

**2006 Federal Human Capital Survey**

**Department of Health and Human Services - Centers for Disease Control and Prevention Trend Report**

**Number of Surveys Returned: 3600**

*This is a summary-by-question of your department's/agency's/subagency's response to the 2006 Federal Human Capital Survey, compared to your 2004 and/or 2002 results. This summary displays results by Positive, Neutral, Negative, and where applicable, Do Not Know or No Basis to Judge responses. As shown below, for each response scale, two responses are categorized as "Positive", one response is categorized as "Neutral", and two responses are categorized as "Negative".*

<i>Positive Responses</i>		<i>Neutral Responses</i>	<i>Negative Responses</i>		<i>Do Not Know/No Basis to Judge</i>
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Do Not Know</i>
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	<i>No Basis to Judge</i>
<i>Very Good</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>	<i>Very Poor</i>	

*Detailed survey results for your department or agency are available on a private Website maintained by OPM. Your agency has already identified personnel who will have access to this Website.*

*Thank you for your support of the Federal Human Capital Survey.*

**Department of Health and Human Services - Centers for Disease Control and Prevention Trend Report**

**Personal Work Experiences**

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	83.1%	9.6%	7.4%
2004 Centers for Disease Control and Prevention	86.6%	8.5%	4.9%
2002 Centers for Disease Control and Prevention	79.7%	10.6%	9.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	63.0%	17.7%	19.3%
2004 Centers for Disease Control and Prevention	64.4%	14.5%	21.2%
2002 Centers for Disease Control and Prevention	57.4%	21.6%	21.1%

**03 I have enough information to do my job well.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	67.2%	16.2%	16.6%
2004 Centers for Disease Control and Prevention	72.0%	16.0%	12.0%
2002 Centers for Disease Control and Prevention	70.6%	16.3%	13.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	61.0%	18.4%	20.6%
2004 Centers for Disease Control and Prevention	62.8%	19.4%	17.8%
2002 Centers for Disease Control and Prevention	60.6%	18.7%	20.8%

**Personal Work Experiences**

**05 My work gives me a feeling of personal accomplishment.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	69.7%	15.7%	14.6%
2004 Centers for Disease Control and Prevention	68.4%	17.0%	14.6%
2002 Centers for Disease Control and Prevention	70.3%	14.2%	15.5%

**06 I like the kind of work I do.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	79.6%	12.2%	8.2%
2004 Centers for Disease Control and Prevention	80.1%	12.5%	7.4%
2002 Centers for Disease Control and Prevention	82.3%	10.9%	6.9%

**07 I have trust and confidence in my supervisor.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	63.3%	17.2%	19.5%
2004 Centers for Disease Control and Prevention	N/A	N/A	N/A
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A

**08 I recommend my organization as a good place to work.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	57.4%	22.3%	20.3%
2004 Centers for Disease Control and Prevention	64.3%	19.1%	16.6%
2002 Centers for Disease Control and Prevention	63.3%	17.2%	19.3%

**09 Overall, how good a job do you feel is being done by your immediate supervisor/team leader?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	66.0%	20.5%	13.5%
2004 Centers for Disease Control and Prevention	64.3%	20.2%	15.6%
2002 Centers for Disease Control and Prevention	61.8%	22.4%	15.8%

**10 How would you rate the overall quality of work done by your work group?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	83.2%	13.2%	3.6%
2004 Centers for Disease Control and Prevention	85.0%	13.2%	1.9%
2002 Centers for Disease Control and Prevention	80.2%	16.7%	3.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	70.1%	16.3%	12.4%	1.2%
2004 Centers for Disease Control and Prevention	75.1%	16.5%	7.1%	1.4%
2002 Centers for Disease Control and Prevention	75.2%	10.3%	13.3%	1.2%

**12 My supervisor supports my need to balance work and family issues.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	80.3%	11.3%	7.4%	1.1%
2004 Centers for Disease Control and Prevention	83.0%	10.5%	5.5%	1.0%
2002 Centers for Disease Control and Prevention	79.9%	10.4%	9.0%	0.7%

