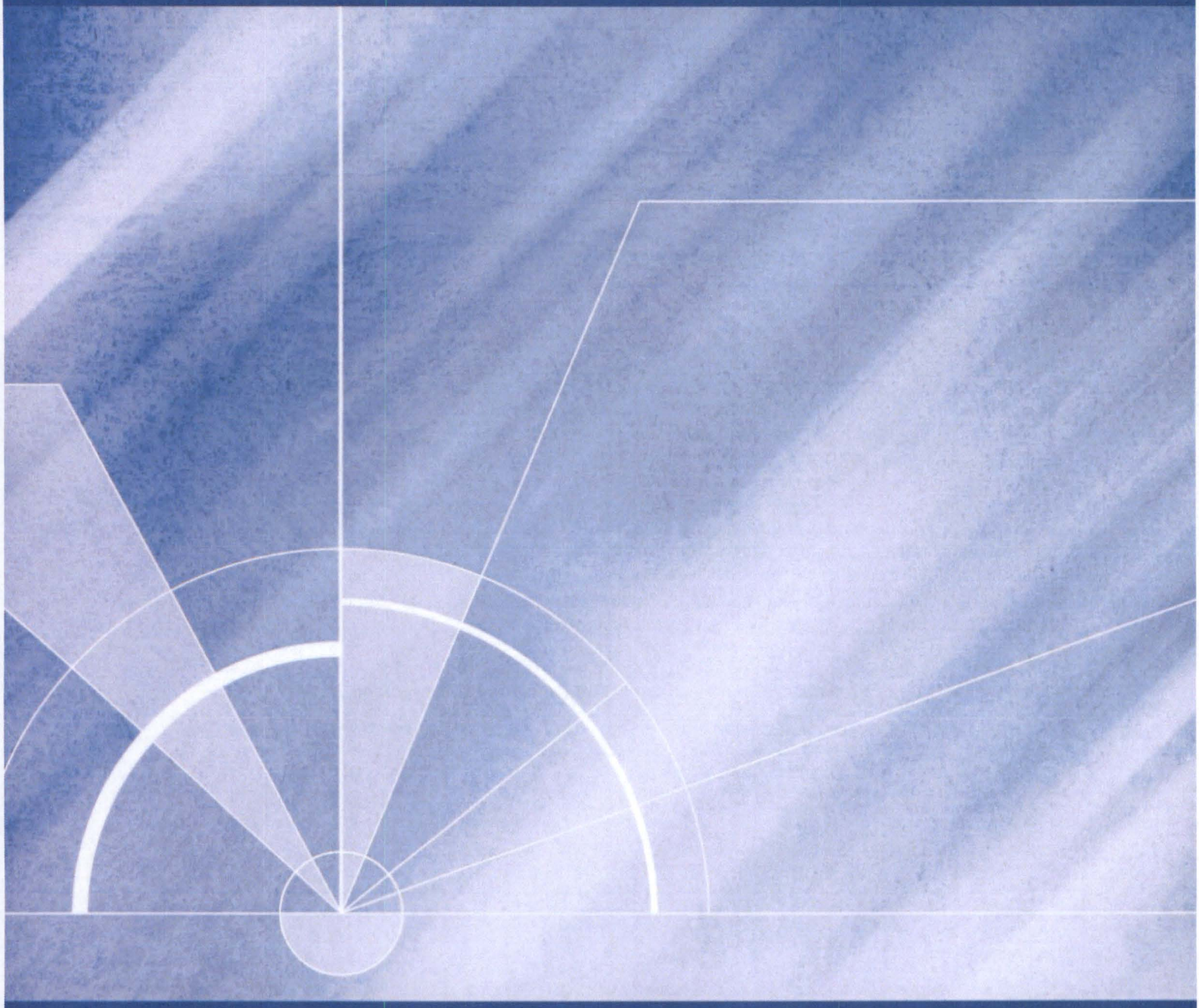
Agency Trend Report

Nuclear Regulatory Commission



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Nuclear Regulatory Commission
Trend Report

This 2016 Federal Employee Viewpoint Survey Report provides trend results for your department or agency.

