

Department of Homeland Security: 2007 Annual Employee Survey (AES)

Component-Level Results
(Office of the Secretary)

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Prepared for:

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2007 DEPARTMENT OF HOMELAND SECURITY ANNUAL EMPLOYEE SURVEY: SURVEY BACKGROUND

SURVEY OBJECTIVE

The 2007 DHS Annual Employee Survey (AES) was conducted to collect data on DHS employees' perceptions of workforce management, organizational accomplishments, agency goals, leadership, and communication. DHS agency managers will use the findings to help sharpen policies for improving our agency performance.

QUESTIONNAIRE CONTENT

The survey included a total of 78 items/subitems – 45 OPM prescribed items (40 survey questions and 5 demographic items), 5 additional demographic questions, and 28 DHS agency-specific items.

DATA COLLECTION

Method. The survey sample included a total of 141,425 DHS employees across the 13 organizational components. The survey was administered electronically from October 26 through December 21, 2007. The sample was designed to ensure representative survey results would be reported by component and supervisory status (i.e., non-supervisory, supervisors and managers, and executives) as well as for the overall DHS workforce.

Response Rate. A total of 65,753 of 141,160 eligible employees responded to the survey, for a DHS-wide response rate of 47%.

REPORTED DATA

The percentages presented in report tables are weighted data that are representative of the survey population of the DHS workforce. Data collected from DHS AES respondents were weighted to produce survey estimates that accurately represented the DHS population. This process did not change any answers; rather, it adjusted for over- and under-represented groups of respondents.

SURVEY ITEMS AND RESPONSE CHOICES

Three 5-point Likert-type response scales were used in the survey: (a) Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree; (b) Very Satisfied, Satisfied, Neither Satisfied nor Dissatisfied, Dissatisfied, Very Dissatisfied; and (c) Very Good, Good, Fair, Poor, Very Poor. For questions 6 through 31 of the survey, respondents had the additional option of answering Do Not Know or No Basis to Judge.

The tables throughout the remaining sections of this report contain the percentages of positive, neutral, and negative perceptions for each survey item (all percentages in this document have been rounded to whole numbers). For most items, Positive, Neutral, and Negative were defined as follows:

Percent Positive: the combined percentages of respondents (DHS agency-wide or specific component level) who answered *Strongly Agree* or *Agree*, or *Very Satisfied* or *Satisfied*, or *Very Good* or *Good*, depending on the response categories used for the item.

Percent Neutral: the percentage of respondents choosing the middle response option in the 5-point scale (*Neither Agree Nor Disagree*, *Neither Satisfied Nor Dissatisfied*, *Fair*).

Percent Negative: the combined percentages of respondents answering *Strongly Disagree* or *Disagree*, or *Very Dissatisfied* or *Dissatisfied*, depending on the response categories used for the item.

Survey Response Categories					
Positive		Neutral	Negative		Don't Know/ No Basis to Judge
Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Don't Know
Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	No Basis to Judge
Very Good	Good	Fair	Poor	Very Poor	NA

HCAAF INDEX-LEVEL PERCENT POSITIVE RESPONSE

Thirty-nine items were combined to form the four Human Capital Assessment and Accountability Framework (HCAAF) Indices. The index scores were calculated for each component and DHS overall by averaging the percent positive response on the items within an index. For example, for a 4-item index, if the item-level percent positive responses were 50 percent, 45 percent, 30 percent, and 35 percent, the component's HCAAF-level percent positive response would be the average of these four percentages or $(50\% + 45\% + 30\% + 35\%)/4 = 40\%$ positive.

COMPARING YOUR SURVEY RESULTS

Statistical significant differences between percentages. You may be interested in determining the statistical significance of differences between your component organization and DHS overall. Statistical significance is influenced by sample sizes, so that as the number of observations in comparison groups gets larger, small differences in scores will end up being statistically significant. While a 1 percent difference between percent positive scores might be statistically significant (that is, not due to chance), the difference is not likely to be meaningful or important, and nonsignificant differences are not always trivial.

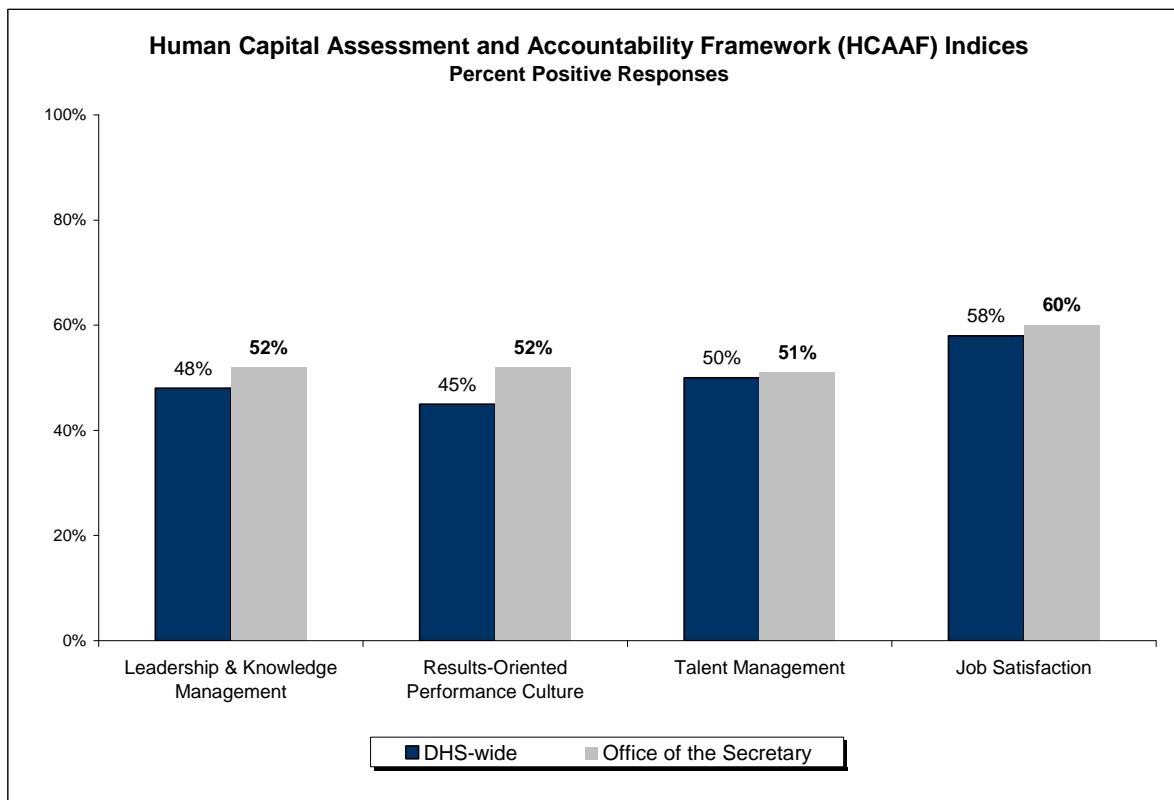
It is often useful to apply rules of thumb to determine the "notable" and "meaningful" results especially when comparing your 2007 DHS AES results to 2004 and 2006 Federal Human Capital Survey benchmark results. Therefore, we recommend the following guidelines:

- 5 percentage points.** A difference of 5 percentage points or more is notable (e.g., increased by 5 percentage points from 2006 to 2007 or a difference of 5 percentage points or more between subcomponent results).
- Strengths.** Survey items that are 65 percent or more positive are considered an area of strength.
- Challenges.** Survey items that are 35 percent or more negative are areas of weaknesses.
- Neutral.** Responses that are 30 percent or more neutral may indicate opportunities for more communication.

HUMAN CAPITAL ASSESSMENT AND ACCOUNTABILITY FRAMEWORK

The Office of the Secretary oversees activities with other federal, state, local, and private entities as part of a collaborative effort to strengthen our borders, provide for intelligence analysis and infrastructure protection, improve the use of science and technology to counter weapons of mass destruction, and to create a comprehensive response and recovery system. The Office of the Secretary includes multiple offices that contribute to the overall Homeland Security mission.

This graph shows your 2007 component results compared with DHS agency-wide results for the four HCAAF Indices. The HCAAF indices are: Leadership and Knowledge Management, Results-Oriented Performance Culture, Talent Management, and Job Satisfaction.



Leadership & Knowledge Management: the extent our employees hold leadership in high regards; this index captures both overall as well as specific aspects of leadership. (See survey items: 5, 22, 24, 25, 26, 27, 29, 30, 31, 50, 54a, and 58)

Results-Oriented Performance Culture: the extent employees believe DHS culture promotes improvements in process, products and services, and organizational outcomes. (See survey items: 1, 8, 10, 14, 15, 16, 18, 19, 20, 21, 23, 28, and 53)

Talent Management: the extent our employees believe DHS has the talent required to accomplish our organizational goals. (See survey items: 2, 6, 7, 11, 12, 13, and 55)

Job Satisfaction: the extent our employees are satisfied with their jobs. (See survey items: 3, 4, 9, 51, 52, 56, and 57)

TREND ANALYSIS

This is a summary of employee responses to the 2007 DHS Annual Employee Survey. Question-level results have been calculated for your component organization and compared to your results for the 2004 and 2006 Federal Human Capital Surveys. These trend data are presented in this report according to the question order in the survey. As shown in the table below, the results have been grouped into Positive, Neutral, Negative, and Don't Know (Do Not Know/No Basis to Judge) categories (as applicable); NA indicates data were not available for comparison.