**13 Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	59.2%	19.8%	20.0%	1.0%
2004 Centers for Disease Control and Prevention	59.4%	18.4%	20.9%	1.3%
2002 Centers for Disease Control and Prevention	59.1%	18.4%	22.3%	0.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	41.0%	26.4%	29.7%	2.9%
2004 Centers for Disease Control and Prevention	43.0%	29.9%	23.9%	3.2%
2002 Centers for Disease Control and Prevention	43.9%	21.1%	33.2%	1.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	42.7%	31.6%	22.4%	3.2%
2004 Centers for Disease Control and Prevention	45.2%	33.6%	18.5%	2.7%
2002 Centers for Disease Control and Prevention	57.8%	22.2%	18.3%	1.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	40.6%	18.0%	40.3%	1.2%
2004 Centers for Disease Control and Prevention	45.4%	18.2%	34.9%	1.6%
2002 Centers for Disease Control and Prevention	53.6%	12.2%	34.0%	0.2%

**17 My workload is reasonable.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	54.8%	18.0%	26.5%	0.6%
2004 Centers for Disease Control and Prevention	58.1%	18.5%	23.0%	0.4%
2002 Centers for Disease Control and Prevention	65.4%	8.2%	26.0%	0.4%

**18 My talents are used well in the workplace.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	54.3%	17.2%	27.1%	1.4%
2004 Centers for Disease Control and Prevention	57.7%	16.8%	23.5%	2.0%
2002 Centers for Disease Control and Prevention	61.4%	10.7%	27.9%	0.0%

**Recruitment, Development, & Retention**

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	75.7%	13.1%	10.2%	1.0%
2004 Centers for Disease Control and Prevention	77.1%	12.8%	9.1%	1.0%
2002 Centers for Disease Control and Prevention	90.6%	3.8%	5.2%	0.4%

*20 The work I do is important.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	86.4%	9.1%	4.0%	0.4%
2004 Centers for Disease Control and Prevention	87.6%	9.0%	2.2%	1.1%
2002 Centers for Disease Control and Prevention	89.6%	6.2%	3.8%	0.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	68.7%	12.6%	18.0%	0.7%
2004 Centers for Disease Control and Prevention	73.0%	12.1%	14.3%	0.6%
2002 Centers for Disease Control and Prevention	65.0%	15.8%	18.8%	0.5%

**Performance Culture**

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	35.6%	23.7%	35.2%	5.5%
2004 Centers for Disease Control and Prevention	34.7%	25.4%	35.0%	5.0%
2002 Centers for Disease Control and Prevention	40.4%	24.3%	31.3%	4.1%

**23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	22.0%	27.6%	40.0%	10.4%
2004 Centers for Disease Control and Prevention	21.5%	27.8%	41.7%	9.0%
2002 Centers for Disease Control and Prevention	25.1%	25.1%	40.1%	9.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	36.4%	28.6%	32.0%	3.0%
2004 Centers for Disease Control and Prevention	41.0%	25.3%	30.0%	3.7%
2002 Centers for Disease Control and Prevention	37.5%	27.2%	34.8%	0.5%

**25 Employees are rewarded for providing high quality products and services to customers.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	44.8%	23.3%	29.7%	2.2%
2004 Centers for Disease Control and Prevention	43.2%	26.9%	26.5%	3.4%
2002 Centers for Disease Control and Prevention	48.2%	24.6%	24.7%	2.5%

**26 Creativity and innovation are rewarded.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	40.8%	26.6%	29.8%	2.7%
2004 Centers for Disease Control and Prevention	40.7%	27.9%	27.4%	4.0%
2002 Centers for Disease Control and Prevention	43.3%	26.1%	27.8%	2.9%

**27 Pay raises depend on how well employees perform their jobs.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	25.4%	27.2%	41.8%	5.6%
2004 Centers for Disease Control and Prevention	N/A	N/A	N/A	N/A
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	40.3%	24.6%	30.5%	4.6%
2004 Centers for Disease Control and Prevention	42.2%	24.7%	28.3%	4.8%
2002 Centers for Disease Control and Prevention	53.2%	20.1%	25.2%	1.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	25.7%	31.8%	36.9%	5.5%
2004 Centers for Disease Control and Prevention	27.1%	32.1%	34.5%	6.3%
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A	N/A

**Performance Culture**

**30 My performance appraisal is a fair reflection of my performance.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	66.9%	17.1%	15.0%	1.1%
2004 Centers for Disease Control and Prevention	70.0%	13.4%	15.5%	1.2%
2002 Centers for Disease Control and Prevention	70.0%	13.5%	16.0%	0.5%