Response Summary

	Surveys Completed
2016 Governmentwide	407,789
2016 Nuclear Regulatory Commission	**2,152**
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

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.

The last column indicates whether or not there was a statistically significant increase, decrease, or no change in positive percentages from the previous year. Statistical significance indicates that the differences from year to year are not due to random chance. 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 2016 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2015 to 2016. Please keep in mind that with large sample sizes, even small differences may show statistical significance.

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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My Work Experience

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
2016 Nuclear Regulatory Commission	**2,148**	**70.0%**	**12.8%**	**17.2%**	↘
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
2016 Governmentwide	404,152	70.2%	14.7%	15.1%	
2016 Nuclear Regulatory Commission	**2,129**	**81.6%**	**9.1%**	**9.4%**	↘
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
2016 Governmentwide	401,408	57.7%	18.0%	24.3%	
2016 Nuclear Regulatory Commission	**2,133**	**66.9%**	**13.5%**	**19.6%**	→
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%	

Nuclear Regulatory Commission
Trend Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
2016 Nuclear Regulatory Commission	**2,129**	**75.3%**	**12.6%**	**12.1%**	↘
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
2016 Governmentwide	401,675	83.2%	10.8%	6.1%	
2016 Nuclear Regulatory Commission	**2,127**	**82.2%**	**10.4%**	**7.4%**	↘
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
2016 Governmentwide	402,718	79.4%	11.0%	9.6%	
2016 Nuclear Regulatory Commission	**2,132**	**82.9%**	**9.3%**	**7.8%**	→
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%	

Nuclear Regulatory Commission
Trend 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	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
2016 Nuclear Regulatory Commission	**2,135**	**95.8%**	**2.3%**	**1.9%**	→
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
2016 Governmentwide	405,416	90.9%	7.2%	1.8%	
2016 Nuclear Regulatory Commission	**2,140**	**89.1%**	**8.2%**	**2.7%**	↘
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
2016 Governmentwide	405,568	46.6%	16.0%	37.5%	922	
2016 Nuclear Regulatory Commission	**2,145**	**61.2%**	**14.1%**	**24.8%**	**0**	↘
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	

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
2016 Nuclear Regulatory Commission	**2,134**	**70.9%**	**12.7%**	**16.4%**	**2**	→
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
2016 Governmentwide	394,751	58.4%	16.5%	25.1%	1,759	
2016 Nuclear Regulatory Commission	**2,101**	**65.9%**	**13.9%**	**20.2%**	**8**	→
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
2016 Governmentwide	402,835	83.1%	9.9%	7.0%	1,337	
2016 Nuclear Regulatory Commission	**2,127**	**89.8%**	**5.6%**	**4.6%**	**6**	→
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	

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
2016 Nuclear Regulatory Commission	**2,118**	**88.4%**	**8.2%**	**3.4%**	**7**	→
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
2016 Governmentwide	403,735	65.7%	14.0%	20.3%	1,775	
2016 Nuclear Regulatory Commission	**2,133**	**74.3%**	**11.9%**	**13.8%**	**8**	→
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
2016 Governmentwide	399,544	69.6%	14.3%	16.2%	6,003	
2016 Nuclear Regulatory Commission	**2,127**	**74.1%**	**12.6%**	**13.3%**	**17**	→
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	

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
2016 Nuclear Regulatory Commission	**2,120**	**84.1%**	**10.7%**	**5.2%**	**10**	→
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
2016 Governmentwide	386,924	62.1%	18.1%	19.8%	17,784	
2016 Nuclear Regulatory Commission	**2,063**	**72.9%**	**13.6%**	**13.5%**	**76**	↘
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
2016 Governmentwide	401,073	52.9%	22.9%	24.2%	4,002	
2016 Nuclear Regulatory Commission	**2,113**	**54.9%**	**20.6%**	**24.5%**	**25**	↘
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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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	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
2016 Nuclear Regulatory Commission	**2,114**	**66.1%**	**14.1%**	**19.9%**	**36**	→
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	

