

2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

Headquarters

2nd Level Subagency Comparison Report

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions

Securities and Exchange Commission Headquarters

2nd Level Subagency Comparison Report

Response Summary

	Surveys Completed
Governmentwide	687,687
Securities and Exchange Commission	2,492
Headquarters	1,325
Div Risk, Strategy, & Financial Innovation	18
Division of Corporation Finance	286
Division of Enforcement	283
Division of Investment Management	83
Division of Trading and Markets	93
Executive Staff	12
Office of Administrative Services	46
Office of Compliance Inspections and Examinations	88
Office of Financial Management	45
Office of FOIA, Records Management, and Security	28
Office of Human Resources	49
Office of Information Technology	64
Office of International Affairs	19
Office of Investor Education and Advocacy	28
Office of the Chief Accountant	21
Office of the Ethics Counsel	2
Office of the General Counsel	59
Office of the Inspector General	12
Office of the Secretary	24
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30

This 2012 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

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My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	686,499	63.2%	16.6%	20.2%
Securities and Exchange Commission	2,485	64.1%	15.7%	20.2%
Headquarters	1,319	64.2%	15.0%	20.8%
Div Risk, Strategy, & Financial Innovation	18	71.9%	17.3%	10.8%
Division of Corporation Finance	285	62.6%	17.4%	20.0%
Division of Enforcement	282	66.9%	12.1%	21.0%
Division of Investment Management	83	62.0%	15.6%	22.4%
Division of Trading and Markets	92	68.1%	12.9%	19.0%
Executive Staff	12	91.2%	8.8%	0.0%
Office of Administrative Services	46	56.7%	6.6%	36.7%
Office of Compliance Inspections and Examinations	88	72.3%	12.7%	14.9%
Office of Financial Management	45	65.0%	11.0%	24.0%
Office of FOIA, Records Management, and Security	28	85.6%	4.1%	10.4%
Office of Human Resources	49	68.1%	14.4%	17.5%
Office of Information Technology	62	48.4%	17.3%	34.3%
Office of International Affairs	19	61.7%	20.8%	17.5%
Office of Investor Education and Advocacy	28	49.2%	14.0%	36.8%
Office of the Chief Accountant	21	58.8%	23.9%	17.3%
Office of the General Counsel	59	76.9%	15.0%	8.1%
Office of the Inspector General	12	34.1%	35.4%	30.5%
Office of the Secretary	24	44.8%	30.0%	25.2%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	39.1%	30.6%	30.3%

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My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	684,821	71.9%	14.5%	13.6%
Securities and Exchange Commission	2,476	68.1%	14.6%	17.3%
Headquarters	1,315	69.9%	13.1%	17.0%
Div Risk, Strategy, & Financial Innovation	18	87.8%	12.2%	0.0%
Division of Corporation Finance	286	74.5%	11.7%	13.8%
Division of Enforcement	278	71.9%	13.8%	14.3%
Division of Investment Management	83	70.0%	9.3%	20.6%
Division of Trading and Markets	93	57.9%	19.6%	22.5%
Executive Staff	12	91.2%	8.8%	0.0%
Office of Administrative Services	46	55.8%	12.4%	31.9%
Office of Compliance Inspections and Examinations	88	62.9%	20.6%	16.5%
Office of Financial Management	45	57.6%	24.6%	17.8%
Office of FOIA, Records Management, and Security	28	92.8%	4.1%	3.2%
Office of Human Resources	49	77.5%	6.4%	16.1%
Office of Information Technology	63	50.8%	11.2%	38.0%
Office of International Affairs	19	72.3%	9.7%	18.0%
Office of Investor Education and Advocacy	28	69.8%	6.3%	23.9%
Office of the Chief Accountant	20	86.5%	9.1%	4.4%
Office of the General Counsel	59	83.4%	7.4%	9.2%
Office of the Inspector General	12	74.7%	8.2%	17.2%
Office of the Secretary	24	64.1%	24.5%	11.4%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	58.5%	13.4%	28.2%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	681,499	57.8%	18.7%	23.5%
Securities and Exchange Commission	2,476	50.3%	19.1%	30.6%
Headquarters	1,316	50.7%	18.9%	30.4%
Div Risk, Strategy, & Financial Innovation	18	76.2%	12.7%	11.1%
Division of Corporation Finance	285	40.6%	23.9%	35.5%
Division of Enforcement	282	54.5%	14.7%	30.9%
Division of Investment Management	82	53.8%	15.3%	30.9%
Division of Trading and Markets	93	46.3%	21.3%	32.5%
Executive Staff	12	67.0%	16.0%	17.0%
Office of Administrative Services	46	47.5%	10.3%	42.2%
Office of Compliance Inspections and Examinations	85	49.5%	27.0%	23.5%
Office of Financial Management	45	48.1%	27.8%	24.1%
Office of FOIA, Records Management, and Security	27	74.5%	14.7%	10.7%
Office of Human Resources	49	67.8%	12.7%	19.4%
Office of Information Technology	63	39.1%	18.4%	42.5%
Office of International Affairs	19	44.2%	35.0%	20.8%
Office of Investor Education and Advocacy	28	52.1%	7.7%	40.2%
Office of the Chief Accountant	21	69.7%	8.6%	21.7%
Office of the General Counsel	59	62.9%	15.7%	21.3%
Office of the Inspector General	12	48.6%	18.7%	32.8%
Office of the Secretary	23	40.0%	29.4%	30.6%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	45.9%	20.1%	34.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	684,685	72.4%	14.4%	13.2%
Securities and Exchange Commission	2,486	70.7%	14.1%	15.2%
Headquarters	1,319	68.7%	14.3%	17.0%
Div Risk, Strategy, & Financial Innovation	18	83.2%	0.0%	16.8%
Division of Corporation Finance	285	65.0%	19.5%	15.5%
Division of Enforcement	282	71.3%	11.0%	17.6%
Division of Investment Management	83	67.8%	14.0%	18.2%
Division of Trading and Markets	92	63.0%	15.4%	21.7%
Executive Staff	12	91.2%	8.8%	0.0%
Office of Administrative Services	46	60.8%	8.5%	30.7%
Office of Compliance Inspections and Examinations	88	77.3%	11.2%	11.5%
Office of Financial Management	45	59.7%	25.8%	14.5%
Office of FOIA, Records Management, and Security	28	85.1%	11.8%	3.2%
Office of Human Resources	49	77.3%	6.5%	16.2%
Office of Information Technology	63	55.8%	15.7%	28.5%
Office of International Affairs	19	75.1%	24.9%	0.0%
Office of Investor Education and Advocacy	28	48.6%	18.2%	33.1%
Office of the Chief Accountant	21	73.2%	13.9%	12.9%
Office of the General Counsel	59	80.2%	7.0%	12.8%
Office of the Inspector General	12	56.7%	28.4%	14.9%
Office of the Secretary	24	64.6%	27.0%	8.4%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	67.4%	6.1%	26.5%

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My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	682,133	83.8%	10.4%	5.7%
Securities and Exchange Commission	2,480	83.1%	11.5%	5.4%
Headquarters	1,316	80.6%	12.5%	6.9%
Div Risk, Strategy, & Financial Innovation	18	100.0%	0.0%	0.0%
Division of Corporation Finance	283	78.4%	15.0%	6.6%
Division of Enforcement	280	84.0%	10.2%	5.8%
Division of Investment Management	83	77.1%	17.4%	5.5%
Division of Trading and Markets	92	77.5%	15.1%	7.4%
Executive Staff	12	91.2%	8.8%	0.0%
Office of Administrative Services	46	71.6%	11.8%	16.6%
Office of Compliance Inspections and Examinations	88	89.7%	6.7%	3.6%
Office of Financial Management	45	81.4%	14.5%	4.1%
Office of FOIA, Records Management, and Security	26	85.2%	14.8%	0.0%
Office of Human Resources	49	85.5%	6.6%	7.9%
Office of Information Technology	64	64.5%	20.3%	15.2%
Office of International Affairs	19	90.5%	9.5%	0.0%
Office of Investor Education and Advocacy	28	72.8%	8.1%	19.1%
Office of the Chief Accountant	21	87.1%	8.7%	4.2%
Office of the General Counsel	59	86.8%	10.0%	3.2%
Office of the Inspector General	12	56.7%	18.7%	24.6%
Office of the Secretary	24	62.0%	28.9%	9.1%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	71.8%	13.7%	14.5%

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My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	681,765	80.1%	10.9%	9.0%
Securities and Exchange Commission	2,474	69.9%	13.6%	16.4%
Headquarters	1,311	69.4%	13.6%	17.1%
Div Risk, Strategy, & Financial Innovation	18	67.7%	18.3%	14.0%
Division of Corporation Finance	282	75.0%	11.7%	13.2%
Division of Enforcement	276	68.6%	13.8%	17.6%
Division of Investment Management	82	71.2%	14.8%	13.9%
Division of Trading and Markets	93	57.8%	22.1%	20.1%
Executive Staff	12	91.2%	8.8%	0.0%
Office of Administrative Services	45	62.1%	9.0%	29.0%
Office of Compliance Inspections and Examinations	88	62.2%	18.1%	19.7%
Office of Financial Management	45	68.8%	14.1%	17.2%
Office of FOIA, Records Management, and Security	28	85.3%	10.7%	4.0%
Office of Human Resources	49	68.4%	15.4%	16.2%
Office of Information Technology	63	56.2%	6.9%	36.9%
Office of International Affairs	19	77.8%	12.1%	10.2%
Office of Investor Education and Advocacy	28	62.2%	10.6%	27.2%
Office of the Chief Accountant	21	66.5%	24.9%	8.6%
Office of the General Counsel	59	84.4%	7.8%	7.8%
Office of the Inspector General	12	49.8%	25.6%	24.6%
Office of the Secretary	24	72.1%	20.0%	7.9%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	61.6%	5.9%	32.4%

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My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	684,790	96.5%	2.3%	1.2%
Securities and Exchange Commission	2,482	97.1%	1.8%	1.1%
Headquarters	1,320	97.0%	1.9%	1.1%
Div Risk, Strategy, & Financial Innovation	18	100.0%	0.0%	0.0%
Division of Corporation Finance	284	97.0%	2.1%	1.0%
Division of Enforcement	282	98.2%	1.0%	0.8%
Division of Investment Management	82	97.7%	0.0%	2.3%
Division of Trading and Markets	92	97.7%	1.0%	1.3%
Executive Staff	12	91.2%	8.8%	0.0%
Office of Administrative Services	46	93.4%	2.5%	4.1%
Office of Compliance Inspections and Examinations	88	95.3%	2.5%	2.2%
Office of Financial Management	45	100.0%	0.0%	0.0%
Office of FOIA, Records Management, and Security	28	96.8%	3.2%	0.0%
Office of Human Resources	49	95.2%	4.8%	0.0%
Office of Information Technology	64	94.0%	4.2%	1.8%
Office of International Affairs	19	88.0%	6.1%	5.9%
Office of Investor Education and Advocacy	28	97.0%	0.0%	3.0%
Office of the Chief Accountant	21	95.8%	4.2%	0.0%
Office of the General Counsel	59	100.0%	0.0%	0.0%
Office of the Inspector General	12	100.0%	0.0%	0.0%
Office of the Secretary	24	92.4%	7.6%	0.0%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	100.0%	0.0%	0.0%

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My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	685,285	91.4%	7.1%	1.5%
Securities and Exchange Commission	2,479	89.4%	9.0%	1.6%
Headquarters	1,319	89.7%	8.9%	1.4%
Div Risk, Strategy, & Financial Innovation	18	94.3%	5.7%	0.0%
Division of Corporation Finance	285	86.7%	11.4%	1.9%
Division of Enforcement	283	88.0%	10.5%	1.5%
Division of Investment Management	82	88.3%	9.4%	2.3%
Division of Trading and Markets	91	85.3%	14.7%	0.0%
Executive Staff	11	90.3%	9.7%	0.0%
Office of Administrative Services	46	90.4%	7.6%	2.0%
Office of Compliance Inspections and Examinations	88	93.0%	6.0%	1.0%
Office of Financial Management	45	100.0%	0.0%	0.0%
Office of FOIA, Records Management, and Security	27	96.7%	3.3%	0.0%
Office of Human Resources	49	92.2%	5.9%	1.9%
Office of Information Technology	64	92.2%	4.8%	3.0%
Office of International Affairs	19	87.7%	12.3%	0.0%
Office of Investor Education and Advocacy	28	89.6%	4.3%	6.1%
Office of the Chief Accountant	21	86.6%	9.2%	4.2%
Office of the General Counsel	59	93.4%	6.6%	0.0%
Office of the Inspector General	12	82.8%	17.2%	0.0%
Office of the Secretary	24	93.0%	7.0%	0.0%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	93.8%	6.2%	0.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	684,607	48.0%	16.9%	35.1%	1,655
Securities and Exchange Commission	2,483	38.7%	16.0%	45.3%	3
Headquarters	1,321	43.6%	16.6%	39.8%	2
Div Risk, Strategy, & Financial Innovation	18	32.5%	23.7%	43.8%	0
Division of Corporation Finance	286	61.3%	14.0%	24.7%	0
Division of Enforcement	283	30.7%	15.3%	54.0%	0
Division of Investment Management	83	55.7%	12.2%	32.1%	0
Division of Trading and Markets	93	33.0%	25.5%	41.6%	0
Executive Staff	12	60.6%	15.9%	23.5%	0
Office of Administrative Services	45	42.1%	12.7%	45.2%	0
Office of Compliance Inspections and Examinations	86	29.8%	25.0%	45.2%	1
Office of Financial Management	45	41.1%	28.4%	30.5%	0
Office of FOIA, Records Management, and Security	28	67.0%	15.3%	17.7%	0
Office of Human Resources	49	45.5%	7.8%	46.7%	0
Office of Information Technology	64	19.9%	25.2%	54.8%	0
Office of International Affairs	19	13.8%	22.1%	64.1%	0
Office of Investor Education and Advocacy	28	38.4%	11.6%	50.0%	0
Office of the Chief Accountant	20	56.9%	24.6%	18.5%	1
Office of the General Counsel	59	51.3%	9.5%	39.2%	0
Office of the Inspector General	12	31.2%	27.8%	41.0%	0
Office of the Secretary	24	67.9%	7.4%	24.7%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	51.9%	12.5%	35.6%	0