**31 Discussions with my supervisor/team leader about my performance are worthwhile.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	55.9%	22.1%	20.9%	1.2%
2004 Centers for Disease Control and Prevention	58.1%	21.0%	19.9%	1.0%
2002 Centers for Disease Control and Prevention	59.2%	17.5%	21.4%	1.9%

**32 I am held accountable for achieving results.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	78.2%	14.9%	6.1%	0.7%
2004 Centers for Disease Control and Prevention	79.5%	14.0%	6.1%	0.3%
2002 Centers for Disease Control and Prevention	82.6%	11.6%	5.6%	0.2%

**33 Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	54.0%	25.5%	13.6%	6.9%
2004 Centers for Disease Control and Prevention	58.0%	22.0%	14.7%	5.4%
2002 Centers for Disease Control and Prevention	59.5%	20.8%	14.4%	5.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	53.7%	24.1%	16.1%	6.2%
2004 Centers for Disease Control and Prevention	57.0%	22.4%	14.8%	5.8%
2002 Centers for Disease Control and Prevention	61.4%	20.7%	13.5%	4.4%

**35 Managers/supervisors/team leaders work well with employees of different backgrounds.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	61.8%	20.4%	14.6%	3.3%
2004 Centers for Disease Control and Prevention	65.5%	17.5%	13.8%	3.2%
2002 Centers for Disease Control and Prevention	63.5%	20.3%	13.4%	2.8%

**Leadership**

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	41.3%	24.9%	33.1%	0.7%
2004 Centers for Disease Control and Prevention	48.2%	24.4%	27.1%	0.3%
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	30.6%	27.6%	40.6%	1.3%
2004 Centers for Disease Control and Prevention	33.9%	30.0%	35.1%	1.0%
2002 Centers for Disease Control and Prevention	38.1%	22.7%	39.2%	0.0%

**38 My organization's leaders maintain high standards of honesty and integrity.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	40.4%	28.9%	26.2%	4.5%
2004 Centers for Disease Control and Prevention	45.4%	27.5%	23.2%	3.9%
2002 Centers for Disease Control and Prevention	50.5%	25.1%	22.4%	2.0%

**39 Managers communicate the goals and priorities of the organization.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	49.9%	25.9%	23.1%	1.2%
2004 Centers for Disease Control and Prevention	54.2%	21.9%	22.2%	1.7%
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	46.0%	28.4%	18.6%	7.0%
2004 Centers for Disease Control and Prevention	50.5%	27.2%	16.9%	5.5%
2002 Centers for Disease Control and Prevention	66.2%	15.9%	12.8%	5.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	79.0%	11.7%	7.2%	2.0%
2004 Centers for Disease Control and Prevention	78.2%	13.3%	7.5%	1.0%
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A	N/A

**42 My organization has prepared employees for potential security threats.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	67.5%	18.2%	11.4%	3.0%
2004 Centers for Disease Control and Prevention	68.1%	18.5%	11.9%	1.6%
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A	N/A

**43 Complaints, disputes or grievances are resolved fairly in my work unit.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	34.2%	28.9%	21.7%	15.2%
2004 Centers for Disease Control and Prevention	36.9%	28.9%	20.8%	13.4%
2002 Centers for Disease Control and Prevention	38.4%	25.8%	26.1%	9.7%

**Leadership**

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	39.9%	25.4%	24.9%	9.7%
2004 Centers for Disease Control and Prevention	42.3%	26.4%	22.8%	8.6%
2002 Centers for Disease Control and Prevention	41.4%	25.7%	26.7%	6.3%

**45 Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	53.8%	19.8%	14.3%	12.2%
2004 Centers for Disease Control and Prevention	54.6%	21.4%	13.9%	10.1%
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	36.8%	25.3%	25.2%	12.7%
2004 Centers for Disease Control and Prevention	42.8%	22.9%	22.0%	12.3%
2002 Centers for Disease Control and Prevention	42.7%	23.6%	21.9%	11.8%



**Learning (Knowledge Management)**

**47 Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	55.7%	22.2%	20.8%	1.4%
2004 Centers for Disease Control and Prevention	56.5%	20.9%	21.4%	1.3%
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A	N/A

**48 Supervisors/team leaders in my work unit support employee development.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	67.3%	16.8%	15.2%	0.7%
2004 Centers for Disease Control and Prevention	65.0%	16.9%	17.3%	0.8%
2002 Centers for Disease Control and Prevention	59.2%	19.1%	21.5%	0.2%