Please note, the 2006 FHCS percentages are based on self-reports by employees that they work at Headquarters. The 2007 percentages are based on self-reports by employees that they work at the Office of the Secretary. The 2006 Headquarters and the 2007 Office of the Secretary subcomponent organizational structures are very similar.

<i>1. The people I work with cooperate to get the job done.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	74.9	12.5	12.6
2006 FHCS	86.4	7.4	6.2
2004 FHCS	NA	NA	NA

<i>2. I am given a real opportunity to improve my skills in my organization.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	58.5	17.3	24.2
2006 FHCS	55.5	21.9	22.6
2004 FHCS	NA	NA	NA

<i>3. My work gives me a feeling of personal accomplishment.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	68.5	14.8	16.7
2006 FHCS	73.1	13.9	13.0
2004 FHCS	NA	NA	NA

<i>4. I like the kind of work I do.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	77.2	14.2	8.6
2006 FHCS	79.7	15.3	5.1
2004 FHCS	NA	NA	NA

<i>5. I have trust and confidence in my supervisor.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	63.1	15.8	21.2
2006 FHCS	71.6	12.7	15.6
2004 FHCS	NA	NA	NA

<i>6. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	55.3	16.8	25.9	2.0
2006 FHCS	66.6	14.7	17.9	0.9
2004 FHCS	NA	NA	NA	NA

<i>7. My work unit is able to recruit people with the right skills.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	43.9	22.5	31.3	2.2
2006 FHCS	47.2	25.1	22.8	4.9
2004 FHCS	NA	NA	NA	NA

<i>8. I know how my work relates to the agency's goals and priorities.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	76.8	11.3	11.3	0.5
2006 FHCS	80.8	10.6	7.7	0.9
2004 FHCS	NA	NA	NA	NA

<i>9. The work I do is important.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	84.3	7.0	8.4	0.3
2006 FHCS	87.9	5.6	4.2	2.3
2004 FHCS	NA	NA	NA	NA

<i>10. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	45.2	12.3	41.9	0.6
2006 FHCS	54.6	13.6	28.7	3.1
2004 FHCS	NA	NA	NA	NA

<i>11. Supervisors/team leaders in my work unit support employee development.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	60.6	15.0	23.0	1.4
2006 FHCS	62.1	17.6	19.3	1.1
2004 FHCS	NA	NA	NA	NA

<i>12. My talents are used well in the workplace.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	56.2	13.1	29.9	0.7
2006 FHCS	54.8	19.2	24.7	1.3
2004 FHCS	NA	NA	NA	NA

<i>13. My training needs are assessed.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	39.0	22.4	36.6	2.0
2006 FHCS	36.0	29.1	33.8	1.1
2004 FHCS	NA	NA	NA	NA

<i>14. Promotions in my work unit are based on merit.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	36.6	22.1	30.7	10.7
2006 FHCS	35.5	24.6	31.4	8.6
2004 FHCS	NA	NA	NA	NA

<i>15. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	27.4	27.2	31.6	13.7
2006 FHCS	36.7	24.6	29.7	9.0
2004 FHCS	NA	NA	NA	NA

<i>16. Creativity and innovation are rewarded.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	43.2	21.0	31.6	4.1
2006 FHCS	36.8	26.3	31.2	5.8
2004 FHCS	NA	NA	NA	NA

<i>17. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	57.7	11.0	19.0	12.3
2006 FHCS	NA	NA	NA	NA
2004 FHCS	NA	NA	NA	NA

<i>18. In my work unit, differences in performance are recognized in a meaningful way.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	33.6	26.5	29.1	10.7
2006 FHCS	29.4	34.8	29.9	6.0
2004 FHCS	NA	NA	NA	NA

<i>19. Pay raises depend on how well employees perform their jobs.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	27.9	18.9	34.5	18.8
2006 FHCS	26.2	32.6	33.0	8.2
2004 FHCS	NA	NA	NA	NA

<i>20. My performance appraisal is a fair reflection of my performance.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	57.4	16.0	13.6	13.0
2006 FHCS	57.2	20.1	16.8	5.9
2004 FHCS	NA	NA	NA	NA

<i>21. Discussions with my supervisor/team leader about my performance are worthwhile.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	55.0	21.1	19.6	4.2
2006 FHCS	59.8	18.8	18.5	2.9
2004 FHCS	NA	NA	NA	NA

<i>22. Managers/supervisors/team leaders work well with employees of different backgrounds.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	59.3	17.3	19.5	3.9
2006 FHCS	62.9	18.6	16.9	1.7
2004 FHCS	NA	NA	NA	NA

<i>23. My supervisor supports my need to balance work and family issues.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	72.4	13.8	11.6	2.2
2006 FHCS	83.6	9.5	6.3	0.6
2004 FHCS	NA	NA	NA	NA

<i>24. I have a high level of respect for my organization's senior leaders.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	55.8	16.6	26.8	0.8
2006 FHCS	55.2	14.6	28.9	1.4
2004 FHCS	NA	NA	NA	NA

<i>25. In my organization, leaders generate high levels of motivation and commitment in the workforce.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	40.0	21.4	38.2	0.4
2006 FHCS	44.0	21.1	34.2	0.7
2004 FHCS	NA	NA	NA	NA

<i>26. Managers review and evaluate the organization's progress toward meeting its goals and objectives.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	44.7	19.5	28.1	7.6
2006 FHCS	51.5	22.4	19.2	7.0
2004 FHCS	NA	NA	NA	NA

<i>27. Employees are protected from health and safety hazards on the job.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	60.7	17.4	17.6	4.2
2006 FHCS	64.7	15.4	17.0	3.0
2004 FHCS	NA	NA	NA	NA

<i>28. Employees have a feeling of personal empowerment with respect to work processes.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	38.4	20.0	39.4	2.2
2006 FHCS	43.2	22.6	30.7	3.5
2004 FHCS	NA	NA	NA	NA

<i>29. My workload is reasonable.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	52.3	15.1	31.9	0.6
2006 FHCS	59.5	18.6	21.4	0.5
2004 FHCS	NA	NA	NA	NA

<i>30. Managers communicate the goals and priorities of the organization.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	49.8	16.9	32.3	1.0
2006 FHCS	53.0	20.5	24.1	2.3
2004 FHCS	NA	NA	NA	NA

<i>31. My organization has prepared employees for potential security threats.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	46.2	22.8	28.5	2.5
2006 FHCS	62.7	15.7	18.7	2.9
2004 FHCS	NA	NA	NA	NA

<i>32. My job matches the roles and responsibilities for which I was hired.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	65.9	10.9	23.2
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>33. My supervisor provides me with constructive suggestions to improve my job performance.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	52.4	21.0	26.5
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>34. Employees are rewarded for providing high quality products and services to their customers.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	46.2	26.3	27.5	0.0
2006 FHCS	44.8	23.5	28.2	3.5
2004 FHCS	NA	NA	NA	NA

<i>35. I am held accountable for achieving results.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	76.0	16.6	7.5	0.0
2006 FHCS	82.9	10.6	3.2	3.3
2004 FHCS	NA	NA	NA	NA

<i>36. Awards in my work unit depend on how well employees perform their jobs.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	37.5	30.4	32.1	0.0
2006 FHCS	37.5	27.9	24.1	10.2
2004 FHCS	NA	NA	NA	NA

<i>37. Employees receive timely information about employee development programs and opportunities.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	49.1	20.8	30.1
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>38. I know how to contact EEO Representatives in my component (For purposes of this question - Equal Employment Opportunity (EEO) representatives are EEO Counselors and Special Emphasis Program Managers).</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	53.6	16.9	29.5
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>39. Discrimination is not tolerated in my workplace.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	67.6	21.6	10.8
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>40. I would recommend DHS as a place to work.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	49.0	27.8	23.1
2006 FHCS	55.7	20.5	23.8
2004 FHCS	NA	NA	NA

<i>41. Sexual harassment is not tolerated in my workplace.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	75.7	18.9	5.4
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42a. In the past year I have seen improvement in the following area: Communication.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	40.4	28.6	31.0
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42b. In the past year I have seen improvement in the following area: Leadership.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	36.7	28.2	35.1
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42c. In the past year I have seen improvement in the following area: Performance (i.e. appraisal, dealing with poor performers, etc.).</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	29.6	37.9	32.5
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42d. In the past year I have seen improvement in the following area: Recognition and Awards.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	31.3	36.0	32.6
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42e. In the past year I have seen improvement in the following area: Resources (i.e. people, equipment, supplies).</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	39.2	25.4	35.4
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42f. In the past year I have seen improvement in the following area: Supervision.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	36.1	34.1	29.7
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42g. In the past year I have seen improvement in the following area: Training.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	42.2	31.7	26.1
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42h. In the past year I have seen improvement in the following area: Work Life Programs (i.e. Telework, alternative work schedules, access to Employee Assistance Programs).</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	33.5	30.9	35.5
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42i. In the past year I have seen improvement in the following area: Work Space (i.e. facilities, lighting, ventilation).</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	39.4	23.7	36.9
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>43. My organization supports my participation in volunteer activities.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	36.7	55.4	8.0
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>44. Instructions on how to do my job such as Standard Operating Procedures are available to me.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	30.2	27.1	42.7
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>45. Turnover of personnel has affected my work unit's ability to achieve objectives.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	50.3	24.4	25.3
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>46. I receive the weekly DHS Today newsletter.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	90.9	4.8	4.3
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>47. I read most of the news in DHS Today.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	52.9	19.8	27.4
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>48. I regularly access the DHS Online Intranet.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	64.7	15.2	20.2
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

49. From the following list, indicate which employee communication topic is most important to you and which is least important to you:

See page 47 for results.