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	683,078	58.9%	16.2%	24.9%	1,258
Securities and Exchange Commission	2,482	58.5%	15.9%	25.6%	4
Headquarters	1,318	59.2%	15.2%	25.6%	3
Div Risk, Strategy, & Financial Innovation	18	52.9%	24.1%	23.0%	0
Division of Corporation Finance	284	67.2%	15.2%	17.7%	1
Division of Enforcement	283	60.4%	16.7%	22.9%	0
Division of Investment Management	83	73.2%	12.9%	13.9%	0
Division of Trading and Markets	92	57.3%	14.4%	28.2%	0
Executive Staff	12	43.8%	8.7%	47.5%	0
Office of Administrative Services	45	52.4%	10.8%	36.9%	1
Office of Compliance Inspections and Examinations	86	56.0%	11.5%	32.5%	1
Office of Financial Management	45	54.0%	17.0%	29.0%	0
Office of FOIA, Records Management, and Security	28	61.6%	17.2%	21.3%	0
Office of Human Resources	49	55.8%	6.1%	38.1%	0
Office of Information Technology	63	33.1%	20.3%	46.6%	0
Office of International Affairs	19	31.2%	21.3%	47.5%	0
Office of Investor Education and Advocacy	28	50.6%	14.9%	34.5%	0
Office of the Chief Accountant	21	73.6%	13.1%	13.3%	0
Office of the General Counsel	59	63.9%	17.2%	18.9%	0
Office of the Inspector General	12	59.0%	15.4%	25.6%	0
Office of the Secretary	24	63.8%	20.5%	15.7%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	65.7%	3.0%	31.2%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	671,969	59.5%	16.8%	23.7%	3,517
Securities and Exchange Commission	2,446	53.2%	17.3%	29.5%	20
Headquarters	1,302	53.1%	15.0%	31.9%	10
Div Risk, Strategy, & Financial Innovation	18	72.6%	5.7%	21.7%	0
Division of Corporation Finance	282	51.5%	16.2%	32.3%	1
Division of Enforcement	278	54.4%	14.0%	31.6%	4
Division of Investment Management	82	56.3%	13.7%	30.0%	0
Division of Trading and Markets	92	45.8%	15.4%	38.8%	0
Executive Staff	12	100.0%	0.0%	0.0%	0
Office of Administrative Services	46	48.6%	10.6%	40.8%	0
Office of Compliance Inspections and Examinations	85	53.2%	18.2%	28.6%	2
Office of Financial Management	43	51.4%	25.1%	23.5%	0
Office of FOIA, Records Management, and Security	28	79.0%	10.7%	10.3%	0
Office of Human Resources	49	59.9%	8.3%	31.8%	0
Office of Information Technology	61	30.5%	22.6%	46.9%	1
Office of International Affairs	19	40.7%	15.8%	43.5%	0
Office of Investor Education and Advocacy	26	62.9%	12.5%	24.6%	1
Office of the Chief Accountant	21	48.9%	24.6%	26.6%	0
Office of the General Counsel	57	70.8%	9.9%	19.3%	1
Office of the Inspector General	12	34.4%	32.6%	33.0%	0
Office of the Secretary	24	48.4%	11.6%	40.1%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	42.0%	12.1%	45.9%	0

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	681,644	83.7%	10.1%	6.2%	2,503
Securities and Exchange Commission	2,470	82.4%	9.2%	8.4%	5
Headquarters	1,313	81.1%	9.8%	9.2%	4
Div Risk, Strategy, & Financial Innovation	18	83.4%	12.2%	4.4%	0
Division of Corporation Finance	285	81.4%	10.1%	8.5%	0
Division of Enforcement	279	80.2%	10.0%	9.8%	3
Division of Investment Management	81	83.8%	9.5%	6.7%	1
Division of Trading and Markets	91	73.8%	11.8%	14.4%	0
Executive Staff	12	91.2%	0.0%	8.8%	0
Office of Administrative Services	46	70.8%	10.2%	19.0%	0
Office of Compliance Inspections and Examinations	87	80.9%	11.1%	8.0%	0
Office of Financial Management	45	89.6%	8.3%	2.1%	0
Office of FOIA, Records Management, and Security	27	96.7%	3.3%	0.0%	0
Office of Human Resources	49	88.7%	5.6%	5.7%	0
Office of Information Technology	64	68.8%	10.7%	20.5%	0
Office of International Affairs	19	89.8%	10.2%	0.0%	0
Office of Investor Education and Advocacy	28	79.3%	14.6%	6.1%	0
Office of the Chief Accountant	21	82.2%	9.2%	8.6%	0
Office of the General Counsel	59	90.2%	6.7%	3.1%	0
Office of the Inspector General	12	64.7%	35.3%	0.0%	0
Office of the Secretary	24	77.3%	8.9%	13.8%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	85.1%	4.4%	10.5%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	680,836	91.2%	6.2%	2.5%	1,769
Securities and Exchange Commission	2,476	88.6%	8.3%	3.1%	5
Headquarters	1,316	87.3%	8.7%	4.0%	2
Div Risk, Strategy, & Financial Innovation	18	100.0%	0.0%	0.0%	0
Division of Corporation Finance	285	85.3%	9.7%	5.1%	0
Division of Enforcement	283	87.3%	9.1%	3.6%	0
Division of Investment Management	81	87.0%	9.7%	3.3%	1
Division of Trading and Markets	93	82.5%	11.2%	6.4%	0
Executive Staff	12	91.2%	0.0%	8.8%	0
Office of Administrative Services	44	86.8%	6.8%	6.5%	0
Office of Compliance Inspections and Examinations	87	86.8%	12.2%	1.1%	1
Office of Financial Management	45	95.3%	2.6%	2.1%	0
Office of FOIA, Records Management, and Security	28	93.6%	6.4%	0.0%	0
Office of Human Resources	48	86.2%	10.1%	3.7%	0
Office of Information Technology	64	87.4%	6.7%	5.9%	0
Office of International Affairs	19	95.8%	4.2%	0.0%	0
Office of Investor Education and Advocacy	28	94.0%	0.0%	6.0%	0
Office of the Chief Accountant	21	91.4%	0.0%	8.6%	0
Office of the General Counsel	59	90.3%	6.6%	3.1%	0
Office of the Inspector General	12	92.6%	7.4%	0.0%	0
Office of the Secretary	24	79.1%	17.0%	3.9%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	79.9%	13.7%	6.4%	0

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	683,306	67.5%	14.0%	18.5%	2,522
Securities and Exchange Commission	2,477	83.8%	8.9%	7.4%	4
Headquarters	1,317	85.4%	8.2%	6.4%	3
Div Risk, Strategy, & Financial Innovation	18	81.6%	6.5%	11.9%	0
Division of Corporation Finance	285	90.1%	6.7%	3.3%	1
Division of Enforcement	282	88.7%	6.8%	4.5%	0
Division of Investment Management	80	88.2%	4.4%	7.4%	1
Division of Trading and Markets	93	82.1%	5.4%	12.5%	0
Executive Staff	12	92.8%	7.2%	0.0%	0
Office of Administrative Services	46	83.3%	2.2%	14.5%	0
Office of Compliance Inspections and Examinations	88	88.6%	8.5%	2.9%	0
Office of Financial Management	45	80.6%	12.5%	6.9%	0
Office of FOIA, Records Management, and Security	28	77.0%	11.8%	11.2%	0
Office of Human Resources	49	87.4%	4.2%	8.4%	0
Office of Information Technology	64	65.5%	19.3%	15.2%	0
Office of International Affairs	19	88.1%	5.9%	6.0%	0
Office of Investor Education and Advocacy	28	76.7%	9.4%	13.9%	0
Office of the Chief Accountant	21	89.8%	10.2%	0.0%	0
Office of the General Counsel	59	78.9%	14.5%	6.6%	0
Office of the Inspector General	11	92.3%	7.7%	0.0%	0
Office of the Secretary	23	73.4%	26.6%	0.0%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	90.1%	9.9%	0.0%	1

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My Work Experience (continued)

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	675,095	68.8%	14.8%	16.4%	10,306
Securities and Exchange Commission	2,421	51.1%	18.3%	30.7%	61
Headquarters	1,282	49.8%	16.8%	33.4%	39
Div Risk, Strategy, & Financial Innovation	18	78.0%	4.9%	17.1%	0
Division of Corporation Finance	280	46.1%	18.4%	35.5%	4
Division of Enforcement	274	49.4%	18.3%	32.3%	7
Division of Investment Management	81	50.1%	17.5%	32.3%	2
Division of Trading and Markets	89	42.4%	23.0%	34.6%	4
Executive Staff	11	84.7%	0.0%	15.3%	1
Office of Administrative Services	46	42.9%	4.0%	53.1%	0
Office of Compliance Inspections and Examinations	85	58.6%	15.4%	26.0%	3
Office of Financial Management	43	46.2%	20.8%	32.9%	2
Office of FOIA, Records Management, and Security	27	70.7%	6.6%	22.7%	1
Office of Human Resources	48	43.3%	23.9%	32.8%	1
Office of Information Technology	56	51.7%	8.6%	39.7%	8
Office of International Affairs	18	66.3%	11.2%	22.5%	1
Office of Investor Education and Advocacy	27	48.9%	15.8%	35.3%	1
Office of the Chief Accountant	20	51.5%	9.9%	38.6%	1
Office of the General Counsel	59	56.3%	12.5%	31.2%	0
Office of the Inspector General	12	59.0%	18.0%	23.0%	0
Office of the Secretary	24	41.8%	29.6%	28.6%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	34.2%	23.1%	42.7%	1

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	681,102	82.8%	11.8%	5.5%	3,032
Securities and Exchange Commission	2,455	76.6%	15.7%	7.6%	19
Headquarters	1,304	76.9%	15.2%	7.9%	11
Div Risk, Strategy, & Financial Innovation	18	95.6%	4.4%	0.0%	0
Division of Corporation Finance	282	75.3%	17.7%	6.9%	2
Division of Enforcement	279	75.1%	14.2%	10.7%	4
Division of Investment Management	82	82.4%	15.0%	2.7%	0
Division of Trading and Markets	91	61.3%	28.3%	10.4%	0
Executive Staff	12	100.0%	0.0%	0.0%	0
Office of Administrative Services	45	80.0%	11.3%	8.7%	0
Office of Compliance Inspections and Examinations	87	81.2%	14.0%	4.8%	1
Office of Financial Management	45	79.2%	18.5%	2.3%	0
Office of FOIA, Records Management, and Security	27	85.9%	6.7%	7.5%	1
Office of Human Resources	49	86.1%	9.8%	4.1%	0
Office of Information Technology	62	74.5%	11.5%	14.0%	0
Office of International Affairs	19	69.8%	24.2%	5.9%	0
Office of Investor Education and Advocacy	27	79.5%	14.3%	6.3%	1
Office of the Chief Accountant	21	73.2%	9.4%	17.4%	0
Office of the General Counsel	58	74.8%	17.1%	8.1%	0
Office of the Inspector General	12	77.0%	8.2%	14.9%	0
Office of the Secretary	23	74.2%	21.5%	4.3%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	79.0%	3.6%	17.4%	1

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	656,457	61.5%	19.5%	19.0%	27,152
Securities and Exchange Commission	2,322	61.8%	19.8%	18.3%	155
Headquarters	1,214	57.3%	21.5%	21.1%	103
Div Risk, Strategy, & Financial Innovation	18	61.3%	32.2%	6.5%	0
Division of Corporation Finance	262	65.6%	18.3%	16.1%	22
Division of Enforcement	257	57.8%	22.5%	19.7%	25
Division of Investment Management	72	59.6%	21.8%	18.7%	10
Division of Trading and Markets	84	48.5%	23.7%	27.8%	8
Executive Staff	11	100.0%	0.0%	0.0%	1
Office of Administrative Services	44	47.3%	15.2%	37.5%	2
Office of Compliance Inspections and Examinations	81	61.6%	24.0%	14.4%	7
Office of Financial Management	40	49.8%	25.8%	24.5%	5
Office of FOIA, Records Management, and Security	28	56.6%	15.8%	27.6%	0
Office of Human Resources	45	49.7%	22.8%	27.5%	3
Office of Information Technology	57	40.0%	24.4%	35.7%	7
Office of International Affairs	18	67.2%	27.9%	4.9%	1
Office of Investor Education and Advocacy	28	50.9%	25.0%	24.1%	0
Office of the Chief Accountant	20	55.4%	25.9%	18.7%	1
Office of the General Counsel	53	67.3%	14.9%	17.8%	5
Office of the Inspector General	10	31.1%	40.1%	28.8%	2
Office of the Secretary	21	36.8%	36.8%	26.4%	3
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	50.3%	7.0%	42.7%	1

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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	677,385	53.1%	23.4%	23.6%	7,250
Securities and Exchange Commission	2,438	41.5%	26.5%	32.0%	42
Headquarters	1,293	43.3%	25.0%	31.7%	28
Div Risk, Strategy, & Financial Innovation	18	57.5%	5.1%	37.4%	0
Division of Corporation Finance	280	42.7%	25.9%	31.5%	5
Division of Enforcement	275	46.1%	24.6%	29.3%	7
Division of Investment Management	79	46.9%	24.1%	29.0%	3
Division of Trading and Markets	92	37.1%	29.6%	33.3%	1
Executive Staff	11	55.8%	36.1%	8.0%	1
Office of Administrative Services	45	41.6%	22.0%	36.4%	0
Office of Compliance Inspections and Examinations	83	47.8%	23.4%	28.9%	5
Office of Financial Management	44	44.0%	19.2%	36.8%	1
Office of FOIA, Records Management, and Security	28	72.1%	24.7%	3.2%	0
Office of Human Resources	49	52.0%	14.5%	33.6%	0
Office of Information Technology	63	30.9%	24.1%	44.9%	1
Office of International Affairs	19	30.7%	31.6%	37.7%	0
Office of Investor Education and Advocacy	28	33.9%	33.3%	32.8%	0
Office of the Chief Accountant	20	31.8%	24.7%	43.5%	1
Office of the General Counsel	58	45.0%	24.8%	30.2%	1
Office of the Inspector General	12	41.1%	10.4%	48.4%	0
Office of the Secretary	24	31.1%	40.6%	28.3%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	36.8%	20.4%	42.8%	1

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My Work Experience (continued)

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	668,068	67.5%	14.8%	17.7%	18,229
Securities and Exchange Commission	2,421	41.3%	18.4%	40.3%	65
Headquarters	1,281	40.0%	17.3%	42.7%	40
Div Risk, Strategy, & Financial Innovation	18	51.2%	17.2%	31.6%	0
Division of Corporation Finance	282	34.2%	17.4%	48.4%	3
Division of Enforcement	276	40.0%	19.2%	40.9%	7
Division of Investment Management	80	37.6%	19.2%	43.2%	3
Division of Trading and Markets	85	28.9%	22.0%	49.2%	6
Executive Staff	11	84.7%	0.0%	15.3%	1
Office of Administrative Services	46	46.5%	10.2%	43.3%	0
Office of Compliance Inspections and Examinations	86	42.9%	16.4%	40.6%	2
Office of Financial Management	44	55.3%	11.5%	33.1%	0
Office of FOIA, Records Management, and Security	28	67.7%	12.4%	19.9%	0
Office of Human Resources	48	39.5%	13.0%	47.5%	1
Office of Information Technology	56	39.4%	20.5%	40.1%	8
Office of International Affairs	18	60.0%	17.5%	22.5%	1
Office of Investor Education and Advocacy	28	45.7%	13.2%	41.0%	0
Office of the Chief Accountant	21	39.9%	13.5%	46.6%	0
Office of the General Counsel	57	40.3%	17.5%	42.2%	2
Office of the Inspector General	12	51.6%	0.0%	48.4%	0
Office of the Secretary	24	33.2%	29.9%	36.9%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	26	22.9%	14.3%	62.8%	4

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My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	685,205	72.8%	14.3%	12.9%
Securities and Exchange Commission	2,487	75.3%	13.7%	11.0%
Headquarters	1,323	75.5%	12.8%	11.7%
Div Risk, Strategy, & Financial Innovation	18	85.5%	14.5%	0.0%
Division of Corporation Finance	286	80.6%	12.1%	7.3%
Division of Enforcement	282	79.5%	9.6%	10.9%
Division of Investment Management	82	81.5%	5.6%	12.9%
Division of Trading and Markets	93	72.9%	16.5%	10.6%
Executive Staff	12	92.8%	7.2%	0.0%
Office of Administrative Services	46	58.4%	26.1%	15.5%
Office of Compliance Inspections and Examinations	88	79.6%	10.9%	9.5%
Office of Financial Management	45	70.2%	14.5%	15.3%
Office of FOIA, Records Management, and Security	28	74.9%	8.1%	17.0%
Office of Human Resources	49	87.3%	2.5%	10.1%
Office of Information Technology	64	47.5%	27.1%	25.4%
Office of International Affairs	19	72.6%	11.2%	16.2%
Office of Investor Education and Advocacy	28	61.6%	13.6%	24.8%
Office of the Chief Accountant	21	48.9%	28.2%	22.9%
Office of the General Counsel	59	81.1%	11.1%	7.8%
Office of the Inspector General	12	49.8%	23.1%	27.1%
Office of the Secretary	24	61.4%	23.7%	14.9%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	70.7%	13.4%	15.9%

