

[NEH All-Employee Survey Results as of 12/31/2007](#)

1) Interpretation of Results: The agency scored the highest (i.e., greater than 65% favorable; *strongly agree/agree or very satisfied/satisfied*) under the Personal Work Experience category. One exception was to question #2; 55% chose strongly agree/agree, while 25% neither agreed nor disagreed. The Recruitment, Development & Retention category received mixed ratings. The highest score of 82% was recorded under "The work I do is important"; while the lowest scores recorded were 25% under "My training needs are assessed", and 37% under "Physical conditions allow employees to perform their jobs well." The Performance Culture category also met with mixed reviews. The highest score of 72% was recorded under "My supervisor supports my need to balance work and family issues." While the lowest score of 15% was recorded under "Pay raises depend on how well employees perform their jobs." Under the Leadership category, the highest recorded score was 68% under "My workload is reasonable", with the lowest 2 scores of 33% each under "Leaders generate high levels of motivation and commitment" and "Employees have a feeling of personal empowerment". The final category of Job Satisfaction also met with mixed responses. The highest two being 61% under "How satisfied are with your job and pay (#39 & #40). The lowest range of responses (25% - 27%) fell under "Opportunity to get a better job in the organization" and "Satisfaction with the policies and practice of senior leaders".

NEH has less than 800 employees; therefore the Demographic items were not addressed in the survey.

2) How the survey was conducted: The survey was conducted using commercial software "SurveyMonkey". The survey was conducted from November 1 through November 30, 2007.

3) Description of sample: All 170 full-time permanent employees of the agency were surveyed.

4) Survey items and response choices: See the tables below.

5) Number of employees surveyed, number responded, and representativeness of respondents: Of the 170 employees surveyed, 96 responded which equates to a 56% response rate. These respondents are representative of the all FTE NEH employees.

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(1) The people I work with cooperate to get the job done.		
Answer Options	Response Percent	Response Count
Strongly Agree	36.5%	35
Agree	44.8%	43
Neither Agree Nor Disagree	8.3%	8
Disagree	8.3%	8
Strongly Disagree	2.1%	2
<i>answered question</i>		96

(2) I am given a real opportunity to improve my skills in my organization.		
Answer Options	Response Percent	Response Count
Strongly Agree	13.5%	13
Agree	42.7%	41
Neither Agree Nor Disagree	25.0%	24
Disagree	12.5%	12
Strongly Disagree	6.3%	6
<i>answered question</i>		96

(3) My work gives me a feeling of personal accomplishment.		
Answer Options	Response Percent	Response Count
Strongly Agree	30.2%	29
Agree	38.5%	37
Neither Agree Nor Disagree	15.6%	15
Disagree	10.4%	10
Strongly Disagree	5.2%	5
<i>answered question</i>		96

(4) I like the kind of work I do.		
Answer Options	Response Percent	Response Count
Strongly Agree	40.6%	39
Agree	38.5%	37
Neither Agree Nor Disagree	16.7%	16
Disagree	3.1%	3
Strongly Disagree	1.0%	1
<i>answered question</i>		96

(5) I have trust and confidence in my supervisor.		
Answer Options	Response Percent	Response Count
Strongly Agree	31.3%	30
Agree	38.5%	37
Neither Agree Nor Disagree	15.6%	15
Disagree	6.3%	6
Strongly Disagree	8.3%	8
<i>answered question</i>		96

(6) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?		
Answer Options	Response Percent	Response Count
Very Good	41.7%	40
Good	33.3%	32
Fair	12.5%	12
Poor	6.3%	6
Very Poor	6.3%	6
<i>answered question</i>		96

(7) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.		
Answer Options	Response Percent	Response Count
Strongly Agree	22.9%	22
Agree	47.9%	46
Neither Agree Nor Disagree	19.8%	19
Disagree	7.3%	7
Strongly Disagree	0.0%	0
Do Not Know	2.1%	2
<i>answered question</i>		96

(8) My work unit is able to recruit people with the right skills.		
Answer Options	Response Percent	Response Count
Strongly Agree	14.6%	14
Agree	38.5%	37
Neither Agree Nor Disagree	28.1%	27
Disagree	10.4%	10
Strongly Disagree	1.0%	1
Do Not Know	7.3%	7
<i>answered question</i>		96

(9) I know how my work relates to the agency's goals and priorities.

Answer Options	Response Percent	Response Count
Strongly Agree	31.3%	30
Agree	45.8%	44
Neither Agree Nor Disagree	10.4%	10
Disagree	7.3%	7
Strongly Disagree	3.1%	3
Do Not Know	2.1%	2
<i>answered question</i>		96

(10) The work I do is important.

Answer Options	Response Percent	Response Count
Strongly Agree	47.9%	46
Agree	35.4%	34
Neither Agree Nor Disagree	12.5%	12
Disagree	2.1%	2
Strongly Disagree	1.0%	1
Do Not Know	1.0%	1
<i>answered question</i>		96

(11) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

Answer Options	Response Percent	Response Count
Strongly Agree	4.2%	4
Agree	33.3%	32
Neither Agree Nor Disagree	17.7%	17
Disagree	22.9%	22
Strongly Disagree	18.8%	18
Do Not Know	3.1%	3
<i>answered question</i>		96

(12) Supervisors/team leaders in my work unit support employee development.