My Work Unit

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,886	73.3%	13.5%	13.2%	
2016 Nuclear Regulatory Commission	**2,148**	**81.0%**	**9.8%**	**9.2%**	↘
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
2016 Governmentwide	392,412	42.6%	25.2%	32.2%	14,370	
2016 Nuclear Regulatory Commission	**2,066**	**52.9%**	**20.5%**	**26.7%**	**79**	↘
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	

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
2016 Nuclear Regulatory Commission	**1,958**	**43.1%**	**26.7%**	**30.1%**	**174**	↘
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
2016 Governmentwide	363,758	29.3%	27.1%	43.6%	41,216	
2016 Nuclear Regulatory Commission	**1,809**	**34.1%**	**29.4%**	**36.6%**	**327**	→
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
2016 Governmentwide	380,352	34.0%	27.9%	38.1%	25,041	
2016 Nuclear Regulatory Commission	**1,986**	**43.1%**	**26.9%**	**30.0%**	**150**	→
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	

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
2016 Nuclear Regulatory Commission	**1,978**	**52.3%**	**23.5%**	**24.3%**	**155**	→
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
2016 Governmentwide	403,664	73.3%	13.8%	12.9%	1,739	
2016 Nuclear Regulatory Commission	**2,123**	**80.9%**	**9.3%**	**9.9%**	**12**	→
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
2016 Governmentwide	389,303	54.2%	28.2%	17.6%	16,713	
2016 Nuclear Regulatory Commission	**2,037**	**56.9%**	**26.6%**	**16.6%**	**101**	↘
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	

Nuclear Regulatory Commission
Trend Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
2016 Nuclear Regulatory Commission	**2,147**	**89.5%**	**8.2%**	**2.3%**	→
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
2016 Governmentwide	393,750	69.4%	17.3%	13.3%	6,753	
2016 Nuclear Regulatory Commission	**2,091**	**79.0%**	**11.6%**	**9.4%**	**40**	→
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
2016 Governmentwide	390,805	44.8%	24.6%	30.6%	9,449	
2016 Nuclear Regulatory Commission	**2,061**	**54.0%**	**21.1%**	**24.9%**	**67**	↘
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	

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
2016 Nuclear Regulatory Commission	**2,081**	**63.5%**	**18.7%**	**17.8%**	**42**	→
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
2016 Governmentwide	385,387	38.4%	28.3%	33.3%	13,365	
2016 Nuclear Regulatory Commission	**2,037**	**47.1%**	**27.3%**	**25.6%**	**90**	→
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
2016 Governmentwide	368,966	22.3%	26.9%	50.7%	29,028	
2016 Nuclear Regulatory Commission	**1,963**	**23.0%**	**27.1%**	**49.9%**	**158**	→
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	

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
2016 Nuclear Regulatory Commission	**1,994**	**72.3%**	**18.4%**	**9.3%**	**130**	→
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
2016 Governmentwide	393,340	76.0%	13.3%	10.7%	6,278	
2016 Nuclear Regulatory Commission	**2,101**	**89.9%**	**6.4%**	**3.8%**	**26**	→
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
2016 Governmentwide	393,948	77.2%	13.3%	9.5%	4,677	
2016 Nuclear Regulatory Commission	**2,097**	**85.4%**	**10.0%**	**4.5%**	**28**	→
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

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
2016 Nuclear Regulatory Commission	**1,971**	**62.0%**	**18.1%**	**19.9%**	**155**	→
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
2016 Governmentwide	361,746	66.7%	18.9%	14.4%	35,073	
2016 Nuclear Regulatory Commission	**1,898**	**75.8%**	**14.2%**	**10.0%**	**218**	→
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
2016 Governmentwide	392,488	74.0%	17.2%	8.8%	7,188	
2016 Nuclear Regulatory Commission	**2,110**	**87.6%**	**9.0%**	**3.4%**	**16**	↘
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