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	662,253	43.5%	27.2%	29.4%	23,872
Securities and Exchange Commission	2,354	55.4%	21.2%	23.4%	127
Headquarters	1,254	54.9%	20.7%	24.5%	67
Div Risk, Strategy, & Financial Innovation	18	57.6%	20.8%	21.5%	0
Division of Corporation Finance	265	57.9%	23.9%	18.2%	21
Division of Enforcement	267	59.4%	19.2%	21.4%	13
Division of Investment Management	77	62.4%	19.8%	17.8%	6
Division of Trading and Markets	86	49.7%	32.5%	17.8%	7
Executive Staff	12	67.4%	16.3%	16.3%	0
Office of Administrative Services	45	39.2%	13.8%	47.0%	1
Office of Compliance Inspections and Examinations	84	59.4%	20.0%	20.5%	4
Office of Financial Management	44	37.3%	21.8%	40.9%	1
Office of FOIA, Records Management, and Security	28	66.2%	20.7%	13.0%	0
Office of Human Resources	45	56.1%	13.1%	30.8%	3
Office of Information Technology	62	26.5%	16.3%	57.1%	2
Office of International Affairs	19	45.8%	19.6%	34.6%	0
Office of Investor Education and Advocacy	27	40.5%	27.9%	31.6%	1
Office of the Chief Accountant	21	77.3%	13.4%	9.3%	0
Office of the General Counsel	57	75.9%	10.0%	14.1%	2
Office of the Inspector General	12	31.2%	17.9%	51.0%	0
Office of the Secretary	21	49.1%	23.4%	27.5%	3
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	28	41.0%	17.8%	41.2%	2

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	645,137	33.5%	29.2%	37.3%	39,208
Securities and Exchange Commission	2,277	34.2%	24.3%	41.5%	199
Headquarters	1,209	35.4%	23.1%	41.5%	109
Div Risk, Strategy, & Financial Innovation	17	48.6%	18.0%	33.4%	1
Division of Corporation Finance	260	33.3%	29.6%	37.1%	25
Division of Enforcement	256	36.2%	22.0%	41.8%	26
Division of Investment Management	76	40.8%	17.1%	42.1%	7
Division of Trading and Markets	86	39.1%	15.2%	45.7%	7
Executive Staff	12	51.2%	32.5%	16.3%	0
Office of Administrative Services	43	23.0%	14.0%	63.0%	2
Office of Compliance Inspections and Examinations	83	37.4%	18.0%	44.6%	5
Office of Financial Management	43	31.8%	21.1%	47.1%	2
Office of FOIA, Records Management, and Security	25	47.0%	12.8%	40.2%	3
Office of Human Resources	43	41.3%	27.3%	31.5%	4
Office of Information Technology	57	15.7%	23.0%	61.3%	6
Office of International Affairs	18	35.7%	26.3%	38.0%	1
Office of Investor Education and Advocacy	26	27.8%	14.8%	57.4%	2
Office of the Chief Accountant	19	36.7%	28.6%	34.7%	1
Office of the General Counsel	52	51.4%	22.7%	25.9%	7
Office of the Inspector General	11	25.6%	32.5%	41.8%	1
Office of the Secretary	22	33.1%	21.3%	45.6%	2
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	26	29.9%	33.7%	36.4%	4

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	632,125	29.4%	27.8%	42.8%	51,759
Securities and Exchange Commission	2,147	23.8%	29.5%	46.7%	333
Headquarters	1,137	27.1%	30.0%	42.9%	183
Div Risk, Strategy, & Financial Innovation	17	36.9%	53.1%	10.0%	1
Division of Corporation Finance	241	25.3%	34.0%	40.7%	44
Division of Enforcement	239	29.5%	25.3%	45.2%	44
Division of Investment Management	58	34.6%	28.6%	36.7%	24
Division of Trading and Markets	77	22.8%	29.7%	47.5%	15
Executive Staff	11	63.1%	27.3%	9.7%	0
Office of Administrative Services	44	27.6%	19.6%	52.8%	2
Office of Compliance Inspections and Examinations	77	19.2%	28.6%	52.1%	11
Office of Financial Management	40	20.2%	38.0%	41.8%	5
Office of FOIA, Records Management, and Security	24	50.5%	29.9%	19.6%	4
Office of Human Resources	44	32.9%	24.2%	42.9%	4
Office of Information Technology	59	12.4%	31.0%	56.6%	5
Office of International Affairs	18	10.7%	28.1%	61.2%	1
Office of Investor Education and Advocacy	26	38.8%	33.5%	27.6%	2
Office of the Chief Accountant	18	37.3%	29.0%	33.7%	3
Office of the General Counsel	54	12.6%	33.9%	53.4%	5
Office of the Inspector General	10	20.1%	0.0%	79.9%	2
Office of the Secretary	20	26.8%	38.7%	34.5%	4
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	25	42.4%	28.1%	29.5%	5

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	652,024	33.8%	29.2%	37.0%	32,505
Securities and Exchange Commission	2,272	21.3%	25.3%	53.3%	209
Headquarters	1,207	23.4%	25.8%	50.9%	114
Div Risk, Strategy, & Financial Innovation	17	36.5%	35.5%	28.0%	1
Division of Corporation Finance	261	20.1%	26.3%	53.6%	24
Division of Enforcement	255	21.7%	27.1%	51.2%	27
Division of Investment Management	73	33.7%	23.0%	43.4%	10
Division of Trading and Markets	82	19.9%	19.3%	60.8%	11
Executive Staff	11	37.2%	35.1%	27.7%	0
Office of Administrative Services	43	21.2%	20.0%	58.8%	3
Office of Compliance Inspections and Examinations	79	23.8%	21.5%	54.6%	9
Office of Financial Management	42	16.6%	34.6%	48.8%	3
Office of FOIA, Records Management, and Security	24	50.7%	21.5%	27.8%	4
Office of Human Resources	45	25.2%	33.3%	41.5%	3
Office of Information Technology	62	19.4%	27.5%	53.2%	2
Office of International Affairs	18	15.1%	22.4%	62.5%	1
Office of Investor Education and Advocacy	28	22.4%	18.2%	59.4%	0
Office of the Chief Accountant	19	10.8%	27.1%	62.1%	2
Office of the General Counsel	54	28.8%	19.8%	51.4%	5
Office of the Inspector General	10	9.7%	12.2%	78.1%	2
Office of the Secretary	23	27.3%	44.3%	28.4%	1
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	26	33.2%	18.8%	48.0%	4

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	648,791	41.0%	25.4%	33.6%	35,445
Securities and Exchange Commission	2,216	31.4%	25.0%	43.6%	261
Headquarters	1,171	31.7%	23.8%	44.5%	149
Div Risk, Strategy, & Financial Innovation	16	57.9%	19.0%	23.2%	2
Division of Corporation Finance	245	30.0%	26.2%	43.8%	40
Division of Enforcement	257	35.0%	22.7%	42.2%	25
Division of Investment Management	69	35.8%	22.2%	42.0%	14
Division of Trading and Markets	79	26.3%	21.1%	52.6%	13
Executive Staff	12	51.4%	39.8%	8.8%	0
Office of Administrative Services	43	25.3%	9.2%	65.5%	3
Office of Compliance Inspections and Examinations	78	34.1%	20.3%	45.6%	10
Office of Financial Management	43	19.4%	28.7%	51.9%	2
Office of FOIA, Records Management, and Security	25	39.4%	25.1%	35.5%	3
Office of Human Resources	41	35.6%	18.2%	46.2%	7
Office of Information Technology	59	20.8%	23.3%	56.0%	5
Office of International Affairs	18	35.2%	43.2%	21.6%	1
Office of Investor Education and Advocacy	26	32.9%	18.7%	48.4%	2
Office of the Chief Accountant	20	16.2%	30.3%	53.5%	1
Office of the General Counsel	48	31.7%	26.1%	42.2%	11
Office of the Inspector General	9	23.7%	13.5%	62.8%	3
Office of the Secretary	21	35.1%	28.3%	36.6%	3
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	27	22.3%	30.6%	47.1%	2

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	681,951	72.3%	14.6%	13.1%	2,878
Securities and Exchange Commission	2,457	73.2%	13.5%	13.3%	22
Headquarters	1,304	72.4%	13.0%	14.6%	15
Div Risk, Strategy, & Financial Innovation	17	77.7%	17.5%	4.9%	1
Division of Corporation Finance	284	77.0%	11.7%	11.3%	2
Division of Enforcement	276	76.3%	11.0%	12.6%	4
Division of Investment Management	81	74.0%	7.9%	18.1%	2
Division of Trading and Markets	91	67.5%	16.7%	15.8%	1
Executive Staff	12	100.0%	0.0%	0.0%	0
Office of Administrative Services	45	61.7%	15.7%	22.6%	0
Office of Compliance Inspections and Examinations	85	78.1%	11.9%	10.0%	3
Office of Financial Management	45	60.3%	16.5%	23.2%	0
Office of FOIA, Records Management, and Security	28	71.5%	11.9%	16.6%	0
Office of Human Resources	48	80.8%	10.6%	8.6%	0
Office of Information Technology	64	49.7%	20.9%	29.3%	0
Office of International Affairs	19	62.4%	27.4%	10.2%	0
Office of Investor Education and Advocacy	28	62.0%	18.1%	19.9%	0
Office of the Chief Accountant	21	58.0%	8.8%	33.2%	0
Office of the General Counsel	59	76.1%	6.2%	17.7%	0
Office of the Inspector General	12	77.7%	14.9%	7.4%	0
Office of the Secretary	24	63.6%	18.4%	18.0%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	28	74.7%	14.1%	11.2%	2

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	661,501	54.7%	28.6%	16.8%	23,067
Securities and Exchange Commission	2,328	52.1%	32.2%	15.7%	155
Headquarters	1,250	51.6%	31.2%	17.2%	73
Div Risk, Strategy, & Financial Innovation	18	59.6%	21.2%	19.2%	0
Division of Corporation Finance	270	51.2%	35.0%	13.8%	16
Division of Enforcement	265	49.1%	34.5%	16.4%	18
Division of Investment Management	74	61.0%	24.1%	15.0%	9
Division of Trading and Markets	88	51.0%	33.9%	15.1%	5
Executive Staff	11	90.3%	0.0%	9.7%	0
Office of Administrative Services	46	47.4%	20.3%	32.2%	0
Office of Compliance Inspections and Examinations	85	54.2%	33.1%	12.7%	3
Office of Financial Management	43	61.3%	20.5%	18.2%	2
Office of FOIA, Records Management, and Security	28	58.4%	32.1%	9.4%	0
Office of Human Resources	47	51.5%	29.4%	19.1%	1
Office of Information Technology	60	39.8%	28.7%	31.5%	4
Office of International Affairs	19	51.2%	38.6%	10.2%	0
Office of Investor Education and Advocacy	28	37.0%	31.5%	31.5%	0
Office of the Chief Accountant	20	46.3%	28.9%	24.8%	1
Office of the General Counsel	52	48.1%	36.8%	15.0%	7
Office of the Inspector General	12	43.9%	23.9%	32.3%	0
Office of the Secretary	23	53.7%	30.0%	16.2%	1
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	27	42.3%	33.7%	24.0%	3

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	683,823	83.4%	13.6%	3.0%
Securities and Exchange Commission	2,475	86.0%	11.5%	2.5%
Headquarters	1,318	85.6%	11.3%	3.1%
Div Risk, Strategy, & Financial Innovation	18	100.0%	0.0%	0.0%
Division of Corporation Finance	284	89.0%	10.3%	0.7%
Division of Enforcement	281	84.8%	13.0%	2.3%
Division of Investment Management	83	88.3%	9.5%	2.2%
Division of Trading and Markets	93	80.5%	14.5%	5.0%
Executive Staff	11	100.0%	0.0%	0.0%
Office of Administrative Services	46	66.7%	22.6%	10.6%
Office of Compliance Inspections and Examinations	88	91.6%	4.8%	3.6%
Office of Financial Management	45	80.2%	15.5%	4.3%
Office of FOIA, Records Management, and Security	28	90.2%	9.8%	0.0%
Office of Human Resources	49	94.7%	3.5%	1.9%
Office of Information Technology	64	71.7%	20.4%	7.9%
Office of International Affairs	19	83.8%	10.2%	6.0%
Office of Investor Education and Advocacy	28	80.4%	9.7%	9.9%
Office of the Chief Accountant	21	82.1%	17.9%	0.0%
Office of the General Counsel	59	91.6%	8.4%	0.0%
Office of the Inspector General	12	85.1%	7.4%	7.4%
Office of the Secretary	24	90.8%	4.3%	4.9%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	71.1%	17.2%	11.6%

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My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	662,287	71.6%	17.2%	11.2%	9,223
Securities and Exchange Commission	2,371	70.7%	16.8%	12.5%	61
Headquarters	1,283	69.4%	17.9%	12.6%	34
Div Risk, Strategy, & Financial Innovation	18	72.6%	6.5%	21.0%	0
Division of Corporation Finance	275	78.3%	13.1%	8.6%	9
Division of Enforcement	275	70.3%	19.0%	10.7%	5
Division of Investment Management	82	76.3%	12.1%	11.6%	1
Division of Trading and Markets	90	54.9%	23.4%	21.7%	3
Executive Staff	12	74.2%	16.3%	9.5%	0
Office of Administrative Services	44	65.7%	16.9%	17.5%	2
Office of Compliance Inspections and Examinations	86	62.9%	28.4%	8.7%	1
Office of Financial Management	45	62.6%	26.2%	11.2%	0
Office of FOIA, Records Management, and Security	28	84.2%	12.7%	3.1%	0
Office of Human Resources	45	68.9%	12.9%	18.2%	3
Office of Information Technology	62	45.5%	24.5%	30.0%	2
Office of International Affairs	18	77.8%	11.6%	10.7%	1
Office of Investor Education and Advocacy	27	61.2%	15.8%	23.0%	1
Office of the Chief Accountant	19	89.6%	5.7%	4.7%	2
Office of the General Counsel	58	71.0%	18.2%	10.9%	1
Office of the Inspector General	11	52.5%	20.2%	27.4%	1
Office of the Secretary	22	69.5%	21.5%	9.0%	2
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	78.5%	14.6%	6.9%	0

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	657,623	45.2%	26.0%	28.8%	13,810
Securities and Exchange Commission	2,349	32.7%	24.3%	43.0%	92
Headquarters	1,266	32.7%	24.5%	42.9%	50
Div Risk, Strategy, & Financial Innovation	17	58.6%	22.4%	19.0%	1
Division of Corporation Finance	269	30.2%	25.4%	44.4%	13
Division of Enforcement	272	32.5%	24.5%	43.0%	9
Division of Investment Management	78	32.9%	21.5%	45.5%	5
Division of Trading and Markets	87	33.6%	16.6%	49.8%	4
Executive Staff	12	40.3%	35.5%	24.2%	0
Office of Administrative Services	44	25.0%	14.3%	60.7%	2
Office of Compliance Inspections and Examinations	85	33.8%	23.2%	43.0%	3
Office of Financial Management	45	24.2%	39.7%	36.1%	0
Office of FOIA, Records Management, and Security	28	46.8%	29.4%	23.8%	0
Office of Human Resources	48	40.5%	21.0%	38.5%	1
Office of Information Technology	61	19.1%	24.6%	56.3%	2
Office of International Affairs	18	37.7%	38.2%	24.1%	1
Office of Investor Education and Advocacy	27	26.9%	15.0%	58.0%	1
Office of the Chief Accountant	19	41.8%	43.8%	14.4%	2
Office of the General Counsel	58	39.8%	24.4%	35.8%	1
Office of the Inspector General	12	24.0%	26.1%	49.9%	0
Office of the Secretary	21	41.2%	19.9%	38.9%	3
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	42.9%	13.1%	44.0%	1