**49 Employees have electronic access to learning and training programs readily available at their desk.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	80.7%	10.9%	5.9%	2.5%
2004 Centers for Disease Control and Prevention	74.4%	13.9%	8.1%	3.6%
2002 Centers for Disease Control and Prevention	69.9%	13.4%	12.5%	4.2%

**50 My training needs are assessed.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	47.4%	26.6%	25.0%	1.0%
2004 Centers for Disease Control and Prevention	42.0%	25.4%	30.3%	2.2%
2002 Centers for Disease Control and Prevention	42.6%	24.3%	30.9%	2.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	51.5%	22.3%	23.8%	2.4%
2004 Centers for Disease Control and Prevention	52.0%	21.9%	23.3%	2.8%
2002 Centers for Disease Control and Prevention	47.9%	21.3%	28.1%	2.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	69.4%	13.7%	16.2%	0.7%
2004 Centers for Disease Control and Prevention	70.4%	15.0%	14.2%	0.3%
2002 Centers for Disease Control and Prevention	67.8%	14.8%	16.8%	0.6%

**53 Employees use information technology (for example, intranet, shared networks) to perform work.**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Centers for Disease Control and Prevention	90.1%	6.5%	2.7%	0.8%
2004 Centers for Disease Control and Prevention	91.5%	4.6%	3.2%	0.8%
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A	N/A

**54 How satisfied are you with your involvement in decisions that affect your work?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	47.1%	22.3%	30.7%
2004 Centers for Disease Control and Prevention	50.3%	21.2%	28.5%
2002 Centers for Disease Control and Prevention	53.0%	24.7%	22.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	40.0%	23.8%	36.3%
2004 Centers for Disease Control and Prevention	39.6%	24.7%	35.6%
2002 Centers for Disease Control and Prevention	41.8%	25.0%	33.1%

**56 How satisfied are you with the recognition you receive for doing a good job?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	50.9%	22.1%	27.1%
2004 Centers for Disease Control and Prevention	51.3%	22.6%	26.1%
2002 Centers for Disease Control and Prevention	55.0%	21.4%	23.7%

**57 How satisfied are you with the policies and practices of your senior leaders?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	31.2%	29.4%	39.4%
2004 Centers for Disease Control and Prevention	36.4%	30.0%	33.6%
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A

**58 How satisfied are you with your opportunity to get a better job in your organization?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	32.3%	30.5%	37.2%
2004 Centers for Disease Control and Prevention	33.5%	28.3%	38.3%
2002 Centers for Disease Control and Prevention	38.6%	30.1%	31.3%

**59 How satisfied are you with the training you receive for your present job?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	51.7%	28.4%	20.0%
2004 Centers for Disease Control and Prevention	55.7%	24.7%	19.6%
2002 Centers for Disease Control and Prevention	53.7%	28.8%	17.6%

**60 Considering everything, how satisfied are you with your job?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	60.5%	19.7%	19.8%
2004 Centers for Disease Control and Prevention	64.8%	17.0%	18.2%
2002 Centers for Disease Control and Prevention	67.3%	16.6%	16.1%

**61 Considering everything, how satisfied are you with your pay?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	62.1%	17.8%	20.2%
2004 Centers for Disease Control and Prevention	61.6%	16.0%	22.4%
2002 Centers for Disease Control and Prevention	65.1%	14.5%	20.5%

**Job Satisfaction**

*62 Considering everything, how satisfied are you with your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	46.1%	24.0%	29.9%
2004 Centers for Disease Control and Prevention	55.6%	22.3%	22.1%
2002 Centers for Disease Control and Prevention	58.6%	19.4%	21.9%

**Satisfaction with Benefits**

**63 How satisfied are you with retirement benefits?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Centers for Disease Control and Prevention	62.4%	19.1%	10.6%	8.0%
2004 Centers for Disease Control and Prevention	66.6%	22.4%	11.0%	N/A
2002 Centers for Disease Control and Prevention	68.7%	19.8%	11.5%	N/A

**64 How satisfied are you with health insurance benefits?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Centers for Disease Control and Prevention	62.2%	15.8%	18.0%	4.0%
2004 Centers for Disease Control and Prevention	59.4%	19.8%	20.8%	N/A
2002 Centers for Disease Control and Prevention	50.6%	21.6%	27.8%	N/A