<i>50. How satisfied are you with the information you receive from management on what's going on in your organization?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	37.5	22.5	40.0
2006 FHCS	42.4	21.8	35.8
2004 FHCS	NA	NA	NA

<i>51. How satisfied are you with your involvement in decisions that affect your work?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	40.3	21.4	38.3
2006 FHCS	52.9	18.6	28.5
2004 FHCS	NA	NA	NA

<i>52. How satisfied are you with your opportunity to get a better job in your organization?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	32.3	31.8	35.8
2006 FHCS	32.7	33.1	34.2
2004 FHCS	NA	NA	NA

<i>53. How satisfied are you with the recognition you receive for doing a good job?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	51.9	18.8	29.3
2006 FHCS	46.9	29.3	23.8
2004 FHCS	NA	NA	NA

<i>54a. How satisfied are you with the policies and practices of your senior leaders?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	39.0	22.6	38.4
2006 FHCS	38.2	33.5	28.4
2004 FHCS	NA	NA	NA

<i>54b. How satisfied are you with the policies and practices of senior leadership in your component?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	39.0	24.9	36.2
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>55. How satisfied are you with the training you receive for your present job?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	40.9	28.6	30.5
2006 FHCS	40.4	30.7	28.9
2004 FHCS	NA	NA	NA

<i>56. Considering everything, how satisfied are you with your job?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	54.1	19.0	26.9
2006 FHCS	62.4	18.0	19.7
2004 FHCS	NA	NA	NA

<i>57. Considering everything, how satisfied are you with your pay?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	62.5	16.6	20.9
2006 FHCS	59.9	17.7	22.5
2004 FHCS	NA	NA	NA

<i>58. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	62.3	17.2	20.5
2006 FHCS	67.7	20.1	12.2
2004 FHCS	NA	NA	NA

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Subcomponent Comparisons

The following table presents the number of employees that participated in the 2007 DHS Employee Survey for each subcomponent. These counts will vary slightly for each survey item since employees were given the option of skipping any item on the survey.

Office of...	N	Office of...	N	Office of...	N
THE SECRETARY	417	Domestic Nuclear Detection	21	Operations Coordination	60
Chief of Staff	4	General Counsel	35	Policy	68
Executive Secretariat	13	Health Affairs	11	Public Affairs	9
Chief Privacy Officer	13	Intelligence Analysis	100	Other HQ	32
Citizenship & Immigration Services, Ombudsman	9	Legislative Affairs	7	Missing, no subcomponent indicated	6
Civil Rights and Civil Liberties	29				

This section of the report is a summary of employee responses to the 2007 DHS Annual Employee Survey. Question-level results have been calculated for each of your subcomponent organizations. They are presented in this report according to the question order in the survey and have been grouped into Positive, Neutral, Negative, and Do Not Know/No Basis to Judge (as applicable) categories; NR indicates results that are not reported due to insufficient sample size (less than 10 employees).

<i>1. The people I work with cooperate to get the job done.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	77.4	11.8	10.8
Office of the Secretary	74.9	12.5	12.6
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	100.0	0.0	0.0
Office of Chief Privacy Officer	85.7	0.0	14.3
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	76.4	19.7	3.9
Office of Domestic Nuclear Detection	81.5	5.0	13.6
Office of General Counsel	64.2	27.5	8.3
Office of Health Affairs	78.5	7.1	14.5
Office of Intelligence Analysis	70.8	13.4	15.9
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	86.4	9.9	3.7
Office of Policy	76.3	8.8	14.9
Office of Public Affairs	NR	NR	NR
Other HQ	55.4	17.0	27.6

<i>2. I am given a real opportunity to improve my skills in my organization.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	50.5	20.3	29.1
Office of the Secretary	58.5	17.3	24.2
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	93.9	0.0	6.0
Office of Chief Privacy Officer	92.6	7.4	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	68.4	12.1	19.5
Office of Domestic Nuclear Detection	63.8	21.4	14.7
Office of General Counsel	46.9	11.9	41.2
Office of Health Affairs	68.4	7.1	24.5
Office of Intelligence Analysis	52.5	24.6	22.9
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	60.7	17.3	22.0
Office of Policy	55.9	19.0	25.0
Office of Public Affairs	NR	NR	NR
Other HQ	58.1	15.3	26.7

<i>3. My work gives me a feeling of personal accomplishment.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	64.5	16.8	18.6
Office of the Secretary	68.5	14.8	16.7
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	100.0	0.0	0.0
Office of Chief Privacy Officer	85.1	14.8	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	89.7	10.3	0.0
Office of Domestic Nuclear Detection	81.8	0.0	18.2
Office of General Counsel	59.0	16.0	25.1
Office of Health Affairs	61.4	31.2	7.4
Office of Intelligence Analysis	62.8	14.4	22.9
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	68.2	17.8	14.0
Office of Policy	69.6	15.3	15.1
Office of Public Affairs	NR	NR	NR
Other HQ	54.7	20.3	25.0

<i>4. I like the kind of work I do.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	80.0	12.6	7.4
Office of the Secretary	77.2	14.2	8.6
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	100.0	0.0	0.0
Office of Chief Privacy Officer	85.1	14.8	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	97.1	0.0	3.0
Office of Domestic Nuclear Detection	81.6	9.1	9.2
Office of General Counsel	63.7	30.7	5.6
Office of Health Affairs	68.5	31.6	0.0
Office of Intelligence Analysis	76.9	15.1	7.9
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	76.9	15.3	7.8
Office of Policy	75.8	12.1	12.1
Office of Public Affairs	NR	NR	NR
Other HQ	64.7	15.3	19.9

<i>5. I have trust and confidence in my supervisor.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	58.3	18.8	22.9
Office of the Secretary	63.1	15.8	21.2
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	85.7	8.3	6.0
Office of Chief Privacy Officer	92.5	0.0	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	70.7	13.8	15.5
Office of Domestic Nuclear Detection	80.5	10.9	8.7
Office of General Counsel	58.6	19.1	22.3
Office of Health Affairs	75.5	17.1	7.4
Office of Intelligence Analysis	59.8	12.6	27.6
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	64.7	16.5	18.9
Office of Policy	54.7	18.1	27.3
Office of Public Affairs	NR	NR	NR
Other HQ	62.5	18.2	19.3

6. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	63.0	17.2	19.1	0.6
Office of the Secretary	55.3	16.8	25.9	2.0
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	86.7	6.6	6.6	0.0
Office of Chief Privacy Officer	78.3	21.7	0.0	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	68.0	25.3	3.2	3.5
Office of Domestic Nuclear Detection	62.6	5.0	32.4	0.0
Office of General Counsel	42.4	24.9	27.1	5.7
Office of Health Affairs	61.4	7.1	31.6	0.0
Office of Intelligence Analysis	38.8	19.7	39.1	2.4
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	68.0	13.9	16.6	1.6
Office of Policy	57.9	13.1	27.6	1.4
Office of Public Affairs	NR	NR	NR	NR
Other HQ	58.8	10.7	30.5	0.0

7. My work unit is able to recruit people with the right skills.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	36.5	29.2	31.5	2.8
Office of the Secretary	43.9	22.5	31.3	2.2
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	74.3	16.5	9.2	0.0
Office of Chief Privacy Officer	84.5	15.5	0.0	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	70.0	15.0	15.0	0.0
Office of Domestic Nuclear Detection	29.3	25.2	45.6	0.0
Office of General Counsel	45.0	8.3	46.7	0.0
Office of Health Affairs	61.3	7.1	31.6	0.0
Office of Intelligence Analysis	29.7	27.4	37.8	5.1
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	39.6	32.9	26.3	1.3
Office of Policy	50.1	19.8	26.2	4.0
Office of Public Affairs	NR	NR	NR	NR
Other HQ	43.6	19.7	34.0	2.7

8. I know how my work relates to the agency's goals and priorities.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	80.0	11.0	8.4	0.6
Office of the Secretary	76.8	11.3	11.3	0.5
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	100.0	0.0	0.0	0.0
Office of Chief Privacy Officer	92.6	7.4	0.0	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	96.5	0.0	3.6	0.0
Office of Domestic Nuclear Detection	90.8	0.0	9.2	0.0
Office of General Counsel	56.2	19.0	24.9	0.0
Office of Health Affairs	82.9	17.1	0.0	0.0
Office of Intelligence Analysis	68.4	15.8	15.9	0.0
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	78.9	13.3	6.3	1.4
Office of Policy	82.7	7.6	9.7	0.0
Office of Public Affairs	NR	NR	NR	NR
Other HQ	74.5	8.0	13.9	3.6

9. The work I do is important.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	90.5	5.9	3.3	0.3
Office of the Secretary	84.3	7.0	8.4	0.3
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	93.3	0.0	6.6	0.0
Office of Chief Privacy Officer	92.6	7.4	0.0	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	100.0	0.0	0.0	0.0
Office of Domestic Nuclear Detection	96.0	0.0	4.0	0.0
Office of General Counsel	78.0	8.3	11.0	2.8
Office of Health Affairs	83.0	17.1	0.0	0.0
Office of Intelligence Analysis	80.3	9.0	10.7	0.0
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	92.5	4.5	3.0	0.0
Office of Policy	85.5	1.5	13.0	0.0
Office of Public Affairs	NR	NR	NR	NR
Other HQ	67.9	9.2	23.0	0.0