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	658,648	48.4%	24.1%	27.5%	11,646
Securities and Exchange Commission	2,369	40.7%	22.4%	36.9%	74
Headquarters	1,274	39.8%	21.5%	38.8%	45
Div Risk, Strategy, & Financial Innovation	18	45.6%	14.0%	40.4%	0
Division of Corporation Finance	275	36.0%	24.1%	39.9%	8
Division of Enforcement	271	42.4%	23.2%	34.4%	12
Division of Investment Management	77	41.3%	19.4%	39.3%	5
Division of Trading and Markets	89	41.1%	13.4%	45.5%	4
Executive Staff	12	67.0%	14.7%	18.3%	0
Office of Administrative Services	44	37.8%	11.1%	51.2%	2
Office of Compliance Inspections and Examinations	86	37.6%	22.1%	40.3%	2
Office of Financial Management	42	34.0%	33.7%	32.3%	1
Office of FOIA, Records Management, and Security	27	45.2%	34.3%	20.5%	1
Office of Human Resources	49	47.6%	14.2%	38.2%	0
Office of Information Technology	64	30.9%	12.9%	56.1%	0
Office of International Affairs	18	37.8%	40.0%	22.2%	1
Office of Investor Education and Advocacy	28	37.4%	17.9%	44.6%	0
Office of the Chief Accountant	20	37.4%	24.5%	38.1%	1
Office of the General Counsel	59	46.3%	18.3%	35.4%	0
Office of the Inspector General	12	38.6%	18.6%	42.8%	0
Office of the Secretary	20	40.5%	35.4%	24.2%	4
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	28	48.6%	6.9%	44.5%	2

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My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	650,663	38.5%	29.6%	31.9%	18,726
Securities and Exchange Commission	2,333	30.7%	26.8%	42.5%	97
Headquarters	1,259	30.4%	25.8%	43.8%	53
Div Risk, Strategy, & Financial Innovation	18	40.5%	27.1%	32.4%	0
Division of Corporation Finance	271	21.6%	26.6%	51.9%	12
Division of Enforcement	270	35.6%	24.7%	39.7%	11
Division of Investment Management	79	34.8%	25.8%	39.4%	4
Division of Trading and Markets	89	29.1%	20.8%	50.1%	3
Executive Staff	12	67.0%	14.7%	18.3%	0
Office of Administrative Services	42	24.2%	22.2%	53.6%	2
Office of Compliance Inspections and Examinations	85	29.9%	31.9%	38.2%	3
Office of Financial Management	44	30.6%	33.8%	35.6%	1
Office of FOIA, Records Management, and Security	26	46.9%	39.8%	13.3%	0
Office of Human Resources	45	38.0%	16.5%	45.5%	3
Office of Information Technology	61	27.2%	16.0%	56.8%	3
Office of International Affairs	18	31.6%	45.2%	23.2%	1
Office of Investor Education and Advocacy	28	18.5%	22.6%	58.9%	0
Office of the Chief Accountant	20	21.7%	25.9%	52.4%	1
Office of the General Counsel	56	44.5%	20.4%	35.1%	2
Office of the Inspector General	11	9.0%	44.9%	46.1%	1
Office of the Secretary	22	23.3%	36.4%	40.3%	2
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	28	34.2%	24.3%	41.5%	2

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My Agency (continued)

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	628,870	21.6%	28.1%	50.2%	40,108
Securities and Exchange Commission	2,259	13.4%	21.3%	65.3%	178
Headquarters	1,212	13.7%	21.2%	65.1%	103
Div Risk, Strategy, & Financial Innovation	15	32.8%	19.9%	47.3%	2
Division of Corporation Finance	266	7.5%	21.2%	71.3%	18
Division of Enforcement	258	13.5%	21.3%	65.2%	23
Division of Investment Management	70	13.4%	21.9%	64.7%	12
Division of Trading and Markets	85	8.2%	23.2%	68.6%	6
Executive Staff	12	25.9%	24.1%	50.0%	0
Office of Administrative Services	44	18.6%	12.4%	69.0%	2
Office of Compliance Inspections and Examinations	83	13.1%	21.2%	65.7%	5
Office of Financial Management	43	16.2%	20.2%	63.6%	2
Office of FOIA, Records Management, and Security	27	41.8%	19.5%	38.8%	0
Office of Human Resources	46	13.2%	30.4%	56.4%	2
Office of Information Technology	59	9.0%	25.1%	65.8%	5
Office of International Affairs	19	18.6%	33.9%	47.6%	0
Office of Investor Education and Advocacy	27	21.8%	19.2%	58.9%	1
Office of the Chief Accountant	18	0.0%	10.0%	90.0%	3
Office of the General Counsel	51	29.2%	12.1%	58.7%	8
Office of the Inspector General	9	11.2%	0.0%	88.8%	3
Office of the Secretary	22	14.1%	26.6%	59.3%	2
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	24	19.9%	20.3%	59.8%	6

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	625,285	56.8%	29.1%	14.1%	44,977
Securities and Exchange Commission	2,216	52.9%	26.3%	20.8%	218
Headquarters	1,194	52.0%	26.2%	21.7%	123
Div Risk, Strategy, & Financial Innovation	16	44.2%	37.4%	18.4%	2
Division of Corporation Finance	245	59.9%	22.5%	17.6%	39
Division of Enforcement	250	47.5%	29.6%	23.0%	31
Division of Investment Management	78	55.3%	23.2%	21.5%	5
Division of Trading and Markets	83	53.7%	29.4%	16.9%	10
Executive Staff	12	81.7%	18.3%	0.0%	0
Office of Administrative Services	43	36.4%	33.6%	30.0%	1
Office of Compliance Inspections and Examinations	81	57.5%	27.0%	15.5%	7
Office of Financial Management	42	48.9%	31.8%	19.3%	3
Office of FOIA, Records Management, and Security	26	70.0%	4.3%	25.6%	2
Office of Human Resources	48	40.5%	24.9%	34.6%	1
Office of Information Technology	58	34.5%	33.2%	32.3%	4
Office of International Affairs	19	49.5%	40.0%	10.5%	0
Office of Investor Education and Advocacy	27	33.9%	35.0%	31.2%	1
Office of the Chief Accountant	16	57.8%	23.7%	18.5%	5
Office of the General Counsel	54	52.5%	32.3%	15.2%	5
Office of the Inspector General	10	71.0%	0.0%	29.0%	2
Office of the Secretary	22	51.1%	12.1%	36.8%	2
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	27	61.7%	3.2%	35.1%	3

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	662,923	76.9%	13.4%	9.7%	7,525
Securities and Exchange Commission	2,365	84.2%	12.2%	3.6%	76
Headquarters	1,268	84.3%	12.0%	3.7%	49
Div Risk, Strategy, & Financial Innovation	18	93.5%	6.5%	0.0%	0
Division of Corporation Finance	276	85.3%	12.9%	1.7%	8
Division of Enforcement	269	87.1%	11.5%	1.4%	13
Division of Investment Management	78	85.7%	12.1%	2.2%	4
Division of Trading and Markets	89	80.3%	14.7%	5.1%	2
Executive Staff	11	100.0%	0.0%	0.0%	1
Office of Administrative Services	44	82.4%	4.1%	13.4%	1
Office of Compliance Inspections and Examinations	83	93.2%	4.4%	2.4%	5
Office of Financial Management	44	72.0%	20.6%	7.3%	1
Office of FOIA, Records Management, and Security	28	96.9%	3.1%	0.0%	0
Office of Human Resources	47	87.0%	6.2%	6.7%	2
Office of Information Technology	60	78.5%	12.7%	8.7%	3
Office of International Affairs	19	82.9%	17.1%	0.0%	0
Office of Investor Education and Advocacy	27	76.8%	19.3%	3.9%	1
Office of the Chief Accountant	21	95.6%	4.4%	0.0%	0
Office of the General Counsel	55	79.4%	14.8%	5.8%	4
Office of the Inspector General	11	53.3%	28.2%	18.5%	1
Office of the Secretary	24	71.3%	17.1%	11.6%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	27	80.3%	11.5%	8.2%	3

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My Agency (continued)

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	661,974	78.0%	13.9%	8.2%	7,292
Securities and Exchange Commission	2,383	76.9%	16.6%	6.6%	55
Headquarters	1,286	77.4%	16.1%	6.5%	32
Div Risk, Strategy, & Financial Innovation	18	71.5%	22.3%	6.2%	0
Division of Corporation Finance	278	81.5%	13.5%	5.0%	6
Division of Enforcement	275	76.6%	17.1%	6.2%	8
Division of Investment Management	81	79.6%	16.1%	4.3%	2
Division of Trading and Markets	91	69.4%	19.8%	10.8%	1
Executive Staff	12	81.7%	0.0%	18.3%	0
Office of Administrative Services	45	63.6%	20.6%	15.8%	1
Office of Compliance Inspections and Examinations	85	88.7%	8.9%	2.4%	3
Office of Financial Management	42	79.6%	11.0%	9.4%	2
Office of FOIA, Records Management, and Security	28	83.0%	17.0%	0.0%	0
Office of Human Resources	47	76.9%	15.1%	8.1%	2
Office of Information Technology	62	72.7%	20.3%	7.0%	0
Office of International Affairs	19	72.6%	27.4%	0.0%	0
Office of Investor Education and Advocacy	28	90.1%	9.9%	0.0%	0
Office of the Chief Accountant	19	85.6%	14.4%	0.0%	2
Office of the General Counsel	56	65.7%	23.1%	11.2%	3
Office of the Inspector General	12	61.3%	23.1%	15.6%	0
Office of the Secretary	23	77.4%	18.6%	4.0%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	28	74.2%	14.2%	11.6%	2

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	636,579	51.2%	23.4%	25.4%	32,982
Securities and Exchange Commission	2,206	44.7%	23.5%	31.8%	234
Headquarters	1,192	43.9%	23.6%	32.6%	125
Div Risk, Strategy, & Financial Innovation	15	60.5%	31.9%	7.6%	2
Division of Corporation Finance	249	44.3%	25.5%	30.2%	37
Division of Enforcement	254	47.8%	21.4%	30.7%	27
Division of Investment Management	76	49.1%	27.0%	23.9%	5
Division of Trading and Markets	83	49.1%	22.8%	28.1%	10
Executive Staff	12	83.0%	7.5%	9.5%	0
Office of Administrative Services	44	43.2%	18.5%	38.4%	2
Office of Compliance Inspections and Examinations	84	35.2%	24.1%	40.6%	4
Office of Financial Management	42	21.3%	28.5%	50.1%	3
Office of FOIA, Records Management, and Security	26	45.3%	28.9%	25.8%	2
Office of Human Resources	41	41.6%	26.3%	32.1%	8
Office of Information Technology	59	23.9%	22.8%	53.3%	4
Office of International Affairs	19	55.2%	22.3%	22.5%	0
Office of Investor Education and Advocacy	27	47.8%	8.4%	43.8%	0
Office of the Chief Accountant	16	71.1%	11.7%	17.2%	5
Office of the General Counsel	55	49.6%	13.2%	37.2%	4
Office of the Inspector General	11	17.8%	27.2%	54.9%	1
Office of the Secretary	22	41.4%	46.3%	12.3%	2
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	23	41.7%	12.0%	46.3%	6

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	615,998	65.9%	20.0%	14.1%	51,862
Securities and Exchange Commission	2,085	62.4%	22.0%	15.6%	355
Headquarters	1,130	60.6%	22.4%	17.0%	189
Div Risk, Strategy, & Financial Innovation	15	74.1%	20.4%	5.5%	3
Division of Corporation Finance	230	63.0%	25.6%	11.4%	56
Division of Enforcement	247	63.9%	20.8%	15.3%	36
Division of Investment Management	74	66.4%	18.2%	15.4%	9
Division of Trading and Markets	80	57.0%	25.1%	17.9%	12
Executive Staff	12	100.0%	0.0%	0.0%	0
Office of Administrative Services	42	51.3%	17.9%	30.8%	4
Office of Compliance Inspections and Examinations	73	66.8%	17.3%	15.9%	15
Office of Financial Management	39	42.9%	33.5%	23.6%	6
Office of FOIA, Records Management, and Security	27	66.8%	16.0%	17.1%	1
Office of Human Resources	41	63.6%	20.0%	16.4%	7
Office of Information Technology	57	27.5%	39.5%	33.0%	5
Office of International Affairs	18	69.7%	17.6%	12.7%	1
Office of Investor Education and Advocacy	22	63.5%	13.5%	23.0%	5
Office of the Chief Accountant	16	76.3%	18.1%	5.6%	5
Office of the General Counsel	50	64.1%	14.5%	21.5%	9
Office of the Inspector General	9	30.8%	34.4%	34.8%	3
Office of the Secretary	18	54.8%	28.6%	16.6%	5
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	26	44.8%	19.3%	35.9%	4

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My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	658,423	76.4%	16.7%	6.9%	10,424
Securities and Exchange Commission	2,391	68.5%	20.5%	11.0%	47
Headquarters	1,291	66.1%	21.7%	12.2%	27
Div Risk, Strategy, & Financial Innovation	18	71.5%	24.1%	4.4%	0
Division of Corporation Finance	277	66.5%	22.0%	11.4%	8
Division of Enforcement	277	65.6%	21.5%	13.0%	5
Division of Investment Management	83	72.2%	13.3%	14.5%	0
Division of Trading and Markets	93	59.0%	24.3%	16.7%	0
Executive Staff	12	74.2%	16.3%	9.5%	0
Office of Administrative Services	43	60.4%	21.1%	18.4%	3
Office of Compliance Inspections and Examinations	86	68.0%	21.2%	10.8%	1
Office of Financial Management	45	76.6%	18.4%	5.0%	0
Office of FOIA, Records Management, and Security	27	75.6%	24.4%	0.0%	1
Office of Human Resources	47	65.1%	19.5%	15.5%	2
Office of Information Technology	60	47.6%	34.3%	18.0%	2
Office of International Affairs	19	83.8%	10.2%	5.9%	0
Office of Investor Education and Advocacy	27	58.2%	20.7%	21.2%	1
Office of the Chief Accountant	20	70.6%	25.0%	4.4%	0
Office of the General Counsel	59	71.9%	18.0%	10.1%	0
Office of the Inspector General	11	82.3%	8.8%	8.9%	1
Office of the Secretary	24	66.4%	29.3%	4.3%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	28	55.5%	24.9%	19.6%	1

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My Agency (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	669,665	66.8%	19.9%	13.4%
Securities and Exchange Commission	2,436	61.2%	20.7%	18.1%
Headquarters	1,318	58.1%	21.5%	20.4%
Div Risk, Strategy, & Financial Innovation	18	73.3%	15.6%	11.1%
Division of Corporation Finance	285	61.5%	21.2%	17.3%
Division of Enforcement	282	59.6%	23.4%	17.0%
Division of Investment Management	83	66.1%	19.3%	14.6%
Division of Trading and Markets	92	63.1%	20.4%	16.5%
Executive Staff	12	81.7%	8.8%	9.5%
Office of Administrative Services	45	36.1%	16.6%	47.3%
Office of Compliance Inspections and Examinations	88	61.2%	21.6%	17.2%
Office of Financial Management	45	46.9%	26.5%	26.6%
Office of FOIA, Records Management, and Security	27	68.8%	21.4%	9.8%
Office of Human Resources	49	54.6%	21.7%	23.7%
Office of Information Technology	64	29.1%	26.0%	44.9%
Office of International Affairs	19	78.0%	16.0%	6.0%
Office of Investor Education and Advocacy	28	48.6%	23.1%	28.4%
Office of the Chief Accountant	21	59.5%	31.3%	9.2%
Office of the General Counsel	59	64.8%	13.3%	21.8%
Office of the Inspector General	11	56.2%	0.0%	43.8%
Office of the Secretary	24	35.3%	43.0%	21.7%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	54.4%	6.5%	39.1%