Answer Options	Response Percent	Response Count
Strongly Agree	17.7%	17
Agree	43.8%	42
Neither Agree Nor Disagree	21.9%	21
Disagree	5.2%	5
Strongly Disagree	9.4%	9
Do Not Know	2.1%	2
<i>answered question</i>		96

(13) My talents are used well in the workplace.		
Answer Options	Response Percent	Response Count
Strongly Agree	24.0%	23
Agree	38.5%	37
Neither Agree Nor Disagree	15.6%	15
Disagree	10.4%	10
Strongly Disagree	10.4%	10
Do Not Know	1.0%	1
<i>answered question</i>		96

(14) My training needs are assessed.		
Answer Options	Response Percent	Response Count
Strongly Agree	8.3%	8
Agree	17.7%	17
Neither Agree Nor Disagree	39.6%	38
Disagree	24.0%	23
Strongly Disagree	6.3%	6
Do Not Know	4.2%	4
<i>answered question</i>		96

(15) Promotions in my work unit are based on merit.		
Answer Options	Response Percent	Response Count
Strongly Agree	7.3%	7
Agree	25.0%	24
Neither Agree Nor Disagree	26.0%	25
Disagree	14.6%	14
Strongly Disagree	19.8%	19
Do Not Know	7.3%	7
<i>answered question</i>		96

(16) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.		
Answer Options	Response Percent	Response Count
Strongly Agree	4.2%	4
Agree	20.8%	20
Neither Agree Nor Disagree	27.1%	26
Disagree	16.7%	16
Strongly Disagree	15.6%	15
Do Not Know	15.6%	15
<i>answered question</i>		96

(17) Creativity and innovation are rewarded.		
Answer Options	Response Percent	Response Count
Strongly Agree	9.4%	9
Agree	32.3%	31
Neither Agree Nor Disagree	21.9%	21
Disagree	16.7%	16
Strongly Disagree	15.6%	15
Do Not Know	4.2%	4
<i>answered question</i>		96

(18) 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).		
Answer Options	Response Percent	Response Count
Strongly Agree	19.8%	19
Agree	27.1%	26
Neither Agree Nor Disagree	17.7%	17
Disagree	13.5%	13
Strongly Disagree	5.2%	5
No Basis to Judge	16.7%	16
<i>answered question</i>		96

(19) In my work unit, differences in performance are recognized in a meaningful way.		
Answer Options	Response Percent	Response Count
Strongly Agree	4.2%	4
Agree	21.9%	21
Neither Agree Nor Disagree	29.2%	28
Disagree	17.7%	17
Strongly Disagree	14.6%	14
Do Not Know	12.5%	12
<i>answered question</i>		96

(20) Pay raises depend on how well employees perform their jobs.		
Answer Options	Response Percent	Response Count
Strongly Agree	2.1%	2
Agree	13.5%	13
Neither Agree Nor Disagree	33.3%	32
Disagree	19.8%	19
Strongly Disagree	15.6%	15
Do Not Know	15.6%	15
<i>answered question</i>		96

(21) My performance appraisal is a fair reflection of my performance.

Answer Options	Response Percent	Response Count
Strongly Agree	18.8%	18
Agree	37.5%	36
Neither Agree Nor Disagree	19.8%	19
Disagree	6.3%	6
Strongly Disagree	4.2%	4
Do Not Know	13.5%	13
<i>answered question</i>		96

(22) Discussions with my supervisor/team leader about my performance are worthwhile.

Answer Options	Response Percent	Response Count
Strongly Agree	11.5%	11
Agree	35.4%	34
Neither Agree Nor Disagree	28.1%	27
Disagree	7.3%	7
Strongly Disagree	11.5%	11
Do Not Know	6.3%	6
<i>answered question</i>		96

(23) Managers/supervisors/team leaders work well with employees of different backgrounds.

Answer Options	Response Percent	Response Count
Strongly Agree	11.5%	11
Agree	46.9%	45
Neither Agree Nor Disagree	21.9%	21
Disagree	4.2%	4
Strongly Disagree	7.3%	7
Do Not Know	8.3%	8
<i>answered question</i>		96

(24) My supervisor supports my need to balance work and family issues.

Answer Options	Response Percent	Response Count
Strongly Agree	35.4%	34
Agree	37.5%	36
Neither Agree Nor Disagree	17.7%	17
Disagree	3.1%	3
Strongly Disagree	3.1%	3
Do Not Know	3.1%	3
<i>answered question</i>		96

(25) I have a high level of respect for my organization's senior leaders.

Answer Options	Response Percent	Response Count
Strongly Agree	12.5%	12
Agree	27.1%	26
Neither Agree Nor Disagree	20.8%	20
Disagree	17.7%	17
Strongly Disagree	20.8%	20
Do Not Know	1.0%	1
<i>answered question</i>		96

(26) In my organization, leaders generate high levels of motivation and commitment in the workforce.

