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## NEWS RELEASE

FOR IMMEDIATE RELEASE  
April 9, 2009

ODNI News Release No. 13-09

### **Intelligence Community Workers Give Their Employers High Marks for Job Satisfaction And Identify Remaining Challenges, 2008 Survey Shows**

Employees in the Intelligence Community (IC) continue to rate their agencies more favorably than other federal workers assess the government on the whole in overall job satisfaction, the general quality of managers and senior leaders, and the development of top talent, according to results from the 2008 IC Employee Climate Survey.

At the same time, IC workers are critical of remaining barriers to collaboration and seek stronger links between job performance and career advancement, the results show.

“The Community remains an ‘employer of choice’ among its employees, especially when compared with other federal agencies,” said IC Chief Human Capital Officer Ronald P. Sanders, who works in the Office of the Director of National Intelligence (ODNI). “Our employees enjoy their work and realize how important it is to national security. This news is heartening, but we know there is room for improvement – and we’ve taken decisive steps to tackle many of the challenges identified in the latest annual survey, our fourth. The goal is to create conditions and incentives for intelligence professionals to work with both unity of purpose and fulfillment.”

Last year 73 percent of IC survey respondents said they were satisfied with their jobs, a showing that was relatively unchanged from 2007. The Federal Human Capital Survey, on which the IC assessment was modeled, said 68 percent of all federal workers felt that way in 2008.

Sixty-three percent of IC employees said they had confidence in their supervisors and senior leaders. That compares with 59 percent reported in the 2008 federal work force survey.

In addition, a large majority of IC employees, 67 percent, said their talent was put to good use, and that supervisors supported their professional development – up 2 percentage points from 2007. Sixty percent of workers across the federal government shared that view.

Weak spots remain, however. Only 36 percent of IC employees said it was easy to collaborate with IC colleagues outside of their home agencies. Thirty percent said steps were taken within an employee’s work unit to deal with poor performers who could not or would not improve.

The ODNI has implemented several initiatives to deal with such issues. For example, the IC’s Civilian Joint Duty Program allows employees to rotate through assignments across the Community – developing professionals with an enterprise-wide perspective and facilitating both integration and collaboration.

Civilian joint duty is a requirement for IC workers who aspire to become senior leaders in the Community. Thousands are now on joint duty assignments.

Last fall the ODNI put in place a new appraisal policy that requires managers to evaluate IC civilian employees on actual accomplishments, and on six “core” measures, including collaboration and critical thinking. A similar policy covers senior IC civilian officers.

Furthermore, the IC’s National Intelligence Civilian Compensation Program (NICCP), announced last year, is designed to reward superior performance and boost the recruitment and retention of civilian employees. The IC Employee Climate Survey also collects data on NICCP effectiveness and how well workers understand the compensation program.

“Our human-capital efforts have been rigorous and ongoing,” Sanders said. “We will closely and continuously monitor actions and progress.”

The 2008 climate survey was given last fall to civilian and military employees in all IC components, including the ODNI. It included 58 items plus demographic questions. Results for individual agencies are classified, but Director of National Intelligence Dennis C. Blair instructed agency heads to publicize results among their employees and develop improvement plans.

A summary of the survey results is available online at [http://www.dni.gov/reports/IC-Survey\\_2008.pdf](http://www.dni.gov/reports/IC-Survey_2008.pdf).

The ODNI oversees 16 federal organizations that make up the U.S. Intelligence Community.

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