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My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	606,522	42.4%	29.1%	28.4%	63,385
Securities and Exchange Commission	2,100	39.9%	27.1%	33.0%	340
Headquarters	1,131	39.8%	25.6%	34.6%	192
Div Risk, Strategy, & Financial Innovation	15	62.3%	5.9%	31.8%	3
Division of Corporation Finance	247	32.1%	28.3%	39.6%	38
Division of Enforcement	235	39.4%	29.3%	31.2%	48
Division of Investment Management	71	44.7%	21.3%	34.0%	12
Division of Trading and Markets	78	34.3%	27.9%	37.8%	14
Executive Staff	9	56.8%	10.2%	33.0%	3
Office of Administrative Services	37	61.9%	12.6%	25.5%	9
Office of Compliance Inspections and Examinations	78	55.4%	17.0%	27.5%	10
Office of Financial Management	41	31.3%	22.1%	46.6%	4
Office of FOIA, Records Management, and Security	27	67.6%	22.7%	9.8%	1
Office of Human Resources	45	49.5%	16.2%	34.3%	4
Office of Information Technology	58	34.5%	21.6%	44.0%	6
Office of International Affairs	15	32.4%	60.1%	7.5%	4
Office of Investor Education and Advocacy	25	41.2%	33.3%	25.5%	3
Office of the Chief Accountant	20	24.9%	41.3%	33.8%	1
Office of the General Counsel	46	43.3%	13.0%	43.8%	13
Office of the Inspector General	9	23.7%	33.7%	42.6%	3
Office of the Secretary	19	33.8%	46.5%	19.7%	5
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	24	33.7%	27.2%	39.1%	6

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My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	663,393	76.7%	11.9%	11.4%	4,030
Securities and Exchange Commission	2,413	80.7%	9.8%	9.5%	19
Headquarters	1,306	80.0%	10.5%	9.5%	14
Div Risk, Strategy, & Financial Innovation	18	95.0%	5.0%	0.0%	0
Division of Corporation Finance	283	86.2%	7.4%	6.4%	2
Division of Enforcement	282	79.7%	9.1%	11.2%	1
Division of Investment Management	80	86.1%	9.0%	4.8%	3
Division of Trading and Markets	93	83.3%	9.3%	7.4%	0
Executive Staff	12	76.6%	15.9%	7.5%	0
Office of Administrative Services	45	73.3%	12.2%	14.5%	0
Office of Compliance Inspections and Examinations	82	87.4%	8.7%	3.9%	5
Office of Financial Management	45	72.8%	9.3%	17.9%	0
Office of FOIA, Records Management, and Security	28	81.6%	15.3%	3.1%	0
Office of Human Resources	49	79.0%	12.8%	8.2%	0
Office of Information Technology	64	63.2%	17.1%	19.6%	0
Office of International Affairs	19	75.1%	14.3%	10.6%	0
Office of Investor Education and Advocacy	28	81.1%	12.8%	6.1%	0
Office of the Chief Accountant	21	86.6%	4.2%	9.2%	0
Office of the General Counsel	58	83.2%	9.7%	7.1%	1
Office of the Inspector General	11	47.7%	33.8%	18.5%	1
Office of the Secretary	23	54.1%	19.3%	26.6%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	65.6%	24.3%	10.1%	0

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My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	663,693	65.2%	17.7%	17.1%	2,957
Securities and Exchange Commission	2,418	63.8%	17.3%	18.9%	11
Headquarters	1,315	62.8%	16.7%	20.5%	5
Div Risk, Strategy, & Financial Innovation	18	83.8%	11.6%	4.6%	0
Division of Corporation Finance	285	61.5%	20.9%	17.7%	0
Division of Enforcement	280	61.6%	16.5%	21.9%	2
Division of Investment Management	83	65.2%	18.0%	16.8%	0
Division of Trading and Markets	93	64.3%	15.3%	20.4%	0
Executive Staff	12	83.7%	8.8%	7.5%	0
Office of Administrative Services	46	65.8%	5.4%	28.8%	0
Office of Compliance Inspections and Examinations	87	71.8%	13.6%	14.6%	1
Office of Financial Management	45	62.8%	10.9%	26.3%	0
Office of FOIA, Records Management, and Security	28	61.0%	21.6%	17.4%	0
Office of Human Resources	48	69.4%	12.6%	18.0%	0
Office of Information Technology	64	56.3%	20.0%	23.7%	0
Office of International Affairs	19	69.9%	13.5%	16.6%	0
Office of Investor Education and Advocacy	27	51.3%	15.4%	33.3%	0
Office of the Chief Accountant	21	55.0%	22.5%	22.5%	0
Office of the General Counsel	58	67.2%	7.8%	25.0%	1
Office of the Inspector General	11	55.7%	17.7%	26.6%	1
Office of the Secretary	24	38.9%	32.1%	29.0%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	53.0%	23.3%	23.7%	0

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My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	658,206	62.2%	19.2%	18.6%	6,888
Securities and Exchange Commission	2,398	57.1%	17.7%	25.1%	23
Headquarters	1,303	56.6%	16.5%	26.9%	13
Div Risk, Strategy, & Financial Innovation	18	81.9%	6.5%	11.6%	0
Division of Corporation Finance	282	54.9%	17.5%	27.6%	1
Division of Enforcement	280	58.6%	14.6%	26.8%	2
Division of Investment Management	82	58.4%	19.3%	22.3%	1
Division of Trading and Markets	93	52.3%	12.3%	35.4%	0
Executive Staff	12	77.2%	8.8%	14.0%	0
Office of Administrative Services	45	48.0%	17.0%	35.0%	0
Office of Compliance Inspections and Examinations	85	70.2%	9.2%	20.6%	3
Office of Financial Management	44	55.1%	10.9%	34.0%	0
Office of FOIA, Records Management, and Security	28	61.8%	20.7%	17.5%	0
Office of Human Resources	49	68.7%	9.3%	22.0%	0
Office of Information Technology	63	45.1%	25.4%	29.5%	1
Office of International Affairs	19	57.4%	20.5%	22.0%	0
Office of Investor Education and Advocacy	28	51.4%	21.7%	26.8%	0
Office of the Chief Accountant	21	49.7%	14.0%	36.3%	0
Office of the General Counsel	56	54.8%	17.4%	27.8%	1
Office of the Inspector General	10	51.8%	19.3%	28.9%	2
Office of the Secretary	23	51.7%	21.4%	26.9%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	28.3%	42.0%	29.8%	0

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My Supervisor/Team Leader (continued)

45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	615,578	64.5%	24.6%	10.9%	49,711
Securities and Exchange Commission	2,083	62.9%	25.6%	11.5%	343
Headquarters	1,146	62.2%	25.5%	12.3%	176
Div Risk, Strategy, & Financial Innovation	16	67.8%	12.1%	20.1%	2
Division of Corporation Finance	226	67.6%	23.7%	8.7%	59
Division of Enforcement	238	62.3%	25.8%	11.8%	45
Division of Investment Management	75	68.4%	22.4%	9.3%	8
Division of Trading and Markets	77	56.7%	31.8%	11.5%	16
Executive Staff	12	91.2%	8.8%	0.0%	0
Office of Administrative Services	42	54.3%	17.9%	27.7%	4
Office of Compliance Inspections and Examinations	74	71.1%	22.0%	6.9%	14
Office of Financial Management	43	48.1%	35.6%	16.2%	2
Office of FOIA, Records Management, and Security	27	69.7%	22.9%	7.4%	0
Office of Human Resources	45	73.1%	18.0%	8.9%	3
Office of Information Technology	59	50.7%	31.3%	18.0%	5
Office of International Affairs	19	83.5%	10.6%	5.9%	0
Office of Investor Education and Advocacy	26	55.9%	17.7%	26.4%	2
Office of the Chief Accountant	19	53.5%	36.8%	9.7%	2
Office of the General Counsel	55	59.4%	29.7%	10.8%	4
Office of the Inspector General	9	43.4%	34.5%	22.1%	3
Office of the Secretary	23	30.6%	48.6%	20.8%	1
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	26	46.0%	26.6%	27.3%	4

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My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	662,244	60.8%	20.6%	18.7%	3,265
Securities and Exchange Commission	2,410	57.6%	20.2%	22.2%	14
Headquarters	1,314	56.1%	20.0%	23.9%	7
Div Risk, Strategy, & Financial Innovation	18	81.9%	11.1%	7.0%	0
Division of Corporation Finance	285	56.8%	21.3%	21.9%	0
Division of Enforcement	281	55.3%	18.6%	26.1%	1
Division of Investment Management	83	62.6%	22.0%	15.4%	0
Division of Trading and Markets	93	46.3%	19.4%	34.3%	0
Executive Staff	12	86.0%	14.0%	0.0%	0
Office of Administrative Services	46	49.4%	18.1%	32.5%	0
Office of Compliance Inspections and Examinations	87	61.9%	19.8%	18.3%	0
Office of Financial Management	44	54.1%	16.2%	29.8%	0
Office of FOIA, Records Management, and Security	27	77.3%	12.0%	10.7%	1
Office of Human Resources	49	69.8%	13.3%	16.9%	0
Office of Information Technology	63	46.7%	21.2%	32.1%	1
Office of International Affairs	19	58.2%	25.8%	16.0%	0
Office of Investor Education and Advocacy	28	56.7%	21.6%	21.7%	0
Office of the Chief Accountant	21	46.3%	30.6%	23.0%	0
Office of the General Counsel	58	57.9%	15.6%	26.5%	1
Office of the Inspector General	11	55.7%	17.7%	26.6%	1
Office of the Secretary	24	24.9%	44.8%	30.2%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	40.5%	29.1%	30.4%	0

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My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	657,845	65.1%	18.6%	16.3%	7,510
Securities and Exchange Commission	2,386	64.3%	17.4%	18.4%	39
Headquarters	1,303	64.1%	16.7%	19.2%	18
Div Risk, Strategy, & Financial Innovation	18	95.4%	0.0%	4.6%	0
Division of Corporation Finance	284	62.3%	19.6%	18.1%	1
Division of Enforcement	280	64.9%	14.3%	20.7%	3
Division of Investment Management	83	73.8%	10.9%	15.3%	0
Division of Trading and Markets	91	60.2%	13.9%	25.9%	2
Executive Staff	12	76.5%	16.0%	7.5%	0
Office of Administrative Services	45	59.7%	10.2%	30.1%	0
Office of Compliance Inspections and Examinations	86	71.9%	12.9%	15.2%	2
Office of Financial Management	45	66.9%	11.1%	22.0%	0
Office of FOIA, Records Management, and Security	28	72.1%	17.5%	10.4%	0
Office of Human Resources	48	73.1%	12.1%	14.8%	1
Office of Information Technology	63	51.9%	21.1%	27.0%	1
Office of International Affairs	19	59.7%	34.4%	5.9%	0
Office of Investor Education and Advocacy	28	63.8%	13.2%	23.0%	0
Office of the Chief Accountant	21	43.4%	28.4%	28.1%	0
Office of the General Counsel	58	63.5%	25.6%	10.9%	1
Office of the Inspector General	11	44.4%	29.0%	26.6%	1
Office of the Secretary	22	43.2%	33.5%	23.3%	2
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	28	57.4%	24.9%	17.7%	2

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My Supervisor/Team Leader (continued)

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	665,079	74.3%	13.2%	12.5%
Securities and Exchange Commission	2,419	76.2%	11.5%	12.3%
Headquarters	1,320	75.2%	12.3%	12.6%
Div Risk, Strategy, & Financial Innovation	18	88.4%	0.0%	11.6%
Division of Corporation Finance	284	79.2%	11.9%	9.0%
Division of Enforcement	282	76.4%	10.0%	13.6%
Division of Investment Management	83	80.0%	9.1%	10.9%
Division of Trading and Markets	93	74.8%	13.3%	11.9%
Executive Staff	12	86.0%	0.0%	14.0%
Office of Administrative Services	46	73.3%	3.9%	22.8%
Office of Compliance Inspections and Examinations	88	75.5%	16.5%	8.0%
Office of Financial Management	45	68.1%	15.2%	16.7%
Office of FOIA, Records Management, and Security	27	85.1%	7.5%	7.4%
Office of Human Resources	49	81.8%	12.2%	6.0%
Office of Information Technology	64	61.3%	19.6%	19.1%
Office of International Affairs	19	73.1%	16.3%	10.6%
Office of Investor Education and Advocacy	28	65.6%	14.8%	19.6%
Office of the Chief Accountant	21	68.6%	17.8%	13.6%
Office of the General Counsel	59	74.5%	9.3%	16.2%
Office of the Inspector General	12	44.1%	31.3%	24.6%
Office of the Secretary	24	68.7%	18.5%	12.8%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	60.0%	22.8%	17.2%

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My Supervisor/Team Leader (continued)

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	664,171	79.4%	11.1%	9.5%
Securities and Exchange Commission	2,421	81.1%	9.4%	9.5%
Headquarters	1,321	80.3%	9.6%	10.0%
Div Risk, Strategy, & Financial Innovation	18	82.7%	10.8%	6.5%
Division of Corporation Finance	284	82.3%	10.4%	7.3%
Division of Enforcement	283	82.8%	7.4%	9.9%
Division of Investment Management	82	83.9%	9.5%	6.6%
Division of Trading and Markets	93	79.4%	8.8%	11.8%
Executive Staff	12	86.0%	0.0%	14.0%
Office of Administrative Services	46	79.2%	2.6%	18.2%
Office of Compliance Inspections and Examinations	88	84.6%	9.9%	5.5%
Office of Financial Management	45	78.2%	8.8%	13.0%
Office of FOIA, Records Management, and Security	27	81.9%	13.9%	4.2%
Office of Human Resources	49	83.8%	6.6%	9.6%
Office of Information Technology	64	70.6%	11.6%	17.8%
Office of International Affairs	19	71.8%	22.1%	6.1%
Office of Investor Education and Advocacy	28	76.5%	11.0%	12.4%
Office of the Chief Accountant	21	81.7%	9.0%	9.2%
Office of the General Counsel	59	82.5%	7.8%	9.7%
Office of the Inspector General	12	44.1%	31.3%	24.6%
Office of the Secretary	24	72.6%	18.7%	8.7%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	63.7%	16.3%	20.0%

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My Supervisor/Team Leader (continued)

50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	664,039	76.8%	10.5%	12.7%
Securities and Exchange Commission	2,418	86.2%	5.3%	8.5%
Headquarters	1,319	84.8%	5.0%	10.2%
Div Risk, Strategy, & Financial Innovation	18	89.7%	10.3%	0.0%
Division of Corporation Finance	285	90.9%	3.4%	5.7%
Division of Enforcement	281	85.2%	2.7%	12.1%
Division of Investment Management	82	96.5%	0.0%	3.5%
Division of Trading and Markets	93	84.2%	6.6%	9.2%
Executive Staff	12	100.0%	0.0%	0.0%
Office of Administrative Services	45	84.4%	4.5%	11.0%
Office of Compliance Inspections and Examinations	88	93.3%	3.5%	3.2%
Office of Financial Management	45	85.0%	0.0%	15.0%
Office of FOIA, Records Management, and Security	27	88.1%	11.9%	0.0%
Office of Human Resources	49	77.4%	12.4%	10.2%
Office of Information Technology	64	61.5%	7.4%	31.1%
Office of International Affairs	19	91.5%	0.0%	8.5%
Office of Investor Education and Advocacy	28	79.3%	7.5%	13.2%
Office of the Chief Accountant	21	81.7%	4.2%	14.1%
Office of the General Counsel	59	73.1%	13.0%	13.9%
Office of the Inspector General	12	51.6%	15.6%	32.8%
Office of the Secretary	24	78.3%	14.2%	7.5%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	73.7%	11.9%	14.4%