Answer Options	Response Percent	Response Count
Strongly Agree	11.5%	11
Agree	21.9%	21
Neither Agree Nor Disagree	22.9%	22
Disagree	19.8%	19
Strongly Disagree	21.9%	21
Do Not Know	2.1%	2
<i>answered question</i>		96

(27) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

Answer Options	Response Percent	Response Count
Strongly Agree	7.3%	7
Agree	28.1%	27
Neither Agree Nor Disagree	27.1%	26
Disagree	13.5%	13
Strongly Disagree	13.5%	13
Do Not Know	10.4%	10
<i>answered question</i>		96

(28) Employees are protected from health and safety hazards on the job.

Answer Options	Response Percent	Response Count
Strongly Agree	4.2%	4
Agree	43.8%	42
Neither Agree Nor Disagree	29.2%	28
Disagree	14.6%	14
Strongly Disagree	5.2%	5
Do Not Know	3.1%	3
<i>answered question</i>		96

(29) Employees have a feeling of personal empowerment with respect to work processes.

Answer Options	Response Percent	Response Count
Strongly Agree	6.3%	6
Agree	27.1%	26
Neither Agree Nor Disagree	24.0%	23
Disagree	24.0%	23
Strongly Disagree	13.5%	13
Do Not Know	5.2%	5
<i>answered question</i>		96

(30) My workload is reasonable.

Answer Options	Response Percent	Response Count
Strongly Agree	8.3%	8
Agree	59.4%	57
Neither Agree Nor Disagree	19.8%	19
Disagree	9.4%	9
Strongly Disagree	3.1%	3
Do Not Know	0.0%	0
<i>answered question</i>		96

(31) Managers communicate the goals and priorities of the organization.

Answer Options	Response Percent	Response Count
Strongly Agree	9.4%	9
Agree	35.4%	34
Neither Agree Nor Disagree	20.8%	20
Disagree	17.7%	17
Strongly Disagree	12.5%	12
Do Not Know	4.2%	4
<i>answered question</i>		96

(32) My organization has prepared employees for potential security threats.

Answer Options	Response Percent	Response Count
Strongly Agree	6.3%	6
Agree	33.3%	32
Neither Agree Nor Disagree	26.0%	25
Disagree	20.8%	20
Strongly Disagree	6.3%	6
Do Not Know	7.3%	7
<i>answered question</i>		96

(33) How satisfied are you with the information you receive from management on what's going on in your organization?

Answer Options	Response Percent	Response Count
Very Satisfied	3.1%	3
Satisfied	28.1%	27
Neither Satisfied Nor Dissatisfied	27.1%	26
Dissatisfied	22.9%	22
Very Dissatisfied	18.8%	18
<i>answered question</i>		96

(34) How satisfied are you with your involvement in decisions that affect your work?

Answer Options	Response Percent	Response Count
Very Satisfied	10.4%	10
Satisfied	32.3%	31
Neither Satisfied Nor Dissatisfied	25.0%	24
Dissatisfied	12.5%	12
Very Dissatisfied	19.8%	19
<i>answered question</i>		96

(35) How satisfied are you with your opportunity to get a better job in your organization?

Answer Options	Response Percent	Response Count
Very Satisfied	12.5%	12
Satisfied	12.5%	12
Neither Satisfied Nor Dissatisfied	33.3%	32
Dissatisfied	22.9%	22
Very Dissatisfied	18.8%	18
<i>answered question</i>		96

(36) How satisfied are you with the recognition you receive for doing a good job?

Answer Options	Response Percent	Response Count
Very Satisfied	17.7%	17
Satisfied	31.3%	30
Neither Satisfied Nor Dissatisfied	21.9%	21
Dissatisfied	13.5%	13
Very Dissatisfied	15.6%	15
<i>answered question</i>		96

(37) How satisfied are you with the policies and practices of your senior leaders?

Answer Options	Response Percent	Response Count
Very Satisfied	8.3%	8
Satisfied	18.8%	18
Neither Satisfied Nor Dissatisfied	28.1%	27
Dissatisfied	22.9%	22
Very Dissatisfied	21.9%	21
<i>answered question</i>		96

(38) How satisfied are you with the training you receive for your present job?

Answer Options	Response Percent	Response Count
Very Satisfied	10.4%	10
Satisfied	31.3%	30
Neither Satisfied Nor Dissatisfied	44.8%	43
Dissatisfied	10.4%	10
Very Dissatisfied	3.1%	3
<i>answered question</i>		96

(39) Considering everything, how satisfied are you with your job?

Answer Options	Response Percent	Response Count
Very Satisfied	19.8%	19
Satisfied	40.6%	39
Neither Satisfied Nor Dissatisfied	25.0%	24
Dissatisfied	8.3%	8
Very Dissatisfied	6.3%	6
<i>answered question</i>		96

(40) Considering everything, how satisfied are you with your pay?

Answer Options	Response Percent	Response Count
Very Satisfied	13.5%	13
Satisfied	47.9%	46
Neither Satisfied Nor Dissatisfied	15.6%	15
Dissatisfied	19.8%	19
Very Dissatisfied	3.1%	3
<i>answered question</i>		96