**65 How satisfied are you with life insurance benefits?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Centers for Disease Control and Prevention	59.2%	22.5%	7.8%	10.5%
2004 Centers for Disease Control and Prevention	62.0%	28.5%	9.4%	N/A
2002 Centers for Disease Control and Prevention	56.5%	34.8%	8.7%	N/A

**66 How satisfied are you with long term care insurance benefits?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Centers for Disease Control and Prevention	31.6%	27.5%	8.0%	32.9%
2004 Centers for Disease Control and Prevention	34.2%	55.3%	10.5%	N/A
2002 Centers for Disease Control and Prevention	23.6%	64.9%	11.5%	N/A

**67 How satisfied are you with the flexible spending account (FSA) program?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Centers for Disease Control and Prevention	38.4%	25.1%	4.0%	32.5%
2004 Centers for Disease Control and Prevention	31.1%	62.9%	6.0%	N/A
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A	N/A

**68 How satisfied are you with paid vacation time?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	87.4%	7.6%	5.0%
2004 Centers for Disease Control and Prevention	87.7%	6.3%	6.0%
2002 Centers for Disease Control and Prevention	86.1%	7.7%	6.2%

**69 How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Centers for Disease Control and Prevention	84.1%	9.1%	6.8%
2004 Centers for Disease Control and Prevention	85.3%	9.1%	5.7%
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A

**Satisfaction with Benefits**

**70 How satisfied are you with child care subsidies?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Centers for Disease Control and Prevention	7.5%	21.5%	3.9%	67.1%
2004 Centers for Disease Control and Prevention	16.2%	78.5%	5.3%	N/A
2002 Centers for Disease Control and Prevention	10.6%	81.5%	7.9%	N/A

**71 How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Centers for Disease Control and Prevention	43.5%	21.4%	4.1%	31.0%
2004 Centers for Disease Control and Prevention	52.9%	41.8%	5.3%	N/A
2002 Centers for Disease Control and Prevention	N/A	N/A	N/A	N/A

**72 How satisfied are you with telework/telecommuting?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Centers for Disease Control and Prevention	28.4%	18.9%	17.3%	35.4%
2004 Centers for Disease Control and Prevention	26.4%	49.1%	24.5%	N/A
2002 Centers for Disease Control and Prevention	28.8%	48.0%	23.2%	N/A

**73 How satisfied are you with alternative work schedules?**

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Centers for Disease Control and Prevention	58.2%	14.3%	9.7%	17.8%
2004 Centers for Disease Control and Prevention	65.4%	23.3%	11.3%	N/A
2002 Centers for Disease Control and Prevention	68.3%	19.3%	12.4%	N/A

## Demographics

### 74. Where do you work?

Headquarters	72%
Field	28%

### 75. What is your supervisory status?

Non-Supervisor	65%
Team Leader	16%
Supervisor	11%
Manager	7%
Executive	1%

### 76. Are you:

Male	39%
Female	61%

### 77. Are you Hispanic or Latino?

Yes	4%
No	96%

### 78. Are you:

White	70%
Black or African American	23%
Native Hawaiian or Other Pacific Islander	0%
Asian	5%
American Indian or Alaska Native	0%
Two or more races (Not Hispanic or Latino)	2%

### 79. What is your age group?

25 and under	0%
26 - 29	2%
30 - 39	17%
40 - 49	34%
50 - 59	38%
60 or older	8%

### 80. What is your pay category/grade?

Federal Wage System	1%
GS 1-6	2%
GS 7-12	38%
GS 13-15	56%
Senior Executive Service	1%
Senior Level (SL) or Scientific or Professional (ST)	1%
Other	1%

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

Less than 1 year	2%
1 to 3 years	9%
4 to 5 years	10%
6 to 10 years	19%
11 to 20 years	31%
More than 20 years	29%

### 82. How long have you been with your current agency?

Less than 1 year	2%
1 to 3 years	12%
4 to 5 years	15%
6 to 10 years	27%
11 to 20 years	28%
More than 20 years	16%

### 83. Are you considering leaving your organization within the next year?

No	70%
Yes, to retire	4%
Yes, to take another job in the Federal Government	16%
Yes, to take another job outside the Federal Government	5%
Yes, other	4%

### 84. I am planning to retire:

Within one year	3%
Between one and three years	8%
Between three and five years	11%
Five or more years	79%