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My Supervisor/Team Leader (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	663,909	65.8%	17.2%	17.0%
Securities and Exchange Commission	2,416	66.1%	17.0%	16.9%
Headquarters	1,318	64.9%	17.0%	18.1%
Div Risk, Strategy, & Financial Innovation	18	76.9%	11.6%	11.4%
Division of Corporation Finance	284	70.5%	15.1%	14.4%
Division of Enforcement	282	67.6%	16.0%	16.3%
Division of Investment Management	82	74.8%	12.5%	12.7%
Division of Trading and Markets	92	61.1%	16.6%	22.3%
Executive Staff	12	78.5%	15.0%	6.5%
Office of Administrative Services	46	51.2%	23.9%	24.9%
Office of Compliance Inspections and Examinations	87	70.1%	17.6%	12.3%
Office of Financial Management	45	49.7%	20.3%	30.0%
Office of FOIA, Records Management, and Security	27	67.4%	21.9%	10.7%
Office of Human Resources	49	64.9%	23.0%	12.1%
Office of Information Technology	64	53.2%	17.5%	29.3%
Office of International Affairs	19	57.9%	19.9%	22.1%
Office of Investor Education and Advocacy	28	40.1%	33.9%	26.0%
Office of the Chief Accountant	21	68.1%	4.8%	27.1%
Office of the General Counsel	59	70.9%	13.6%	15.5%
Office of the Inspector General	12	44.1%	15.6%	40.3%
Office of the Secretary	24	42.9%	33.6%	23.5%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	51.1%	12.2%	36.7%

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My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	663,472	68.4%	18.9%	12.6%
Securities and Exchange Commission	2,407	70.1%	17.4%	12.5%
Headquarters	1,315	68.6%	18.3%	13.1%
Div Risk, Strategy, & Financial Innovation	18	84.0%	9.6%	6.5%
Division of Corporation Finance	285	70.1%	19.3%	10.6%
Division of Enforcement	281	67.5%	20.2%	12.2%
Division of Investment Management	83	84.8%	10.8%	4.5%
Division of Trading and Markets	93	67.1%	15.7%	17.2%
Executive Staff	11	76.5%	15.3%	8.2%
Office of Administrative Services	46	62.1%	14.8%	23.1%
Office of Compliance Inspections and Examinations	86	69.3%	19.5%	11.2%
Office of Financial Management	45	64.8%	18.1%	17.1%
Office of FOIA, Records Management, and Security	28	82.5%	14.4%	3.1%
Office of Human Resources	49	69.6%	24.3%	6.0%
Office of Information Technology	64	55.1%	18.1%	26.8%
Office of International Affairs	19	66.7%	27.3%	6.0%
Office of Investor Education and Advocacy	28	60.3%	17.0%	22.7%
Office of the Chief Accountant	21	68.1%	23.2%	8.8%
Office of the General Counsel	59	75.5%	15.5%	9.0%
Office of the Inspector General	11	56.5%	16.9%	26.6%
Office of the Secretary	24	51.0%	23.8%	25.2%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	45.2%	27.4%	27.5%

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Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	651,887	42.9%	26.2%	30.9%	6,310
Securities and Exchange Commission	2,356	34.2%	22.9%	43.0%	31
Headquarters	1,302	33.4%	22.8%	43.8%	19
Div Risk, Strategy, & Financial Innovation	18	60.6%	21.3%	18.1%	0
Division of Corporation Finance	281	27.1%	25.0%	47.9%	3
Division of Enforcement	275	37.0%	21.0%	42.0%	7
Division of Investment Management	82	38.3%	17.8%	43.9%	1
Division of Trading and Markets	93	32.2%	23.4%	44.4%	0
Executive Staff	12	74.2%	7.5%	18.3%	0
Office of Administrative Services	44	26.4%	10.5%	63.1%	1
Office of Compliance Inspections and Examinations	88	35.6%	21.6%	42.8%	0
Office of Financial Management	44	27.8%	24.2%	48.0%	1
Office of FOIA, Records Management, and Security	27	51.9%	19.6%	28.6%	1
Office of Human Resources	48	34.3%	31.6%	34.1%	1
Office of Information Technology	64	25.9%	16.5%	57.7%	0
Office of International Affairs	19	50.9%	31.6%	17.5%	0
Office of Investor Education and Advocacy	28	20.7%	12.0%	67.3%	0
Office of the Chief Accountant	21	43.4%	15.0%	41.6%	0
Office of the General Counsel	59	38.1%	28.7%	33.2%	0
Office of the Inspector General	12	24.0%	34.7%	41.3%	0
Office of the Secretary	24	20.8%	55.3%	23.9%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	28	27.5%	19.7%	52.8%	2

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	638,553	55.1%	23.1%	21.8%	19,203
Securities and Exchange Commission	2,272	55.6%	20.6%	23.8%	117
Headquarters	1,248	52.6%	21.5%	25.9%	73
Div Risk, Strategy, & Financial Innovation	17	64.1%	21.6%	14.4%	1
Division of Corporation Finance	262	52.0%	21.8%	26.1%	22
Division of Enforcement	265	60.7%	16.3%	23.1%	18
Division of Investment Management	79	61.4%	20.3%	18.3%	4
Division of Trading and Markets	89	49.4%	27.6%	23.0%	4
Executive Staff	12	74.2%	16.3%	9.5%	0
Office of Administrative Services	44	31.9%	15.9%	52.2%	1
Office of Compliance Inspections and Examinations	83	53.7%	21.0%	25.3%	4
Office of Financial Management	42	28.7%	30.8%	40.5%	3
Office of FOIA, Records Management, and Security	28	66.3%	17.6%	16.1%	0
Office of Human Resources	46	52.6%	25.3%	22.1%	3
Office of Information Technology	64	24.6%	28.0%	47.4%	0
Office of International Affairs	18	76.2%	11.3%	12.5%	1
Office of Investor Education and Advocacy	27	32.4%	23.1%	44.5%	1
Office of the Chief Accountant	20	65.6%	25.2%	9.2%	1
Office of the General Counsel	56	65.5%	19.7%	14.7%	3
Office of the Inspector General	11	63.5%	0.0%	36.5%	1
Office of the Secretary	23	53.5%	35.5%	11.0%	1
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	27	37.1%	24.6%	38.3%	3

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	631,883	63.4%	22.2%	14.4%	24,592
Securities and Exchange Commission	2,185	58.1%	22.5%	19.4%	197
Headquarters	1,201	55.5%	22.8%	21.6%	116
Div Risk, Strategy, & Financial Innovation	17	66.1%	15.8%	18.2%	1
Division of Corporation Finance	245	56.9%	24.9%	18.1%	40
Division of Enforcement	252	59.0%	19.9%	21.0%	28
Division of Investment Management	78	65.1%	15.4%	19.5%	5
Division of Trading and Markets	88	57.6%	16.2%	26.2%	5
Executive Staff	12	91.2%	8.8%	0.0%	0
Office of Administrative Services	41	43.8%	21.1%	35.1%	4
Office of Compliance Inspections and Examinations	82	64.5%	24.6%	10.9%	6
Office of Financial Management	43	32.2%	32.8%	34.9%	1
Office of FOIA, Records Management, and Security	25	59.9%	24.9%	15.2%	2
Office of Human Resources	44	49.5%	25.9%	24.6%	5
Office of Information Technology	64	41.0%	30.7%	28.3%	0
Office of International Affairs	18	59.3%	40.7%	0.0%	1
Office of Investor Education and Advocacy	24	40.6%	16.7%	42.7%	4
Office of the Chief Accountant	21	52.3%	33.1%	14.6%	0
Office of the General Counsel	56	66.7%	21.6%	11.6%	2
Office of the Inspector General	10	36.6%	12.2%	51.2%	2
Office of the Secretary	22	47.3%	30.0%	22.7%	2
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	26	29.9%	25.3%	44.8%	4

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Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	651,106	62.4%	19.9%	17.7%	5,427
Securities and Exchange Commission	2,346	51.1%	21.2%	27.7%	36
Headquarters	1,294	48.8%	20.8%	30.4%	23
Div Risk, Strategy, & Financial Innovation	17	71.1%	18.8%	10.0%	1
Division of Corporation Finance	279	52.0%	22.1%	26.0%	3
Division of Enforcement	276	49.5%	18.9%	31.6%	6
Division of Investment Management	79	48.2%	20.4%	31.4%	4
Division of Trading and Markets	91	40.7%	16.8%	42.5%	0
Executive Staff	12	91.2%	0.0%	8.8%	0
Office of Administrative Services	45	35.6%	19.0%	45.4%	1
Office of Compliance Inspections and Examinations	87	57.1%	23.0%	19.9%	1
Office of Financial Management	45	38.3%	25.1%	36.6%	0
Office of FOIA, Records Management, and Security	27	79.3%	10.0%	10.8%	1
Office of Human Resources	47	49.8%	13.1%	37.1%	1
Office of Information Technology	64	32.6%	14.5%	52.9%	0
Office of International Affairs	18	49.7%	50.3%	0.0%	1
Office of Investor Education and Advocacy	27	32.7%	23.1%	44.2%	1
Office of the Chief Accountant	21	38.7%	39.1%	22.2%	0
Office of the General Counsel	59	55.0%	24.0%	21.0%	0
Office of the Inspector General	12	58.7%	15.7%	25.6%	0
Office of the Secretary	24	37.7%	37.1%	25.2%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	28	44.4%	14.5%	41.1%	2

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	621,279	62.0%	23.4%	14.6%	34,259
Securities and Exchange Commission	2,101	51.0%	27.2%	21.7%	282
Headquarters	1,164	48.4%	26.6%	24.9%	155
Div Risk, Strategy, & Financial Innovation	17	54.2%	19.7%	26.1%	1
Division of Corporation Finance	244	51.3%	26.1%	22.6%	37
Division of Enforcement	249	50.4%	26.4%	23.2%	34
Division of Investment Management	67	52.6%	33.2%	14.2%	16
Division of Trading and Markets	83	37.3%	23.4%	39.3%	10
Executive Staff	12	74.5%	7.2%	18.3%	0
Office of Administrative Services	41	41.8%	10.9%	47.3%	5
Office of Compliance Inspections and Examinations	81	54.7%	28.1%	17.2%	6
Office of Financial Management	41	48.8%	29.0%	22.2%	4
Office of FOIA, Records Management, and Security	25	77.6%	15.5%	7.0%	3
Office of Human Resources	44	53.6%	17.7%	28.6%	5
Office of Information Technology	61	27.5%	32.2%	40.4%	3
Office of International Affairs	16	55.9%	32.3%	11.8%	3
Office of Investor Education and Advocacy	25	43.3%	21.3%	35.4%	3
Office of the Chief Accountant	21	35.3%	42.0%	22.7%	0
Office of the General Counsel	49	46.6%	39.6%	13.8%	10
Office of the Inspector General	9	43.6%	34.8%	21.6%	3
Office of the Secretary	19	37.5%	47.6%	14.9%	5
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	26	41.6%	25.6%	32.8%	4

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	639,009	53.3%	23.0%	23.8%	17,366
Securities and Exchange Commission	2,287	46.8%	22.6%	30.6%	99
Headquarters	1,265	42.9%	22.2%	34.8%	55
Div Risk, Strategy, & Financial Innovation	18	47.5%	33.4%	19.1%	0
Division of Corporation Finance	270	38.9%	22.3%	38.8%	14
Division of Enforcement	265	47.1%	23.4%	29.5%	16
Division of Investment Management	83	51.4%	17.3%	31.3%	0
Division of Trading and Markets	91	37.4%	25.9%	36.7%	2
Executive Staff	11	72.7%	7.7%	19.5%	1
Office of Administrative Services	44	30.8%	16.9%	52.3%	1
Office of Compliance Inspections and Examinations	86	52.5%	21.4%	26.1%	2
Office of Financial Management	44	37.5%	26.2%	36.3%	1
Office of FOIA, Records Management, and Security	26	67.0%	10.3%	22.7%	2
Office of Human Resources	47	49.1%	16.7%	34.3%	2
Office of Information Technology	64	30.3%	16.6%	53.1%	0
Office of International Affairs	17	33.2%	53.5%	13.3%	2
Office of Investor Education and Advocacy	27	29.7%	8.6%	61.7%	1
Office of the Chief Accountant	20	45.2%	26.1%	28.7%	1
Office of the General Counsel	56	47.4%	26.4%	26.1%	3
Office of the Inspector General	9	41.9%	11.0%	47.1%	3
Office of the Secretary	23	34.9%	30.5%	34.5%	1
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	28	33.9%	22.1%	44.0%	2

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Leadership (continued)

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	637,138	56.9%	23.0%	20.1%	18,374
Securities and Exchange Commission	2,295	53.0%	21.3%	25.7%	84
Headquarters	1,275	49.4%	21.6%	29.1%	44
Div Risk, Strategy, & Financial Innovation	18	68.2%	17.8%	14.0%	0
Division of Corporation Finance	275	45.0%	23.5%	31.4%	11
Division of Enforcement	271	53.1%	20.2%	26.7%	11
Division of Investment Management	81	53.0%	20.9%	26.2%	0
Division of Trading and Markets	90	43.0%	27.4%	29.6%	2
Executive Staff	11	80.5%	0.0%	19.5%	1
Office of Administrative Services	44	35.7%	20.7%	43.6%	1
Office of Compliance Inspections and Examinations	85	66.0%	15.0%	19.0%	3
Office of Financial Management	44	40.4%	34.5%	25.1%	0
Office of FOIA, Records Management, and Security	27	71.7%	9.6%	18.7%	1
Office of Human Resources	47	52.9%	21.3%	25.7%	2
Office of Information Technology	63	30.3%	20.6%	49.1%	1
Office of International Affairs	17	33.7%	42.3%	24.1%	2
Office of Investor Education and Advocacy	27	41.0%	4.5%	54.6%	1
Office of the Chief Accountant	21	52.7%	28.6%	18.7%	0
Office of the General Counsel	58	63.1%	18.3%	18.7%	1
Office of the Inspector General	9	41.9%	11.0%	47.1%	3
Office of the Secretary	23	40.4%	38.7%	21.0%	1
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	28	41.8%	16.3%	41.9%	2

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Leadership (continued)

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
Governmentwide	625,622	57.9%	24.0%	18.1%	30,480
Securities and Exchange Commission	2,263	56.4%	22.2%	21.4%	118
Headquarters	1,263	56.1%	23.3%	20.6%	57
Div Risk, Strategy, & Financial Innovation	18	68.4%	14.5%	17.1%	0
Division of Corporation Finance	274	56.1%	25.8%	18.1%	11
Division of Enforcement	271	58.3%	20.3%	21.4%	12
Division of Investment Management	79	69.5%	16.0%	14.5%	3
Division of Trading and Markets	91	55.8%	20.7%	23.5%	2
Executive Staff	10	88.5%	0.0%	11.5%	2
Office of Administrative Services	46	32.8%	26.9%	40.3%	0
Office of Compliance Inspections and Examinations	84	60.3%	17.2%	22.5%	4
Office of Financial Management	45	44.2%	34.4%	21.5%	0
Office of FOIA, Records Management, and Security	27	70.4%	23.0%	6.6%	1
Office of Human Resources	47	57.9%	25.5%	16.6%	2
Office of Information Technology	59	35.1%	29.2%	35.7%	5
Office of International Affairs	17	62.2%	24.4%	13.4%	2
Office of Investor Education and Advocacy	27	34.9%	30.6%	34.5%	0
Office of the Chief Accountant	21	50.0%	36.9%	13.1%	0
Office of the General Counsel	56	66.4%	21.6%	12.0%	3
Office of the Inspector General	9	44.5%	34.5%	21.0%	3
Office of the Secretary	24	58.4%	31.5%	10.1%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	27	43.0%	25.8%	31.2%	2