My Agency (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
2016 Nuclear Regulatory Commission	**2,130**	**74.1%**	**14.7%**	**11.2%**	↘
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
2016 Governmentwide	370,195	40.9%	26.8%	32.3%	30,395	
2016 Nuclear Regulatory Commission	**2,045**	**49.3%**	**23.3%**	**27.5%**	**89**	↘
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	

My Supervisor

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	397,533	78.3%	10.8%	10.9%	2,147	
2016 Nuclear Regulatory Commission	**2,119**	**89.2%**	**5.5%**	**5.3%**	**9**	→
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	

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
2016 Nuclear Regulatory Commission	**2,108**	**76.2%**	**12.4%**	**11.4%**	**13**	↘
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
2016 Governmentwide	391,835	63.4%	18.2%	18.4%	4,496	
2016 Nuclear Regulatory Commission	**2,092**	**71.4%**	**13.4%**	**15.2%**	**16**	↘
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
2016 Governmentwide	365,376	67.8%	21.7%	10.5%	32,531	
2016 Nuclear Regulatory Commission	**1,905**	**78.1%**	**15.0%**	**6.9%**	**213**	→
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	

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
2016 Nuclear Regulatory Commission	**2,112**	**72.3%**	**13.7%**	**14.0%**	**9**	→
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
2016 Governmentwide	392,465	65.6%	17.8%	16.6%	6,120	
2016 Nuclear Regulatory Commission	**2,093**	**77.7%**	**12.0%**	**10.3%**	**33**	↘
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
2016 Governmentwide	398,731	76.1%	12.1%	11.8%	
2016 Nuclear Regulatory Commission	**2,122**	**83.6%**	**7.8%**	**8.6%**	→
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%	

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
2016 Nuclear Regulatory Commission	**2,113**	**86.9%**	**6.0%**	**7.1%**	→
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
2016 Governmentwide	397,581	77.6%	10.0%	12.4%	
2016 Nuclear Regulatory Commission	**2,116**	**92.1%**	**4.0%**	**3.9%**	→
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
2016 Governmentwide	398,003	67.4%	16.0%	16.6%	
2016 Nuclear Regulatory Commission	**2,124**	**75.2%**	**11.9%**	**12.9%**	→
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%	

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
2016 Nuclear Regulatory Commission	**2,126**	**77.2%**	**14.4%**	**8.4%**	↘
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%	

Leadership

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
2016 Governmentwide	388,819	40.9%	24.1%	35.0%	7,594	
2016 Nuclear Regulatory Commission	**2,086**	**52.4%**	**22.2%**	**25.4%**	**33**	↘
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
2016 Governmentwide	372,029	51.8%	24.0%	24.3%	23,730	
2016 Nuclear Regulatory Commission	**2,018**	**67.2%**	**16.4%**	**16.4%**	**93**	→
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	

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
2016 Nuclear Regulatory Commission	**1,993**	**74.9%**	**13.4%**	**11.7%**	**110**	→
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
2016 Governmentwide	389,027	60.3%	20.1%	19.6%	5,145	
2016 Nuclear Regulatory Commission	**2,084**	**72.2%**	**14.9%**	**12.9%**	**17**	→
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
2016 Governmentwide	367,493	60.1%	23.5%	16.4%	26,319	
2016 Nuclear Regulatory Commission	**1,979**	**72.7%**	**16.8%**	**10.5%**	**123**	↘
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	

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
2016 Nuclear Regulatory Commission	**2,061**	**64.8%**	**17.6%**	**17.6%**	**52**	↘
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
2016 Governmentwide	380,902	55.7%	22.4%	21.8%	14,062	
2016 Nuclear Regulatory Commission	**2,058**	**68.1%**	**17.3%**	**14.7%**	**55**	↘
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
2016 Governmentwide	373,425	57.9%	23.3%	18.9%	21,965	
2016 Nuclear Regulatory Commission	**2,048**	**71.4%**	**17.9%**	**10.8%**	**70**	→
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	