<i>10. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	55.9	15.2	28.0	0.7
Office of the Secretary	45.2	12.3	41.9	0.6
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	93.4	0.0	6.6	0.0
Office of Chief Privacy Officer	60.0	24.5	15.5	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	77.1	4.1	18.9	0.0
Office of Domestic Nuclear Detection	87.6	4.0	8.4	0.0
Office of General Counsel	59.5	8.0	32.5	0.0
Office of Health Affairs	35.3	26.6	38.1	0.0
Office of Intelligence Analysis	26.3	16.8	56.0	0.9
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	33.1	4.9	59.3	2.7
Office of Policy	39.8	12.6	47.6	0.0
Office of Public Affairs	NR	NR	NR	NR
Other HQ	43.6	12.5	43.9	0.0

<i>11. Supervisors/team leaders in my work unit support employee development.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	51.2	20.1	27.3	1.3
Office of the Secretary	60.6	15.0	23.0	1.4
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	67.7	16.5	15.8	0.0
Office of Chief Privacy Officer	92.6	0.0	7.4	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	69.6	10.8	16.9	2.7
Office of Domestic Nuclear Detection	77.1	13.7	9.2	0.0
Office of General Counsel	50.3	19.6	30.2	0.0
Office of Health Affairs	68.5	0.0	31.6	0.0
Office of Intelligence Analysis	58.2	18.9	21.7	1.3
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	67.5	15.8	15.4	1.4
Office of Policy	58.2	12.6	26.3	2.8
Office of Public Affairs	NR	NR	NR	NR
Other HQ	48.9	17.4	30.5	3.1

<i>12. My talents are used well in the workplace.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	51.5	18.8	28.6	1.0
Office of the Secretary	56.2	13.1	29.9	0.7
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	86.7	0.0	13.3	0.0
Office of Chief Privacy Officer	77.8	14.8	7.4	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	79.4	3.7	16.9	0.0
Office of Domestic Nuclear Detection	68.2	0.0	31.8	0.0
Office of General Counsel	50.2	22.2	27.6	0.0
Office of Health Affairs	68.5	0.0	31.6	0.0
Office of Intelligence Analysis	50.1	16.2	32.5	1.3
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	59.3	10.7	28.5	1.4
Office of Policy	51.9	14.3	32.2	1.5
Office of Public Affairs	NR	NR	NR	NR
Other HQ	44.7	15.0	40.3	0.0

<i>13. My training needs are assessed.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	44.7	23.6	30.3	1.3
Office of the Secretary	39.0	22.4	36.6	2.0
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	93.3	0.0	6.6	0.0
Office of Chief Privacy Officer	85.7	0.0	14.3	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	39.6	28.2	22.8	9.5
Office of Domestic Nuclear Detection	44.3	24.6	31.2	0.0
Office of General Counsel	25.4	22.1	52.6	0.0
Office of Health Affairs	34.8	18.6	46.7	0.0
Office of Intelligence Analysis	35.0	29.6	32.2	3.2
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	38.2	23.3	36.9	1.6
Office of Policy	33.9	24.3	39.0	2.7
Office of Public Affairs	NR	NR	NR	NR
Other HQ	46.3	6.0	47.7	0.0

14. Promotions in my work unit are based on merit.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	25.1	24.5	45.2	5.1
Office of the Secretary	36.6	22.1	30.7	10.7
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	51.1	19.7	29.2	0.0
Office of Chief Privacy Officer	77.8	14.8	0.0	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	50.6	22.4	17.4	9.5
Office of Domestic Nuclear Detection	46.4	25.3	23.5	4.7
Office of General Counsel	27.8	30.3	30.8	11.1
Office of Health Affairs	82.5	0.0	17.5	0.0
Office of Intelligence Analysis	40.0	19.4	31.5	9.0
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	24.4	24.8	36.9	14.0
Office of Policy	26.9	25.8	33.2	14.1
Office of Public Affairs	NR	NR	NR	NR
Other HQ	23.5	20.1	29.6	26.8

15. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	25.5	23.4	45.8	5.4
Office of the Secretary	27.4	27.2	31.6	13.7
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	57.8	16.5	15.8	9.9
Office of Chief Privacy Officer	55.9	15.5	13.8	14.8
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	59.0	19.1	14.5	7.4
Office of Domestic Nuclear Detection	24.1	23.5	42.1	10.2
Office of General Counsel	25.4	32.7	21.5	20.4
Office of Health Affairs	35.8	39.7	24.5	0.0
Office of Intelligence Analysis	20.6	24.8	43.9	10.8
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	31.5	27.3	31.0	10.2
Office of Policy	17.8	33.7	30.1	18.3
Office of Public Affairs	NR	NR	NR	NR
Other HQ	23.0	18.9	40.6	17.6

16. Creativity and innovation are rewarded.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	29.1	26.1	41.6	3.2
Office of the Secretary	43.2	21.0	31.6	4.1
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	57.7	9.9	22.5	9.9
Office of Chief Privacy Officer	70.3	7.4	22.3	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	56.4	17.8	22.7	3.0
Office of Domestic Nuclear Detection	42.9	20.3	36.8	0.0
Office of General Counsel	27.1	25.0	35.8	12.2
Office of Health Affairs	61.4	7.1	31.6	0.0
Office of Intelligence Analysis	38.3	18.2	38.6	5.0
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	48.6	25.0	26.3	0.0
Office of Policy	38.5	31.5	27.3	2.8
Office of Public Affairs	NR	NR	NR	NR
Other HQ	35.2	23.4	32.8	8.5

17. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	61.6	15.0	18.0	5.4
Office of the Secretary	57.7	11.0	19.0	12.3
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	78.6	8.9	6.0	6.5
Office of Chief Privacy Officer	92.6	0.0	0.0	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	57.6	11.6	20.7	10.2
Office of Domestic Nuclear Detection	77.6	13.9	4.5	4.0
Office of General Counsel	54.3	5.7	21.9	18.1
Office of Health Affairs	36.8	8.6	33.8	20.9
Office of Intelligence Analysis	57.6	9.8	18.4	14.1
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	60.3	14.6	18.8	6.4
Office of Policy	53.1	14.2	20.5	12.1
Office of Public Affairs	NR	NR	NR	NR
Other HQ	56.1	9.8	18.4	15.7

18. In my work unit, differences in performance are recognized in a meaningful way.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	28.5	27.0	41.6	2.9
Office of the Secretary	33.6	26.5	29.1	10.7
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	54.5	18.5	18.0	8.9
Office of Chief Privacy Officer	64.0	21.7	0.0	14.3
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	39.3	39.0	8.3	13.3
Office of Domestic Nuclear Detection	39.1	24.6	27.0	9.4
Office of General Counsel	22.1	19.6	31.9	26.4
Office of Health Affairs	42.9	25.6	31.6	0.0
Office of Intelligence Analysis	35.8	25.9	32.9	5.4
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	33.0	25.3	31.7	10.0
Office of Policy	27.4	25.1	33.8	13.6
Office of Public Affairs	NR	NR	NR	NR
Other HQ	25.1	29.7	34.2	10.9

19. Pay raises depend on how well employees perform their jobs.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	17.6	23.0	54.5	4.8
Office of the Secretary	27.9	18.9	34.5	18.8
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	60.5	18.5	12.0	8.9
Office of Chief Privacy Officer	70.9	7.4	0.0	21.7
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	35.1	27.1	21.5	16.3
Office of Domestic Nuclear Detection	35.3	14.6	40.7	9.4
Office of General Counsel	5.5	21.9	43.7	29.0
Office of Health Affairs	38.5	18.6	43.0	0.0
Office of Intelligence Analysis	23.6	18.6	41.3	16.5
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	23.7	15.4	36.9	24.0
Office of Policy	29.1	17.0	32.2	21.8
Office of Public Affairs	NR	NR	NR	NR
Other HQ	30.5	18.1	19.3	32.1

20. My performance appraisal is a fair reflection of my performance.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	52.3	20.3	24.2	3.2
Office of the Secretary	57.4	16.0	13.6	13.0
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	70.0	9.6	20.3	0.0
Office of Chief Privacy Officer	85.2	7.4	0.0	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	53.0	24.1	8.6	14.3
Office of Domestic Nuclear Detection	72.9	9.0	5.2	12.9
Office of General Counsel	46.3	20.3	14.3	19.2
Office of Health Affairs	56.2	8.9	27.1	7.8
Office of Intelligence Analysis	57.5	11.5	17.4	13.5
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	61.6	23.1	6.0	9.3
Office of Policy	52.3	16.5	14.7	16.5
Office of Public Affairs	NR	NR	NR	NR
Other HQ	49.0	15.2	16.8	19.0

21. Discussions with my supervisor/team leader about my performance are worthwhile.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	49.9	24.2	23.8	2.2
Office of the Secretary	55.0	21.1	19.6	4.2
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	78.4	9.6	12.0	0.0
Office of Chief Privacy Officer	77.7	7.4	7.4	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	57.5	24.4	14.2	3.9
Office of Domestic Nuclear Detection	67.8	22.4	5.2	4.5
Office of General Counsel	47.1	21.1	28.7	3.0
Office of Health Affairs	60.4	15.1	24.5	0.0
Office of Intelligence Analysis	50.6	16.9	25.6	7.0
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	62.4	23.7	10.6	3.4
Office of Policy	48.8	23.6	24.3	3.3
Office of Public Affairs	NR	NR	NR	NR
Other HQ	44.4	28.1	22.7	4.9