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	648,951	54.1%	23.3%	22.6%	7,190
Securities and Exchange Commission	2,359	48.5%	20.9%	30.6%	22
Headquarters	1,306	47.7%	19.8%	32.6%	12
Div Risk, Strategy, & Financial Innovation	18	51.3%	32.1%	16.6%	0
Division of Corporation Finance	283	43.6%	18.7%	37.7%	2
Division of Enforcement	281	53.2%	16.4%	30.3%	1
Division of Investment Management	81	46.9%	16.6%	36.5%	1
Division of Trading and Markets	93	51.5%	15.9%	32.7%	0
Executive Staff	12	83.7%	0.0%	16.3%	0
Office of Administrative Services	46	30.4%	17.7%	52.0%	0
Office of Compliance Inspections and Examinations	86	43.0%	23.9%	33.1%	1
Office of Financial Management	45	34.0%	36.9%	29.1%	0
Office of FOIA, Records Management, and Security	26	69.3%	7.8%	22.9%	2
Office of Human Resources	48	51.8%	25.9%	22.3%	1
Office of Information Technology	64	28.2%	26.5%	45.3%	0
Office of International Affairs	18	59.0%	22.5%	18.5%	0
Office of Investor Education and Advocacy	28	39.7%	16.9%	43.4%	0
Office of the Chief Accountant	21	50.0%	32.7%	17.3%	0
Office of the General Counsel	57	61.8%	13.3%	25.0%	1
Office of the Inspector General	12	33.3%	27.1%	39.6%	0
Office of the Secretary	23	68.1%	20.8%	11.2%	1
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	47.5%	20.6%	31.8%	0

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Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	598,453	54.0%	27.6%	18.4%	56,981
Securities and Exchange Commission	2,163	44.3%	23.3%	32.4%	219
Headquarters	1,200	41.1%	23.9%	35.0%	121
Div Risk, Strategy, & Financial Innovation	15	73.1%	19.4%	7.6%	3
Division of Corporation Finance	262	31.9%	20.7%	47.4%	23
Division of Enforcement	250	35.2%	30.1%	34.7%	32
Division of Investment Management	73	41.4%	15.9%	42.8%	10
Division of Trading and Markets	86	37.2%	33.3%	29.5%	7
Executive Staff	11	73.3%	26.7%	0.0%	1
Office of Administrative Services	46	34.8%	28.2%	36.9%	0
Office of Compliance Inspections and Examinations	78	53.9%	15.3%	30.7%	10
Office of Financial Management	41	31.1%	21.5%	47.4%	4
Office of FOIA, Records Management, and Security	26	59.5%	16.7%	23.8%	2
Office of Human Resources	48	53.2%	21.4%	25.4%	1
Office of Information Technology	59	35.1%	26.4%	38.6%	5
Office of International Affairs	18	71.4%	15.9%	12.6%	1
Office of Investor Education and Advocacy	25	37.1%	28.8%	34.1%	2
Office of the Chief Accountant	21	44.3%	46.5%	9.2%	0
Office of the General Counsel	50	63.1%	13.3%	23.6%	9
Office of the Inspector General	10	62.5%	28.3%	9.1%	2
Office of the Secretary	20	39.7%	46.1%	14.2%	4
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	27	57.8%	12.6%	29.5%	2

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My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	652,744	51.6%	23.7%	24.7%
Securities and Exchange Commission	2,356	47.7%	22.3%	30.0%
Headquarters	1,314	46.9%	21.2%	31.9%
Div Risk, Strategy, & Financial Innovation	17	75.0%	6.0%	19.0%
Division of Corporation Finance	282	41.0%	26.4%	32.6%
Division of Enforcement	281	50.8%	19.4%	29.9%
Division of Investment Management	83	55.1%	15.4%	29.5%
Division of Trading and Markets	93	49.6%	12.9%	37.5%
Executive Staff	12	83.8%	8.7%	7.5%
Office of Administrative Services	45	38.2%	16.6%	45.2%
Office of Compliance Inspections and Examinations	87	43.7%	27.9%	28.3%
Office of Financial Management	44	49.0%	23.0%	28.0%
Office of FOIA, Records Management, and Security	28	54.1%	18.4%	27.5%
Office of Human Resources	49	54.6%	15.4%	30.0%
Office of Information Technology	64	30.4%	29.4%	40.2%
Office of International Affairs	19	38.6%	27.3%	34.1%
Office of Investor Education and Advocacy	28	44.5%	15.7%	39.8%
Office of the Chief Accountant	21	48.6%	19.7%	31.7%
Office of the General Counsel	58	59.7%	11.9%	28.4%
Office of the Inspector General	12	34.1%	15.7%	50.2%
Office of the Secretary	24	36.1%	42.3%	21.7%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	38.5%	16.6%	45.0%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	652,105	48.4%	24.2%	27.5%
Securities and Exchange Commission	2,359	39.1%	23.5%	37.5%
Headquarters	1,314	36.0%	23.2%	40.8%
Div Risk, Strategy, & Financial Innovation	17	53.2%	6.0%	40.8%
Division of Corporation Finance	282	32.2%	27.3%	40.5%
Division of Enforcement	281	39.4%	21.7%	38.9%
Division of Investment Management	82	36.4%	22.2%	41.4%
Division of Trading and Markets	93	33.7%	20.7%	45.6%
Executive Staff	12	83.0%	0.0%	17.0%
Office of Administrative Services	45	15.7%	12.8%	71.4%
Office of Compliance Inspections and Examinations	88	38.3%	32.5%	29.2%
Office of Financial Management	44	33.0%	29.8%	37.2%
Office of FOIA, Records Management, and Security	28	52.7%	26.3%	21.0%
Office of Human Resources	49	49.4%	17.0%	33.6%
Office of Information Technology	64	15.3%	21.0%	63.7%
Office of International Affairs	19	31.2%	52.3%	16.5%
Office of Investor Education and Advocacy	28	39.9%	13.2%	47.0%
Office of the Chief Accountant	21	43.5%	19.2%	37.2%
Office of the General Counsel	58	42.8%	17.0%	40.2%
Office of the Inspector General	12	18.7%	14.6%	66.7%
Office of the Secretary	24	28.5%	42.1%	29.4%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	39.6%	16.1%	44.2%

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My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	650,832	48.0%	23.8%	28.2%
Securities and Exchange Commission	2,357	42.0%	22.7%	35.3%
Headquarters	1,313	39.7%	22.6%	37.7%
Div Risk, Strategy, & Financial Innovation	18	39.7%	35.7%	24.6%
Division of Corporation Finance	283	34.1%	26.2%	39.7%
Division of Enforcement	282	42.1%	21.7%	36.2%
Division of Investment Management	82	45.0%	19.6%	35.4%
Division of Trading and Markets	92	40.1%	25.1%	34.8%
Executive Staff	12	78.5%	7.5%	14.0%
Office of Administrative Services	44	27.1%	15.5%	57.3%
Office of Compliance Inspections and Examinations	87	46.3%	20.7%	33.0%
Office of Financial Management	44	31.0%	16.7%	52.4%
Office of FOIA, Records Management, and Security	28	53.0%	18.2%	28.8%
Office of Human Resources	49	45.5%	22.9%	31.6%
Office of Information Technology	64	21.8%	33.1%	45.0%
Office of International Affairs	19	36.7%	24.2%	39.1%
Office of Investor Education and Advocacy	28	43.6%	11.8%	44.6%
Office of the Chief Accountant	21	34.5%	28.6%	36.9%
Office of the General Counsel	58	49.3%	15.2%	35.5%
Office of the Inspector General	12	44.1%	24.6%	31.3%
Office of the Secretary	24	44.0%	27.4%	28.6%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	40.4%	20.5%	39.1%

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My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	650,372	43.4%	29.3%	27.3%
Securities and Exchange Commission	2,353	35.8%	28.0%	36.1%
Headquarters	1,315	34.6%	28.0%	37.5%
Div Risk, Strategy, & Financial Innovation	17	47.2%	30.7%	22.1%
Division of Corporation Finance	282	30.0%	29.4%	40.6%
Division of Enforcement	281	37.8%	26.8%	35.3%
Division of Investment Management	83	41.3%	24.0%	34.7%
Division of Trading and Markets	92	33.2%	28.5%	38.3%
Executive Staff	12	67.7%	6.5%	25.8%
Office of Administrative Services	46	22.8%	23.6%	53.6%
Office of Compliance Inspections and Examinations	88	37.3%	28.6%	34.1%
Office of Financial Management	44	25.1%	26.9%	48.0%
Office of FOIA, Records Management, and Security	28	43.6%	32.2%	24.3%
Office of Human Resources	48	36.6%	29.1%	34.4%
Office of Information Technology	64	15.3%	25.6%	59.1%
Office of International Affairs	19	35.7%	37.3%	27.0%
Office of Investor Education and Advocacy	28	32.7%	26.8%	40.5%
Office of the Chief Accountant	21	34.6%	35.1%	30.3%
Office of the General Counsel	59	51.6%	25.6%	22.8%
Office of the Inspector General	12	27.0%	7.4%	65.6%
Office of the Secretary	24	40.1%	40.6%	19.4%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	36.2%	16.3%	47.5%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	650,630	36.4%	28.4%	35.1%
Securities and Exchange Commission	2,357	25.8%	29.3%	44.9%
Headquarters	1,314	26.2%	29.1%	44.7%
Div Risk, Strategy, & Financial Innovation	18	46.2%	23.0%	30.8%
Division of Corporation Finance	283	27.2%	29.1%	43.8%
Division of Enforcement	280	19.2%	27.5%	53.3%
Division of Investment Management	83	31.6%	27.7%	40.8%
Division of Trading and Markets	93	32.5%	27.9%	39.6%
Executive Staff	12	67.7%	15.3%	17.0%
Office of Administrative Services	45	23.2%	25.9%	51.0%
Office of Compliance Inspections and Examinations	88	33.4%	24.0%	42.6%
Office of Financial Management	44	25.3%	31.6%	43.1%
Office of FOIA, Records Management, and Security	27	49.0%	27.0%	24.0%
Office of Human Resources	48	30.2%	29.8%	40.0%
Office of Information Technology	64	15.0%	33.7%	51.3%
Office of International Affairs	19	45.1%	15.8%	39.0%
Office of Investor Education and Advocacy	28	18.3%	24.8%	56.9%
Office of the Chief Accountant	21	23.3%	26.9%	49.8%
Office of the General Counsel	59	22.8%	42.2%	35.0%
Office of the Inspector General	12	23.7%	20.4%	55.9%
Office of the Secretary	24	22.7%	39.5%	37.8%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	20.5%	41.4%	38.1%

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My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	650,514	53.7%	23.5%	22.8%
Securities and Exchange Commission	2,360	50.7%	25.5%	23.8%
Headquarters	1,319	52.0%	25.9%	22.1%
Div Risk, Strategy, & Financial Innovation	18	62.0%	16.0%	22.0%
Division of Corporation Finance	284	54.0%	27.7%	18.3%
Division of Enforcement	282	54.6%	26.4%	19.0%
Division of Investment Management	82	53.9%	22.3%	23.8%
Division of Trading and Markets	93	44.7%	20.9%	34.4%
Executive Staff	12	67.7%	24.8%	7.5%
Office of Administrative Services	46	44.1%	19.5%	36.4%
Office of Compliance Inspections and Examinations	88	58.8%	20.3%	21.0%
Office of Financial Management	44	40.1%	32.7%	27.2%
Office of FOIA, Records Management, and Security	28	75.9%	20.9%	3.2%
Office of Human Resources	49	61.9%	19.8%	18.2%
Office of Information Technology	64	28.1%	35.6%	36.3%
Office of International Affairs	19	30.8%	36.1%	33.1%
Office of Investor Education and Advocacy	27	54.1%	21.9%	24.0%
Office of the Chief Accountant	21	47.1%	34.7%	18.2%
Office of the General Counsel	59	54.6%	35.2%	10.2%
Office of the Inspector General	12	51.6%	23.0%	25.4%
Office of the Secretary	24	40.1%	27.0%	32.9%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	53.7%	21.5%	24.8%

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My Satisfaction (continued)

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	650,211	68.0%	17.3%	14.7%
Securities and Exchange Commission	2,355	63.5%	18.3%	18.2%
Headquarters	1,313	60.7%	19.0%	20.3%
Div Risk, Strategy, & Financial Innovation	18	83.2%	5.7%	11.1%
Division of Corporation Finance	281	59.2%	24.3%	16.5%
Division of Enforcement	279	64.7%	16.7%	18.6%
Division of Investment Management	83	68.1%	14.0%	18.0%
Division of Trading and Markets	93	59.2%	17.3%	23.5%
Executive Staff	12	83.7%	16.3%	0.0%
Office of Administrative Services	45	48.9%	10.1%	41.0%
Office of Compliance Inspections and Examinations	88	58.1%	21.0%	20.9%
Office of Financial Management	44	50.6%	23.2%	26.2%
Office of FOIA, Records Management, and Security	28	79.3%	10.4%	10.3%
Office of Human Resources	49	65.2%	12.1%	22.7%
Office of Information Technology	64	39.6%	29.6%	30.8%
Office of International Affairs	18	69.7%	30.3%	0.0%
Office of Investor Education and Advocacy	28	48.8%	15.3%	35.9%
Office of the Chief Accountant	21	60.5%	22.2%	17.4%
Office of the General Counsel	59	67.4%	14.6%	18.1%
Office of the Inspector General	12	51.6%	0.0%	48.4%
Office of the Secretary	24	68.3%	22.7%	9.0%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	49.2%	17.1%	33.7%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	650,947	58.8%	17.2%	24.0%
Securities and Exchange Commission	2,362	58.0%	17.0%	24.9%
Headquarters	1,315	56.8%	17.7%	25.5%
Div Risk, Strategy, & Financial Innovation	18	30.7%	35.4%	33.9%
Division of Corporation Finance	282	53.5%	14.7%	31.8%
Division of Enforcement	281	56.0%	20.0%	24.0%
Division of Investment Management	83	61.1%	15.7%	23.2%
Division of Trading and Markets	93	58.0%	18.3%	23.7%
Executive Staff	12	59.3%	15.2%	25.5%
Office of Administrative Services	45	50.4%	23.5%	26.1%
Office of Compliance Inspections and Examinations	88	57.0%	15.9%	27.1%
Office of Financial Management	43	55.4%	23.4%	21.2%
Office of FOIA, Records Management, and Security	28	67.7%	13.6%	18.7%
Office of Human Resources	49	69.7%	7.9%	22.4%
Office of Information Technology	64	65.4%	16.6%	17.9%
Office of International Affairs	19	58.6%	20.9%	20.6%
Office of Investor Education and Advocacy	27	52.2%	16.0%	31.9%
Office of the Chief Accountant	21	37.0%	34.4%	28.6%
Office of the General Counsel	59	58.4%	19.8%	21.8%
Office of the Inspector General	12	83.6%	0.0%	16.4%
Office of the Secretary	24	58.3%	19.5%	22.2%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	60.9%	14.3%	24.8%

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My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	651,064	58.9%	21.6%	19.5%
Securities and Exchange Commission	2,357	52.6%	22.0%	25.4%
Headquarters	1,313	50.2%	21.7%	28.1%
Div Risk, Strategy, & Financial Innovation	18	51.1%	28.7%	20.2%
Division of Corporation Finance	283	49.9%	24.0%	26.1%
Division of Enforcement	282	53.7%	18.7%	27.6%
Division of Investment Management	83	55.5%	18.7%	25.8%
Division of Trading and Markets	91	49.4%	23.6%	27.0%
Executive Staff	12	74.5%	7.2%	18.3%
Office of Administrative Services	45	33.5%	16.6%	49.8%
Office of Compliance Inspections and Examinations	88	53.3%	22.4%	24.4%
Office of Financial Management	44	43.9%	23.9%	32.2%
Office of FOIA, Records Management, and Security	27	63.2%	15.3%	21.6%
Office of Human Resources	49	52.7%	19.8%	27.4%
Office of Information Technology	63	24.8%	29.1%	46.1%
Office of International Affairs	19	54.7%	27.4%	17.9%
Office of Investor Education and Advocacy	27	38.1%	24.2%	37.7%
Office of the Chief Accountant	21	44.2%	34.3%	21.5%
Office of the General Counsel	58	59.3%	16.5%	24.2%
Office of the Inspector General	12	51.6%	9.7%	38.7%
Office of the Secretary	24	46.2%	29.2%	24.6%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	55.7%	13.6%	30.6%