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
2016 Nuclear Regulatory Commission	**2,088**	**64.7%**	**18.1%**	**17.2%**	**29**	→
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
2016 Governmentwide	363,124	55.1%	25.8%	19.1%	32,433	
2016 Nuclear Regulatory Commission	**2,032**	**77.6%**	**13.2%**	**9.1%**	**85**	↘
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
2016 Governmentwide	394,068	50.7%	22.7%	26.6%	
2016 Nuclear Regulatory Commission	**2,107**	**61.9%**	**18.3%**	**19.8%**	↘
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%	

Nuclear Regulatory Commission
Trend Report

My Satisfaction (continued)

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
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
2016 Nuclear Regulatory Commission	**2,110**	**64.4%**	**16.3%**	**19.4%**	↘
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
2016 Governmentwide	392,389	47.5%	23.8%	28.7%	
2016 Nuclear Regulatory Commission	**2,107**	**60.1%**	**20.1%**	**19.8%**	↘
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
2016 Governmentwide	392,440	42.5%	29.3%	28.3%	
2016 Nuclear Regulatory Commission	**2,101**	**55.5%**	**24.5%**	**20.0%**	↘
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%	

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
2016 Nuclear Regulatory Commission	**2,105**	**36.4%**	**25.4%**	**38.3%**	↘
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
2016 Governmentwide	392,659	52.5%	23.5%	23.9%	
2016 Nuclear Regulatory Commission	**2,099**	**57.6%**	**22.3%**	**20.1%**	↘
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
2016 Governmentwide	392,826	66.2%	17.4%	16.4%	
2016 Nuclear Regulatory Commission	**2,106**	**73.0%**	**14.4%**	**12.7%**	↘
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%	

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
2016 Nuclear Regulatory Commission	**2,107**	**68.4%**	**14.9%**	**16.6%**	→
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
2016 Governmentwide	393,451	56.9%	21.4%	21.7%	
2016 Nuclear Regulatory Commission	**2,103**	**68.4%**	**15.5%**	**16.1%**	↘
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%	

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
2016 Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
2016 Nuclear Regulatory Commission	**2,102**	**83.2%**	**5.4%**	**5.3%**	**6.2%**
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 was added to the survey in 2014. It is on a different response scale and is not included in the significance testing.*

Work/Life (continued)

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

		Telework			
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
2016 Nuclear Regulatory Commission	**2,105**	**4.1%**	**33.1%**	**9.7%**	**25.5%**
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 was added to the survey in 2011. It 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)

		Do Not Telework		
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2016 Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
2016 Nuclear Regulatory Commission	**2,105**	**5.2%**	**1.4%**	**3.1%**	**18.0%**
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 was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
2016 Nuclear Regulatory Commission	**2,103**	**57.2%**	**39.5%**	**3.2%**
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 was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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
2016 Governmentwide	390,233	26.8%	61.0%	12.1%
2016 Nuclear Regulatory Commission	**2,095**	**41.2%**	**56.4%**	**2.4%**
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 was added to the survey in 2011. It 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
2016 Governmentwide	387,376	13.6%	81.0%	5.3%
2016 Nuclear Regulatory Commission	**2,088**	**18.2%**	**80.9%**	**0.9%**
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 was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
2016 Nuclear Regulatory Commission	**2,089**	**3.3%**	**88.4%**	**8.2%**
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 was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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
2016 Governmentwide	391,248	2.3%	80.4%	17.2%
2016 Nuclear Regulatory Commission	**2,092**	**3.3%**	**90.5%**	**6.3%**
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 was added to the survey in 2011. It 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
2016 Governmentwide	204,775	78.9%	12.0%	9.1%	6,007	
2016 Nuclear Regulatory Commission	**1,489**	**84.5%**	**10.3%**	**5.2%**	**22**	↘
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	--	--	--	--	--	

**This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*

Nuclear Regulatory Commission
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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	Difference from previous year
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
2016 Nuclear Regulatory Commission	**1,184**	**94.4%**	**4.0%**	**1.6%**	**16**	→
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	--	--	--	--	--	