22. <i>Managers/supervisors/team leaders work well with employees of different backgrounds.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	52.8	22.2	23.0	2.0
Office of the Secretary	59.3	17.3	19.5	3.9
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	69.5	18.5	12.0	0.0
Office of Chief Privacy Officer	85.7	14.3	0.0	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	78.8	11.7	9.5	0.0
Office of Domestic Nuclear Detection	66.5	9.3	24.1	0.0
Office of General Counsel	51.7	15.5	21.5	11.3
Office of Health Affairs	75.5	0.0	24.5	0.0
Office of Intelligence Analysis	56.4	16.2	22.5	4.9
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	58.3	18.0	19.5	4.1
Office of Policy	51.5	26.8	19.2	2.5
Office of Public Affairs	NR	NR	NR	NR
Other HQ	52.7	19.9	24.3	3.1

23. <i>My supervisor supports my need to balance work and family issues.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	62.2	17.9	18.3	1.6
Office of the Secretary	72.4	13.8	11.6	2.2
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	73.9	26.1	0.0	0.0
Office of Chief Privacy Officer	100.0	0.0	0.0	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	81.1	8.3	10.7	0.0
Office of Domestic Nuclear Detection	76.5	9.5	8.8	5.2
Office of General Counsel	60.9	17.0	22.2	0.0
Office of Health Affairs	67.5	0.0	32.5	0.0
Office of Intelligence Analysis	70.4	14.9	11.6	3.0
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	79.1	12.7	4.5	3.7
Office of Policy	70.6	14.9	11.4	3.1
Office of Public Affairs	NR	NR	NR	NR
Other HQ	62.5	20.1	15.0	2.4

24. I have a high level of respect for my organization's senior leaders.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	42.3	22.4	34.5	0.8
Office of the Secretary	55.8	16.6	26.8	0.8
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	100.0	0.0	0.0	0.0
Office of Chief Privacy Officer	78.8	6.9	6.9	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	70.8	15.1	14.0	0.0
Office of Domestic Nuclear Detection	49.8	15.2	34.9	0.0
Office of General Counsel	41.2	17.3	41.6	0.0
Office of Health Affairs	68.4	7.1	24.5	0.0
Office of Intelligence Analysis	50.4	22.4	24.9	2.4
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	59.5	11.1	29.4	0.0
Office of Policy	56.3	14.0	29.7	0.0
Office of Public Affairs	NR	NR	NR	NR
Other HQ	43.8	25.5	30.6	0.0

25. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	29.2	24.8	45.1	0.9
Office of the Secretary	40.0	21.4	38.2	0.4
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	70.0	9.6	20.3	0.0
Office of Chief Privacy Officer	70.9	21.7	7.4	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	51.7	24.3	24.1	0.0
Office of Domestic Nuclear Detection	29.2	29.9	40.9	0.0
Office of General Counsel	29.0	16.9	54.2	0.0
Office of Health Affairs	57.9	10.5	31.6	0.0
Office of Intelligence Analysis	28.7	22.4	48.8	0.0
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	43.6	16.5	37.1	2.7
Office of Policy	39.0	27.8	33.2	0.0
Office of Public Affairs	NR	NR	NR	NR
Other HQ	48.8	18.6	32.6	0.0

26. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	38.4	28.2	24.8	8.7
Office of the Secretary	44.7	19.5	28.1	7.6
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	69.5	15.6	6.0	8.9
Office of Chief Privacy Officer	85.7	6.9	7.4	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	62.5	12.9	18.5	6.1
Office of Domestic Nuclear Detection	32.4	30.1	32.6	5.0
Office of General Counsel	21.1	8.3	51.5	19.2
Office of Health Affairs	50.9	17.6	31.6	0.0
Office of Intelligence Analysis	35.2	24.4	33.2	7.2
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	49.5	19.4	21.6	9.4
Office of Policy	50.2	19.5	26.0	4.3
Office of Public Affairs	NR	NR	NR	NR
Other HQ	54.5	12.3	28.3	4.9

27. Employees are protected from health and safety hazards on the job.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	54.8	19.6	24.4	1.2
Office of the Secretary	60.7	17.4	17.6	4.2
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	84.4	15.6	0.0	0.0
Office of Chief Privacy Officer	77.8	22.3	0.0	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	69.2	17.7	3.2	10.0
Office of Domestic Nuclear Detection	84.4	11.6	0.0	4.0
Office of General Counsel	73.2	7.6	8.0	11.1
Office of Health Affairs	61.4	14.5	24.2	0.0
Office of Intelligence Analysis	53.8	20.5	25.8	0.0
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	37.9	23.3	33.0	5.8
Office of Policy	61.1	20.0	12.1	6.8
Office of Public Affairs	NR	NR	NR	NR
Other HQ	59.3	9.9	24.9	5.9

28. <i>Employees have a feeling of personal empowerment with respect to work processes.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	32.5	27.0	38.4	2.0
Office of the Secretary	38.4	20.0	39.4	2.2
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	63.5	18.5	12.0	6.0
Office of Chief Privacy Officer	70.3	7.4	14.8	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	50.8	25.0	21.0	3.2
Office of Domestic Nuclear Detection	37.7	15.5	46.8	0.0
Office of General Counsel	27.3	9.0	58.1	5.6
Office of Health Affairs	61.4	7.1	31.6	0.0
Office of Intelligence Analysis	28.8	23.0	46.9	1.3
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	33.9	23.8	40.9	1.4
Office of Policy	35.8	24.3	39.9	0.0
Office of Public Affairs	NR	NR	NR	NR
Other HQ	45.4	20.8	27.2	6.5

29. <i>My workload is reasonable.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	61.5	16.1	22.0	0.4
Office of the Secretary	52.3	15.1	31.9	0.6
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	81.4	9.6	8.9	0.0
Office of Chief Privacy Officer	69.6	7.4	22.9	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	42.0	11.5	43.9	2.7
Office of Domestic Nuclear Detection	34.6	26.9	38.6	0.0
Office of General Counsel	33.6	5.2	61.1	0.0
Office of Health Affairs	41.9	10.5	47.6	0.0
Office of Intelligence Analysis	46.7	17.8	35.5	0.0
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	60.9	24.5	12.9	1.7
Office of Policy	56.9	10.5	31.2	1.4
Office of Public Affairs	NR	NR	NR	NR
Other HQ	57.2	13.0	29.8	0.0

<i>30. Managers communicate the goals and priorities of the organization.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	48.2	21.9	28.8	1.0
Office of the Secretary	49.8	16.9	32.3	1.0
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	78.3	9.6	12.0	0.0
Office of Chief Privacy Officer	71.4	14.3	14.3	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	65.9	21.9	12.2	0.0
Office of Domestic Nuclear Detection	52.6	20.0	27.4	0.0
Office of General Counsel	13.3	19.1	65.0	2.6
Office of Health Affairs	57.9	0.0	42.0	0.0
Office of Intelligence Analysis	41.5	15.8	42.7	0.0
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	58.7	21.8	17.5	2.0
Office of Policy	47.6	19.4	31.6	1.4
Office of Public Affairs	NR	NR	NR	NR
Other HQ	62.2	2.5	32.4	2.9

<i>31. My organization has prepared employees for potential security threats.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	56.5	20.0	22.3	1.3
Office of the Secretary	46.2	22.8	28.5	2.5
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	56.5	22.6	14.9	6.0
Office of Chief Privacy Officer	60.7	31.9	7.4	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	57.9	23.0	19.2	0.0
Office of Domestic Nuclear Detection	71.6	9.9	14.4	4.0
Office of General Counsel	24.2	25.4	39.2	11.1
Office of Health Affairs	53.4	7.1	39.6	0.0
Office of Intelligence Analysis	42.0	28.4	27.7	1.9
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	61.0	13.6	21.2	4.3
Office of Policy	23.8	30.7	45.5	0.0
Office of Public Affairs	NR	NR	NR	NR
Other HQ	56.2	14.1	29.6	0.0

32. My job matches the roles and responsibilities for which I was hired.	Percent		
	Positive	Neutral	Negative
DHS-wide	69.4	13.2	17.4
Office of the Secretary	65.9	10.9	23.2
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	78.4	9.6	12.0
Office of Chief Privacy Officer	100.0	0.0	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	84.3	8.8	6.8
Office of Domestic Nuclear Detection	64.6	13.6	21.8
Office of General Counsel	62.7	8.4	28.9
Office of Health Affairs	85.5	0.0	14.5
Office of Intelligence Analysis	62.5	14.5	23.0
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	68.5	6.9	24.6
Office of Policy	65.0	12.2	22.7
Office of Public Affairs	NR	NR	NR
Other HQ	51.3	11.5	37.2

33. My supervisor provides me with constructive suggestions to improve my job performance.	Percent		
	Positive	Neutral	Negative
DHS-wide	50.5	24.9	24.5
Office of the Secretary	52.4	21.0	26.5
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	60.5	27.5	12.0
Office of Chief Privacy Officer	85.2	7.4	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	50.1	27.1	22.9
Office of Domestic Nuclear Detection	63.5	17.8	18.7
Office of General Counsel	38.6	25.7	35.6
Office of Health Affairs	36.6	39.0	24.5
Office of Intelligence Analysis	48.1	23.5	28.3
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	57.9	23.5	18.7
Office of Policy	52.2	9.4	38.4
Office of Public Affairs	NR	NR	NR
Other HQ	43.8	26.3	29.8