**This item was added to the survey in 2011. 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	Difference from previous year
2016 Governmentwide	102,282	80.5%	15.7%	3.8%	7,335	
2016 Nuclear Regulatory Commission	**824**	**92.3%**	**6.0%**	**1.7%**	**36**	→
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	--	--	--	--	--	

**This item was added to the survey in 2011. 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
2016 Governmentwide	51,991	75.5%	20.1%	4.4%	8,067	
2016 Nuclear Regulatory Commission	**359**	**91.4%**	**5.8%**	**2.8%**	**32**	↗
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	--	--	--	--	--	

**This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*

Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
2016 Nuclear Regulatory Commission	**63**	**86.8%**	**13.2%**	**0.0%**	**24**	→
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	--	--	--	--	--	

**This item was added to the survey in 2011. 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	Difference from previous year
2016 Governmentwide	7,399	67.6%	30.2%	2.2%	3,730	
2016 Nuclear Regulatory Commission	**55**	**85.3%**	**14.7%**	**0.0%**	**28**	→
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	--	--	--	--	--	

**This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*

Nuclear Regulatory Commission
Trend Report

Demographic Questions

Where do you work?

	N	%
Headquarters	1,449	69.0%
Field	651	31.0%

What is your supervisory status?

	N	%
Non-Supervisor	1,621	77.7%
Team Leader	109	5.2%
Supervisor	220	10.5%
Manager	76	3.6%
Senior Leader	61	2.9%

Are you:

	N	%
Male	1,341	65.4%
Female	708	34.6%

Are you Hispanic or Latino?

	N	%
Yes	143	7.0%
No	1,891	93.0%

Race

	N	%
American Indian or Alaska Native	14	0.7%
Asian	164	8.4%
Black or African American	213	10.9%
Native Hawaiian or Other Pacific Islander	7	0.4%
White	1,471	75.1%
Two or more races	89	4.5%

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	32	1.6%
Trade or Technical Certificate	8	0.4%
Some College (no degree)	106	5.1%
Associate's Degree (e.g., AA, AS)	43	2.1%
Bachelor's Degree (e.g., BA, BS)	815	39.6%
Master's Degree (e.g., MA, MS, MBA)	809	39.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	246	11.9%

What is your pay category/grade?

	N	%
Federal Wage System	1	0.0%
GS 1-6	19	0.9%
GS 7-12	202	9.8%
GS 13-15	1,675	81.3%
Senior Executive Service	99	4.8%
Senior Level (SL) or Scientific or Professional (ST)	38	1.8%
Other	27	1.3%

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

	N	%
Less than 1 year	32	1.6%
1 to 3 years	162	7.9%
4 to 5 years	73	3.6%
6 to 10 years	616	30.0%
11 to 14 years	364	17.7%
15 to 20 years	224	10.9%
More than 20 years	584	28.4%

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	38	1.8%
1 to 3 years	240	11.6%
4 to 5 years	89	4.3%
6 to 10 years	730	35.4%
11 to 20 years	551	26.7%
More than 20 years	415	20.1%

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

	N	%
No	1,488	71.7%
Yes, to retire	121	5.8%
Yes, to take another job within the Federal Government	253	12.2%
Yes, to take another job outside the Federal Government	99	4.8%
Yes, other	114	5.5%

I am planning to retire:

	N	%
Within one year	90	4.4%
Between one and three years	197	9.6%
Between three and five years	239	11.6%
Five or more years	1,532	74.4%

Self-Identify as:

	N	%
Heterosexual or Straight	1,653	84.6%
Gay, Lesbian, Bisexual, or Transgender	41	2.1%
I prefer not to say	260	13.3%

What is your US military service status?

	N	%
No Prior Military Service	1,504	73.8%
Currently in National Guard or Reserves	34	1.7%
Retired	150	7.4%
Separated or Discharged	350	17.2%

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	174	8.5%
No	1,873	91.5%

What is your age group?

	N	%
25 and under	28	1.3%
26-29	77	3.6%
30-39	439	20.4%
40-49	425	19.7%
50-59	752	34.9%
60 or older	431	20.0%