34. Employees are rewarded for providing high quality products and services to their customers.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	27.5	29.6	42.9	0.0
Office of the Secretary	46.2	26.3	27.5	0.0
Office of the Chief of Staff	NR	NR	NR	NR
Office of the Executive Secretariat	61.1	18.5	20.3	0.0
Office of Chief Privacy Officer	70.9	29.1	0.0	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR	NR
Office of Civil Rights and Civil Liberties	53.7	19.7	26.5	0.0
Office of Domestic Nuclear Detection	41.7	39.4	18.8	0.0
Office of General Counsel	47.3	11.0	41.7	0.0
Office of Health Affairs	50.9	24.6	24.5	0.0
Office of Intelligence Analysis	42.7	28.2	29.0	0.0
Office of Legislative Affairs	NR	NR	NR	NR
Office of Operations Coordination	44.1	25.8	30.1	0.0
Office of Policy	42.9	30.1	27.0	0.0
Office of Public Affairs	NR	NR	NR	NR
Other HQ	44.9	28.1	27.0	0.0

35. I am held accountable for achieving results.	Percent		
	Positive	Neutral	Negative
DHS-wide	69.3	20.0	10.7
Office of the Secretary	76.0	16.6	7.5
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	78.4	9.6	12.0
Office of Chief Privacy Officer	85.2	14.8	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	94.4	2.7	3.0
Office of Domestic Nuclear Detection	81.4	10.1	8.6
Office of General Counsel	78.5	8.1	13.4
Office of Health Affairs	75.5	24.5	0.0
Office of Intelligence Analysis	76.1	18.3	5.7
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	70.8	19.1	10.1
Office of Policy	74.4	18.2	7.4
Office of Public Affairs	NR	NR	NR
Other HQ	70.6	17.9	11.4

36. Awards in my work unit depend on how well employees perform their jobs.	Percent		
	Positive	Neutral	Negative
DHS-wide	31.4	26.3	42.2
Office of the Secretary	37.5	30.4	32.1
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	45.6	27.5	26.9
Office of Chief Privacy Officer	64.0	36.0	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	49.3	28.1	22.6
Office of Domestic Nuclear Detection	40.8	22.1	37.1
Office of General Counsel	33.0	24.5	42.4
Office of Health Affairs	54.3	14.1	31.6
Office of Intelligence Analysis	37.3	34.1	28.5
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	34.1	38.7	27.2
Office of Policy	34.2	24.3	41.5
Office of Public Affairs	NR	NR	NR
Other HQ	29.6	33.7	36.7

37. Employees receive timely information about employee development programs and opportunities.	Percent		
	Positive	Neutral	Negative
DHS-wide	39.4	25.3	35.3
Office of the Secretary	49.1	20.8	30.1
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	78.4	9.6	12.0
Office of Chief Privacy Officer	70.0	14.3	15.7
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	42.1	32.2	25.7
Office of Domestic Nuclear Detection	80.4	0.0	19.6
Office of General Counsel	18.9	26.1	55.0
Office of Health Affairs	60.4	22.5	17.1
Office of Intelligence Analysis	50.6	22.7	26.7
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	48.1	21.8	30.1
Office of Policy	50.7	13.0	36.4
Office of Public Affairs	NR	NR	NR
Other HQ	47.7	30.7	21.7

38. I know how to contact EEO Representatives in my component (For purposes of this question -- Equal Employment Opportunity (EEO) representatives are EEO Counselors and Special Emphasis Program Managers).	Percent		
	Positive	Neutral	Negative
DHS-wide	67.3	15.3	17.4
Office of the Secretary	53.6	16.9	29.5
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	56.4	22.6	20.9
Office of Chief Privacy Officer	78.0	15.2	6.9
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	86.1	7.1	6.8
Office of Domestic Nuclear Detection	49.6	15.6	34.8
Office of General Counsel	45.2	16.0	38.7
Office of Health Affairs	49.0	16.0	35.0
Office of Intelligence Analysis	51.1	19.3	29.6
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	62.3	12.7	25.1
Office of Policy	43.1	20.2	36.8
Office of Public Affairs	NR	NR	NR
Other HQ	41.1	18.0	40.9

39. Discrimination is not tolerated in my workplace.	Percent		
	Positive	Neutral	Negative
DHS-wide	65.9	18.3	15.8
Office of the Secretary	67.6	21.6	10.8
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	60.5	39.5	0.0
Office of Chief Privacy Officer	92.6	7.4	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	83.4	8.3	8.3
Office of Domestic Nuclear Detection	75.0	19.6	5.5
Office of General Counsel	72.4	13.9	13.7
Office of Health Affairs	75.5	0.0	24.5
Office of Intelligence Analysis	64.9	23.6	11.5
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	64.5	23.8	11.8
Office of Policy	64.5	26.3	9.1
Office of Public Affairs	NR	NR	NR
Other HQ	56.9	27.1	15.9

40. I would recommend DHS as a place to work.	Percent		
	Positive	Neutral	Negative
DHS-wide	54.1	24.4	21.5
Office of the Secretary	49.0	27.8	23.1
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	77.8	22.1	0.0
Office of Chief Privacy Officer	70.9	29.1	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	60.0	34.0	5.9
Office of Domestic Nuclear Detection	27.7	50.2	22.2
Office of General Counsel	29.9	23.1	47.0
Office of Health Affairs	50.9	32.1	17.1
Office of Intelligence Analysis	37.4	38.1	24.4
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	51.5	23.6	24.9
Office of Policy	57.1	22.0	20.9
Office of Public Affairs	NR	NR	NR
Other HQ	49.7	20.3	30.0

41. Sexual harassment is not tolerated in my workplace.	Percent		
	Positive	Neutral	Negative
DHS-wide	76.5	14.8	8.7
Office of the Secretary	75.7	18.9	5.4
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	81.4	18.5	0.0
Office of Chief Privacy Officer	92.6	7.4	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	94.4	5.7	0.0
Office of Domestic Nuclear Detection	79.7	20.3	0.0
Office of General Counsel	78.7	13.4	7.9
Office of Health Affairs	75.5	0.0	24.5
Office of Intelligence Analysis	72.8	21.4	5.8
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	75.7	16.2	8.1
Office of Policy	71.9	25.4	2.7
Office of Public Affairs	NR	NR	NR
Other HQ	67.0	26.5	6.5

<i>42a. In the past year I have seen improvement in the following area: Communication.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	39.6	27.0	33.4
Office of the Secretary	40.4	28.6	31.0
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	61.1	18.5	20.3
Office of Chief Privacy Officer	56.0	29.1	14.8
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	24.7	44.6	30.7
Office of Domestic Nuclear Detection	42.8	36.3	20.9
Office of General Counsel	27.0	19.8	53.2
Office of Health Affairs	55.5	37.1	7.4
Office of Intelligence Analysis	32.7	30.1	37.2
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	51.6	19.4	29.0
Office of Policy	46.8	24.9	28.3
Office of Public Affairs	NR	NR	NR
Other HQ	35.2	41.8	23.0

<i>42b. In the past year I have seen improvement in the following area: Leadership.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	34.4	26.5	39.0
Office of the Secretary	36.7	28.2	35.1
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	55.1	32.9	12.0
Office of Chief Privacy Officer	63.5	29.1	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	26.8	40.2	33.1
Office of Domestic Nuclear Detection	31.7	30.0	38.2
Office of General Counsel	20.8	19.5	59.6
Office of Health Affairs	49.3	36.1	14.5
Office of Intelligence Analysis	31.2	29.7	39.1
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	43.6	22.5	33.9
Office of Policy	39.0	26.5	34.5
Office of Public Affairs	NR	NR	NR
Other HQ	38.6	38.3	23.0

42c. In the past year I have seen improvement in the following area: Performance (i.e. appraisal, dealing with poor performers, etc.).	Percent		
	Positive	Neutral	Negative
DHS-wide	27.4	31.1	41.6
Office of the Secretary	29.6	37.9	32.5
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	41.6	45.6	12.8
Office of Chief Privacy Officer	63.5	36.6	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	35.8	30.2	34.0
Office of Domestic Nuclear Detection	27.0	38.6	34.3
Office of General Counsel	18.9	34.0	47.1
Office of Health Affairs	52.8	32.7	14.5
Office of Intelligence Analysis	22.6	38.1	39.3
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	35.0	34.3	30.8
Office of Policy	22.6	42.6	34.8
Office of Public Affairs	NR	NR	NR
Other HQ	24.5	54.1	21.4

42d. In the past year I have seen improvement in the following area: Recognition and Awards.	Percent		
	Positive	Neutral	Negative
DHS-wide	27.5	29.7	42.8
Office of the Secretary	31.3	36.0	32.6
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	55.1	32.9	12.0
Office of Chief Privacy Officer	77.8	14.8	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	20.3	47.5	32.2
Office of Domestic Nuclear Detection	30.9	35.1	34.0
Office of General Counsel	19.8	33.4	46.8
Office of Health Affairs	59.9	25.6	14.5
Office of Intelligence Analysis	29.6	34.0	36.4
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	30.5	38.1	31.5
Office of Policy	20.2	44.8	35.0
Office of Public Affairs	NR	NR	NR
Other HQ	34.0	44.5	21.5

42e. In the past year I have seen improvement in the following area: Resources (i.e. people, equipment, supplies).	Percent		
	Positive	Neutral	Negative
DHS-wide	37.4	25.0	37.6
Office of the Secretary	39.2	25.4	35.4
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	66.6	33.5	0.0
Office of Chief Privacy Officer	69.7	22.9	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	27.3	37.1	35.5
Office of Domestic Nuclear Detection	39.9	46.5	13.6
Office of General Counsel	27.8	26.3	45.9
Office of Health Affairs	56.5	29.1	14.5
Office of Intelligence Analysis	32.5	17.0	50.5
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	39.7	19.2	41.2
Office of Policy	45.5	22.4	32.2
Office of Public Affairs	NR	NR	NR
Other HQ	37.7	41.8	20.4

42f. In the past year I have seen improvement in the following area: Supervision.	Percent		
	Positive	Neutral	Negative
DHS-wide	36.2	29.9	34.0
Office of the Secretary	36.1	34.1	29.7
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	58.7	26.1	15.3
Office of Chief Privacy Officer	56.0	36.6	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	27.3	55.8	16.9
Office of Domestic Nuclear Detection	24.1	52.0	23.9
Office of General Counsel	26.9	39.5	33.6
Office of Health Affairs	67.9	24.6	7.4
Office of Intelligence Analysis	28.2	29.9	41.9
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	45.5	24.9	29.5
Office of Policy	31.6	36.5	31.9
Office of Public Affairs	NR	NR	NR
Other HQ	40.2	37.8	22.0

<i>42g. In the past year I have seen improvement in the following area: Training.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	42.1	27.0	30.9
Office of the Secretary	42.2	31.7	26.1
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	63.4	30.6	6.0
Office of Chief Privacy Officer	70.0	15.2	14.8
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	25.7	38.9	35.4
Office of Domestic Nuclear Detection	39.9	45.3	14.8
Office of General Counsel	16.0	35.3	48.7
Office of Health Affairs	68.0	17.6	14.5
Office of Intelligence Analysis	49.9	27.0	23.1
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	47.3	26.7	26.0
Office of Policy	36.6	34.8	28.6
Office of Public Affairs	NR	NR	NR
Other HQ	41.7	43.3	14.9

<i>42h. In the past year I have seen improvement in the following area: Work Life Programs (i.e. Telework, alternative work schedules, access to Employee Assistance Programs).</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	28.5	34.8	36.7
Office of the Secretary	33.5	30.9	35.5
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	45.1	48.9	6.0
Office of Chief Privacy Officer	62.8	15.5	21.7
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	39.9	41.1	19.0
Office of Domestic Nuclear Detection	9.6	29.9	60.4
Office of General Counsel	5.3	16.0	78.7
Office of Health Affairs	42.2	23.1	34.8
Office of Intelligence Analysis	35.2	32.1	32.7
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	44.2	33.0	22.8
Office of Policy	37.1	34.1	28.9
Office of Public Affairs	NR	NR	NR
Other HQ	34.8	30.2	34.9

42i. In the past year I have seen improvement in the following area: Work Space (i.e. facilities, lighting, ventilation).	Percent		
	Positive	Neutral	Negative
DHS-wide	35.3	29.6	35.1
Office of the Secretary	39.4	23.7	36.9
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	67.5	19.7	12.8
Office of Chief Privacy Officer	59.5	33.1	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	26.9	46.9	26.2
Office of Domestic Nuclear Detection	76.7	23.4	0.0
Office of General Counsel	63.9	22.5	13.6
Office of Health Affairs	60.9	24.6	14.5
Office of Intelligence Analysis	37.3	19.3	43.4
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	20.0	12.6	67.5
Office of Policy	26.4	29.1	44.5
Office of Public Affairs	NR	NR	NR
Other HQ	38.8	29.9	31.3

43. My organization supports my participation in volunteer activities.	Percent		
	Positive	Neutral	Negative
DHS-wide	35.6	47.0	17.4
Office of the Secretary	36.7	55.4	8.0
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	41.6	58.4	0.0
Office of Chief Privacy Officer	86.3	13.8	0.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	54.7	42.6	2.7
Office of Domestic Nuclear Detection	35.2	55.1	9.7
Office of General Counsel	15.7	60.5	23.7
Office of Health Affairs	31.4	43.6	25.1
Office of Intelligence Analysis	28.5	64.8	6.6
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	45.5	51.2	3.3
Office of Policy	34.1	57.0	8.9
Office of Public Affairs	NR	NR	NR
Other HQ	29.9	62.3	7.7

44. Instructions on how to do my job such as Standard Operating Procedures are available to me.	Percent		
	Positive	Neutral	Negative
DHS-wide	69.5	15.3	15.2
Office of the Secretary	30.2	27.1	42.7
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	80.3	10.2	9.5
Office of Chief Privacy Officer	45.0	18.5	36.6
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	29.5	34.2	36.2
Office of Domestic Nuclear Detection	26.4	25.6	47.9
Office of General Counsel	16.5	34.3	49.3
Office of Health Affairs	34.9	15.1	50.1
Office of Intelligence Analysis	21.1	25.5	53.4
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	47.3	20.3	32.4
Office of Policy	15.4	36.2	48.3
Office of Public Affairs	NR	NR	NR
Other HQ	30.7	39.5	29.8

45. Turnover of personnel has affected my work unit's ability to achieve objectives.	Percent		
	Positive	Neutral	Negative
DHS-wide	53.3	26.6	20.1
Office of the Secretary	50.3	24.4	25.3
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	47.5	36.1	16.4
Office of Chief Privacy Officer	38.8	7.4	53.8
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	42.4	17.6	40.0
Office of Domestic Nuclear Detection	53.2	32.6	14.2
Office of General Counsel	67.7	16.1	16.2
Office of Health Affairs	21.1	38.8	40.1
Office of Intelligence Analysis	69.2	19.3	11.4
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	38.1	30.7	31.2
Office of Policy	41.5	25.4	33.1
Office of Public Affairs	NR	NR	NR
Other HQ	43.9	28.9	27.2

46. I receive the weekly DHS Today newsletter.	Percent		
	Positive	Neutral	Negative
DHS-wide	73.1	12.0	14.8
Office of the Secretary	90.9	4.8	4.3
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	83.4	10.2	6.4
Office of Chief Privacy Officer	93.1	0.0	6.9
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	95.9	4.1	0.0
Office of Domestic Nuclear Detection	100.0	0.0	0.0
Office of General Counsel	97.2	2.8	0.0
Office of Health Affairs	59.9	23.1	17.1
Office of Intelligence Analysis	91.3	3.8	5.0
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	94.9	0.0	5.1
Office of Policy	86.7	10.6	2.8
Office of Public Affairs	NR	NR	NR
Other HQ	92.6	0.0	7.4

47. I read most of the news in DHS Today.	Percent		
	Positive	Neutral	Negative
DHS-wide	46.0	23.6	30.4
Office of the Secretary	52.9	19.8	27.4
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	53.7	24.0	22.3
Office of Chief Privacy Officer	63.3	15.5	21.2
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	64.1	10.9	25.0
Office of Domestic Nuclear Detection	62.4	28.0	9.6
Office of General Counsel	61.8	14.0	24.2
Office of Health Affairs	36.2	30.5	33.3
Office of Intelligence Analysis	44.0	23.6	32.4
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	55.5	14.8	29.7
Office of Policy	48.0	20.3	31.7
Office of Public Affairs	NR	NR	NR
Other HQ	58.4	10.8	30.8

48. I regularly access the DHS Online Intranet.	Percent		
	Positive	Neutral	Negative
DHS-wide	49.7	21.4	28.8
Office of the Secretary	64.7	15.2	20.2
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	60.1	33.5	6.4
Office of Chief Privacy Officer	69.9	8.1	22.0
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	70.8	11.0	18.2
Office of Domestic Nuclear Detection	71.6	9.9	18.5
Office of General Counsel	67.4	10.7	21.9
Office of Health Affairs	51.6	40.6	7.9
Office of Intelligence Analysis	52.9	22.2	24.8
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	63.1	12.8	24.1
Office of Policy	70.4	10.8	18.8
Office of Public Affairs	NR	NR	NR
Other HQ	68.4	15.5	16.1

49. From the following list, indicate which employee communication topic is most important to you and which is least important to you:	Percent	
	Most	Least
Office of the Secretary*		
Operations news	33.7	8.5
Policy news	33.3	7.3
Secretary news	8.5	12.7
Human Interest news	2.6	61.0
Human Resources news	21.9	10.5

*These results are reported at the component level only.

50. How satisfied are you with the information you receive from management on what's going on in your organization?	Percent		
	Positive	Neutral	Negative
DHS-wide	38.0	25.4	36.6
Office of the Secretary	37.5	22.5	40.0
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	57.0	31.0	12.0
Office of Chief Privacy Officer	56.5	22.4	21.2
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	42.5	31.4	26.0
Office of Domestic Nuclear Detection	47.5	14.7	37.8
Office of General Counsel	23.8	11.0	65.2
Office of Health Affairs	60.4	8.0	31.5
Office of Intelligence Analysis	26.5	23.9	49.5
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	35.0	23.7	41.2
Office of Policy	43.4	20.9	35.7
Office of Public Affairs	NR	NR	NR
Other HQ	41.9	33.9	24.2

51. How satisfied are you with your involvement in decisions that affect your work?	Percent		
	Positive	Neutral	Negative
DHS-wide	31.6	24.6	43.7
Office of the Secretary	40.3	21.4	38.3
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	69.5	18.5	12.0
Office of Chief Privacy Officer	55.9	29.8	14.3
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	53.0	10.3	36.8
Office of Domestic Nuclear Detection	45.1	16.9	38.0
Office of General Counsel	24.2	25.9	49.9
Office of Health Affairs	68.4	7.1	24.5
Office of Intelligence Analysis	31.1	26.0	42.9
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	43.6	17.2	39.2
Office of Policy	45.1	18.1	36.8
Office of Public Affairs	NR	NR	NR
Other HQ	41.6	22.4	35.9

<i>52. How satisfied are you with your opportunity to get a better job in your organization?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	30.2	26.3	43.5
Office of the Secretary	32.3	31.8	35.8
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	48.6	31.0	20.3
Office of Chief Privacy Officer	63.3	29.3	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	31.8	35.2	33.0
Office of Domestic Nuclear Detection	25.2	45.1	29.7
Office of General Counsel	22.8	30.5	46.7
Office of Health Affairs	40.9	27.5	31.6
Office of Intelligence Analysis	27.4	34.7	37.9
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	29.1	18.4	52.5
Office of Policy	35.0	40.2	24.8
Office of Public Affairs	NR	NR	NR
Other HQ	35.6	31.9	32.4

<i>53. How satisfied are you with the recognition you receive for doing a good job?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	35.2	23.5	41.3
Office of the Secretary	51.9	18.8	29.3
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	70.0	9.6	20.3
Office of Chief Privacy Officer	85.2	7.4	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	60.2	0.0	39.8
Office of Domestic Nuclear Detection	59.2	13.0	27.8
Office of General Counsel	46.0	8.9	45.0
Office of Health Affairs	53.4	15.1	31.5
Office of Intelligence Analysis	42.3	23.8	33.8
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	62.7	17.7	19.5
Office of Policy	55.2	17.7	27.0
Office of Public Affairs	NR	NR	NR
Other HQ	40.9	36.9	22.2

<i>54a. How satisfied are you with the policies and practices of your senior leaders?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	31.3	26.8	41.8
Office of the Secretary	39.0	22.6	38.4
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	69.5	8.9	21.6
Office of Chief Privacy Officer	56.6	36.6	6.9
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	60.9	13.2	26.0
Office of Domestic Nuclear Detection	34.9	19.2	45.9
Office of General Counsel	28.9	20.4	50.7
Office of Health Affairs	57.9	17.9	24.1
Office of Intelligence Analysis	26.5	26.6	47.0
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	37.7	24.5	37.8
Office of Policy	44.6	18.2	37.1
Office of Public Affairs	NR	NR	NR
Other HQ	35.3	25.9	38.8

<i>54b. How satisfied are you with the policies and practices of senior leadership in your component?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	34.8	27.1	38.0
Office of the Secretary	39.0	24.9	36.2
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	54.6	23.8	21.6
Office of Chief Privacy Officer	70.9	22.3	6.9
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	53.6	33.0	13.3
Office of Domestic Nuclear Detection	43.8	10.0	46.3
Office of General Counsel	28.7	17.3	54.1
Office of Health Affairs	57.9	10.5	31.5
Office of Intelligence Analysis	26.3	28.6	45.1
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	36.0	33.7	30.4
Office of Policy	48.4	15.8	35.8
Office of Public Affairs	NR	NR	NR
Other HQ	38.1	31.2	30.6

55. How satisfied are you with the training you receive for your present job?	Percent		
	Positive	Neutral	Negative
DHS-wide	48.4	23.6	28.0
Office of the Secretary	40.9	28.6	30.5
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	88.0	6.0	6.0
Office of Chief Privacy Officer	60.6	17.6	21.7
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	45.5	17.9	36.6
Office of Domestic Nuclear Detection	38.7	46.7	14.6
Office of General Counsel	32.1	19.5	48.5
Office of Health Affairs	43.8	17.6	38.6
Office of Intelligence Analysis	40.9	31.3	27.8
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	41.6	30.9	27.5
Office of Policy	33.0	34.7	32.3
Office of Public Affairs	NR	NR	NR
Other HQ	41.3	32.1	26.6

56. Considering everything, how satisfied are you with your job?	Percent		
	Positive	Neutral	Negative
DHS-wide	56.8	20.5	22.8
Office of the Secretary	54.1	19.0	26.9
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	88.0	6.0	6.0
Office of Chief Privacy Officer	92.5	0.0	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	56.1	31.2	12.8
Office of Domestic Nuclear Detection	59.1	22.5	18.4
Office of General Counsel	36.8	15.4	47.7
Office of Health Affairs	66.0	26.0	8.0
Office of Intelligence Analysis	43.9	22.7	33.4
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	60.3	22.1	17.7
Office of Policy	54.9	13.3	31.9
Office of Public Affairs	NR	NR	NR
Other HQ	54.3	14.9	30.7

57. Considering everything, how satisfied are you with your pay?	Percent		
	Positive	Neutral	Negative
DHS-wide	49.4	19.1	31.6
Office of the Secretary	62.5	16.6	20.9
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	54.6	15.4	30.0
Office of Chief Privacy Officer	61.4	23.8	14.8
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	56.5	21.0	22.5
Office of Domestic Nuclear Detection	64.2	26.8	9.1
Office of General Counsel	55.5	16.1	28.4
Office of Health Affairs	53.4	22.2	24.5
Office of Intelligence Analysis	63.1	15.0	21.8
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	72.6	8.6	18.8
Office of Policy	60.1	16.1	23.9
Office of Public Affairs	NR	NR	NR
Other HQ	64.3	20.2	15.5

58. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Percent		
	Positive	Neutral	Negative
DHS-wide	59.3	22.6	18.0
Office of the Secretary	62.3	17.2	20.5
Office of the Chief of Staff	NR	NR	NR
Office of the Executive Secretariat	78.4	6.0	15.6
Office of Chief Privacy Officer	92.6	0.0	7.4
Office of Citizenship and Immigration Services, Ombudsman	NR	NR	NR
Office of Civil Rights and Civil Liberties	67.8	15.3	16.9
Office of Domestic Nuclear Detection	71.8	14.3	13.9
Office of General Counsel	54.2	25.0	20.8
Office of Health Affairs	61.4	14.1	24.5
Office of Intelligence Analysis	57.1	17.0	25.9
Office of Legislative Affairs	NR	NR	NR
Office of Operations Coordination	70.4	16.3	13.3
Office of Policy	57.3	18.7	23.9
Office of Public Affairs	NR	NR	NR
Other HQ	60.3	13.7	26.0

Demographic Characteristics

The following tables present demographic information on the participating employees. The first three tables display the supervisory status, gender, and ethnicity of responding employees. The fourth table shows the racial categories selected by employees to describe themselves. Percentages may not sum to 100 percent since employees were able to select from more than one racial category. Other demographics include employees' occupational group, work status, and work location.

<i>59. What is your supervisory status?</i>	% of Respondents
Non-supervisor	49.8
Team leader	21.9
Supervisor	14.7
Manager	6.0
Executive	7.7

<i>60. Are you:</i>	% of Respondents
Male	59.6
Female	40.4

<i>61. Are you Hispanic or Latino?</i>	% of Respondents
Yes	6.4
No	93.6

<i>62. Please select the racial category or categories with which you most closely identify (select one or more)</i>	% of Respondents
White	77.5
Black or African American	15.1
Native Hawaiian or other Pacific Islander	1.2
Asian	4.1
American Indian or Alaska Native	2.6
Two or more races (Not Hispanic or Latino)	2.2

<i>63. What is your component organization?</i>	% of Respondents
Results from this question are used to break out employee responses for each component-specific report.	

<i>64. What is your occupational group?</i>	% of Respondents
Social Science, Psychology, and Welfare Group - 0100 Series	13.4
Human Resources Management Group - 0200 Series	3.4
General Administrative, Clerical, and Office Services Group - 0300 Series	33.7
Accounting and Budget Group - 0500 Series	1.2
Medical, Hospital, Dental, and Public Health Group - 0600 Series	1.0
Engineering and Architecture Group - 0800 Series	1.7
Legal and Kindred Group - 0900 Series	9.8
Information and Arts Group - 1000 Series	1.7
Business and Industry Group - 1100 Series	1.0
Physical Sciences Group - 1300 Series	0.7
Mathematics and Statistics Group - 1500 Series	1.0
Education Group - 1700 Series	0.2
Investigation Group - 1800 Series	0.7
Supply Group - 2000 Series	0.5
Information Technology Group - 2200 Series	1.5
General Services and Support Work Group - 3500 Series	0.5
General Maintenance and Operations Work Group - 4700 Series	0.5
Unique Occupations Group - 0000 Series	0.7
Other (Job Title not found in any category above)	26.7

<i>65. Please indicate your work status:</i>	% of Respondents
Full time	98.6
Part time	1.4

<i>66. Do you work in the...</i>		% of Respondents
United States	Location not indicated	0.7
	California	0.5
	Colorado	0.2
	District of Columbia	89.8
	Florida	0.2
	Massachusetts	0.2
	Nebraska	0.2
	New Jersey	0.2
	New York	0.7
	Texas	0.5
	Virginia	5.4
Washington	0.7	
International location	Africa (includes Egypt)	0.2
	Other International Location	0.2

<i>66. Do you work in the...</i>		% of Respondents
United States	Location not indicated	0.7
	California	0.5
	Colorado	0.2
	District of Columbia	89.8
	Florida	0.2
	Massachusetts	0.2
	Nebraska	0.2
	New Jersey	0.2
	New York	0.7
	Texas	0.5
	Virginia	5.4
Washington	0.7	
International location	Africa (includes Egypt)	0.2
	Other International Location	0.2