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Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
Governmentwide	651,238	36.2%	57.9%	5.9%
Securities and Exchange Commission	2,357	79.7%	14.4%	5.9%
Headquarters	1,315	76.4%	17.1%	6.4%
Div Risk, Strategy, & Financial Innovation	18	94.3%	0.0%	5.7%
Division of Corporation Finance	282	83.8%	12.1%	4.1%
Division of Enforcement	281	72.7%	17.7%	9.6%
Division of Investment Management	83	71.1%	24.0%	4.9%
Division of Trading and Markets	93	65.6%	24.9%	9.5%
Executive Staff	12	69.7%	22.8%	7.5%
Office of Administrative Services	46	73.2%	24.4%	2.5%
Office of Compliance Inspections and Examinations	87	84.2%	14.5%	1.3%
Office of Financial Management	45	77.6%	17.2%	5.3%
Office of FOIA, Records Management, and Security	28	67.0%	29.3%	3.7%
Office of Human Resources	48	89.7%	5.8%	4.5%
Office of Information Technology	64	74.1%	18.4%	7.5%
Office of International Affairs	19	69.0%	20.8%	10.3%
Office of Investor Education and Advocacy	28	86.3%	10.8%	2.9%
Office of the Chief Accountant	21	68.2%	26.8%	5.1%
Office of the General Counsel	58	72.7%	15.9%	11.3%
Office of the Inspector General	12	84.4%	15.6%	0.0%
Office of the Secretary	24	46.2%	39.0%	14.7%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	73.0%	17.4%	9.6%

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Work/Life (continued)

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	631,985	2.6%	7.7%	3.8%	9.6%
Securities and Exchange Commission	2,349	2.8%	26.1%	10.8%	29.7%
Headquarters	1,311	3.8%	26.5%	8.9%	27.2%
Div Risk, Strategy, & Financial Innovation	18	10.1%	12.9%	23.0%	48.3%
Division of Corporation Finance	286	11.9%	45.3%	2.7%	10.4%
Division of Enforcement	278	0.8%	7.4%	8.5%	41.5%
Division of Investment Management	81	3.5%	28.2%	4.0%	26.8%
Division of Trading and Markets	93	2.1%	17.7%	6.4%	37.2%
Executive Staff	12	0.0%	0.0%	0.0%	58.8%
Office of Administrative Services	46	0.0%	26.7%	2.5%	21.2%
Office of Compliance Inspections and Examinations	86	2.2%	35.3%	14.2%	19.0%
Office of Financial Management	45	0.0%	32.0%	18.6%	25.6%
Office of FOIA, Records Management, and Security	27	4.0%	38.8%	3.7%	3.8%
Office of Human Resources	48	3.6%	41.3%	22.8%	19.8%
Office of Information Technology	63	0.0%	25.8%	17.8%	31.9%
Office of International Affairs	19	0.0%	6.1%	36.9%	36.6%
Office of Investor Education and Advocacy	28	0.0%	53.6%	11.5%	17.1%
Office of the Chief Accountant	21	0.0%	24.3%	28.9%	31.8%
Office of the General Counsel	59	1.6%	17.8%	9.5%	30.3%
Office of the Inspector General	12	0.0%	7.4%	7.4%	52.7%
Office of the Secretary	24	3.4%	3.5%	0.0%	25.3%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	0.0%	20.3%	6.5%	33.2%

(continued)

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Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	631,985	35.0%	6.2%	22.2%	12.9%
Securities and Exchange Commission	2,349	2.6%	1.9%	5.9%	20.2%
Headquarters	1,311	2.9%	2.4%	6.7%	21.6%
Div Risk, Strategy, & Financial Innovation	18	0.0%	0.0%	0.0%	5.7%
Division of Corporation Finance	286	1.4%	2.0%	2.6%	23.7%
Division of Enforcement	278	3.9%	1.1%	6.1%	30.7%
Division of Investment Management	81	2.6%	5.1%	5.1%	24.9%
Division of Trading and Markets	93	1.3%	3.0%	12.4%	19.9%
Executive Staff	12	6.5%	0.0%	0.0%	34.7%
Office of Administrative Services	46	6.9%	8.5%	10.4%	24.0%
Office of Compliance Inspections and Examinations	86	1.0%	1.9%	7.9%	18.4%
Office of Financial Management	45	0.0%	1.9%	12.0%	10.0%
Office of FOIA, Records Management, and Security	27	15.1%	4.2%	11.6%	18.7%
Office of Human Resources	48	0.0%	2.7%	4.0%	5.8%
Office of Information Technology	63	0.0%	3.2%	11.4%	9.9%
Office of International Affairs	19	0.0%	0.0%	9.3%	11.2%
Office of Investor Education and Advocacy	28	3.7%	0.0%	14.1%	0.0%
Office of the Chief Accountant	21	0.0%	0.0%	0.0%	15.0%
Office of the General Counsel	59	4.9%	1.5%	5.1%	29.2%
Office of the Inspector General	12	0.0%	0.0%	7.4%	25.0%
Office of the Secretary	24	26.3%	3.8%	21.2%	16.6%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	3.2%	6.7%	6.8%	23.2%

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Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	648,172	32.3%	45.3%	22.4%
Securities and Exchange Commission	2,351	45.2%	52.5%	2.2%
Headquarters	1,316	43.7%	54.1%	2.3%
Div Risk, Strategy, & Financial Innovation	18	48.9%	51.1%	0.0%
Division of Corporation Finance	281	36.8%	62.4%	0.7%
Division of Enforcement	283	40.5%	58.4%	1.1%
Division of Investment Management	83	35.3%	54.4%	10.3%
Division of Trading and Markets	91	44.5%	51.3%	4.3%
Executive Staff	12	0.0%	100.0%	0.0%
Office of Administrative Services	46	69.3%	30.7%	0.0%
Office of Compliance Inspections and Examinations	88	53.3%	45.6%	1.0%
Office of Financial Management	45	74.7%	25.3%	0.0%
Office of FOIA, Records Management, and Security	28	50.1%	45.9%	4.0%
Office of Human Resources	49	44.6%	53.7%	1.8%
Office of Information Technology	64	68.8%	27.8%	3.4%
Office of International Affairs	19	60.4%	39.6%	0.0%
Office of Investor Education and Advocacy	28	37.7%	58.9%	3.4%
Office of the Chief Accountant	20	16.4%	83.6%	0.0%
Office of the General Counsel	59	25.4%	72.7%	1.9%
Office of the Inspector General	12	41.1%	51.4%	7.4%
Office of the Secretary	24	36.1%	59.7%	4.1%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	47.6%	48.5%	3.9%

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Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	646,836	29.3%	58.7%	12.0%
Securities and Exchange Commission	2,353	23.2%	67.9%	8.8%
Headquarters	1,314	32.5%	66.2%	1.3%
Div Risk, Strategy, & Financial Innovation	18	24.6%	75.4%	0.0%
Division of Corporation Finance	283	30.8%	68.8%	0.4%
Division of Enforcement	281	31.0%	68.4%	0.6%
Division of Investment Management	83	45.0%	55.0%	0.0%
Division of Trading and Markets	93	28.5%	71.5%	0.0%
Executive Staff	11	26.4%	73.6%	0.0%
Office of Administrative Services	45	40.6%	56.9%	2.6%
Office of Compliance Inspections and Examinations	87	36.0%	58.9%	5.1%
Office of Financial Management	45	20.2%	79.8%	0.0%
Office of FOIA, Records Management, and Security	28	28.7%	67.3%	4.0%
Office of Human Resources	49	38.0%	60.2%	1.8%
Office of Information Technology	64	28.8%	66.7%	4.5%
Office of International Affairs	19	29.8%	64.2%	5.9%
Office of Investor Education and Advocacy	28	39.5%	60.5%	0.0%
Office of the Chief Accountant	21	18.8%	81.2%	0.0%
Office of the General Counsel	59	35.1%	63.0%	1.9%
Office of the Inspector General	12	17.6%	75.0%	7.4%
Office of the Secretary	24	46.4%	53.6%	0.0%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	36.4%	63.6%	0.0%

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Work/Life (continued)

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	645,355	14.0%	80.0%	6.0%
Securities and Exchange Commission	2,343	7.7%	89.0%	3.3%
Headquarters	1,308	8.9%	89.6%	1.5%
Div Risk, Strategy, & Financial Innovation	18	16.1%	83.9%	0.0%
Division of Corporation Finance	282	4.2%	94.8%	1.1%
Division of Enforcement	278	5.9%	93.1%	1.0%
Division of Investment Management	83	8.6%	88.6%	2.8%
Division of Trading and Markets	92	7.8%	90.1%	2.1%
Executive Staff	12	9.1%	90.9%	0.0%
Office of Administrative Services	45	5.1%	89.8%	5.1%
Office of Compliance Inspections and Examinations	85	9.0%	89.8%	1.3%
Office of Financial Management	45	15.2%	84.8%	0.0%
Office of FOIA, Records Management, and Security	28	32.7%	67.3%	0.0%
Office of Human Resources	49	16.5%	81.2%	2.3%
Office of Information Technology	64	16.8%	80.1%	3.2%
Office of International Affairs	19	11.6%	88.4%	0.0%
Office of Investor Education and Advocacy	28	13.5%	86.5%	0.0%
Office of the Chief Accountant	21	4.7%	95.3%	0.0%
Office of the General Counsel	58	9.1%	89.0%	1.9%
Office of the Inspector General	12	0.0%	92.6%	7.4%
Office of the Secretary	24	12.9%	83.2%	3.9%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	13.0%	87.0%	0.0%

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Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	648,002	3.7%	79.1%	17.2%
Securities and Exchange Commission	2,351	6.8%	86.4%	6.8%
Headquarters	1,316	7.2%	90.9%	1.9%
Div Risk, Strategy, & Financial Innovation	18	12.2%	81.6%	6.2%
Division of Corporation Finance	283	7.6%	90.9%	1.5%
Division of Enforcement	280	6.6%	92.1%	1.2%
Division of Investment Management	83	7.7%	88.8%	3.5%
Division of Trading and Markets	93	6.6%	91.1%	2.3%
Executive Staff	12	16.6%	83.4%	0.0%
Office of Administrative Services	46	9.0%	91.0%	0.0%
Office of Compliance Inspections and Examinations	87	7.5%	92.5%	0.0%
Office of Financial Management	45	7.9%	90.0%	2.1%
Office of FOIA, Records Management, and Security	28	6.2%	93.8%	0.0%
Office of Human Resources	48	10.6%	85.2%	4.2%
Office of Information Technology	64	11.5%	85.7%	2.8%
Office of International Affairs	19	0.0%	100.0%	0.0%
Office of Investor Education and Advocacy	28	4.3%	91.4%	4.3%
Office of the Chief Accountant	21	4.7%	95.3%	0.0%
Office of the General Counsel	59	3.5%	94.6%	1.9%
Office of the Inspector General	12	9.7%	90.3%	0.0%
Office of the Secretary	24	8.7%	87.8%	3.5%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	29	3.6%	93.2%	3.2%

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Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	647,966	2.5%	80.0%	17.6%
Securities and Exchange Commission	2,346	4.4%	90.3%	5.3%
Headquarters	1,311	5.3%	92.7%	2.0%
Div Risk, Strategy, & Financial Innovation	18	0.0%	93.8%	6.2%
Division of Corporation Finance	283	4.4%	93.9%	1.7%
Division of Enforcement	281	1.8%	97.0%	1.2%
Division of Investment Management	83	2.2%	92.1%	5.6%
Division of Trading and Markets	91	6.3%	90.4%	3.2%
Executive Staff	12	0.0%	100.0%	0.0%
Office of Administrative Services	45	13.6%	86.4%	0.0%
Office of Compliance Inspections and Examinations	85	4.0%	96.0%	0.0%
Office of Financial Management	45	5.4%	92.5%	2.1%
Office of FOIA, Records Management, and Security	28	9.4%	87.4%	3.2%
Office of Human Resources	49	10.2%	87.5%	2.3%
Office of Information Technology	64	7.6%	88.7%	3.7%
Office of International Affairs	19	5.2%	94.8%	0.0%
Office of Investor Education and Advocacy	28	9.5%	86.2%	4.3%
Office of the Chief Accountant	20	9.9%	90.1%	0.0%
Office of the General Counsel	58	6.4%	91.7%	1.9%
Office of the Inspector General	12	0.0%	92.6%	7.4%
Office of the Secretary	24	13.8%	86.2%	0.0%
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	30	12.4%	84.8%	2.8%

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Work/Life (continued)

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	187,559	72.8%	17.5%	9.7%	21,200
Securities and Exchange Commission	1,627	73.9%	12.2%	13.9%	29
Headquarters	865	74.7%	11.8%	13.5%	20
Div Risk, Strategy, & Financial Innovation	17	88.2%	11.8%	0.0%	0
Division of Corporation Finance	200	77.6%	8.2%	14.3%	1
Division of Enforcement	160	63.0%	21.3%	15.7%	8
Division of Investment Management	52	80.4%	5.8%	13.8%	1
Division of Trading and Markets	58	64.5%	14.8%	20.7%	0
Executive Staff	7	85.2%	14.8%	0.0%	0
Office of Administrative Services	23	89.2%	7.3%	3.5%	0
Office of Compliance Inspections and Examinations	62	82.1%	9.9%	8.0%	1
Office of Financial Management	32	77.7%	3.2%	19.1%	2
Office of FOIA, Records Management, and Security	14	78.5%	14.9%	6.6%	1
Office of Human Resources	41	88.3%	2.6%	9.1%	2
Office of Information Technology	48	70.5%	11.8%	17.7%	1
Office of International Affairs	15	93.7%	6.3%	0.0%	0
Office of Investor Education and Advocacy	23	82.4%	17.6%	0.0%	0
Office of the Chief Accountant	18	58.3%	25.4%	16.3%	0
Office of the General Counsel	34	74.1%	8.4%	17.5%	1
Office of the Inspector General	8	73.4%	26.6%	0.0%	0
Office of the Secretary	8	71.6%	15.5%	12.9%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	17	63.1%	7.2%	29.7%	1

*The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	228,200	88.5%	8.0%	3.5%	5,463
Securities and Exchange Commission	1,067	88.7%	6.6%	4.7%	13
Headquarters	579	90.5%	5.6%	4.0%	5
Div Risk, Strategy, & Financial Innovation	9	77.9%	9.4%	12.6%	0
Division of Corporation Finance	109	89.3%	5.9%	4.8%	0
Division of Enforcement	114	88.9%	7.3%	3.8%	0
Division of Investment Management	27	88.2%	6.9%	4.9%	2
Division of Trading and Markets	42	93.0%	4.4%	2.6%	1
Executive Staff	0	--	--	--	0
Office of Administrative Services	32	93.5%	2.9%	3.6%	0
Office of Compliance Inspections and Examinations	47	97.7%	2.3%	0.0%	0
Office of Financial Management	34	89.2%	5.5%	5.3%	0
Office of FOIA, Records Management, and Security	13	82.0%	9.3%	8.7%	0
Office of Human Resources	22	100.0%	0.0%	0.0%	0
Office of Information Technology	45	95.3%	2.1%	2.6%	0
Office of International Affairs	12	91.7%	8.3%	0.0%	0
Office of Investor Education and Advocacy	11	100.0%	0.0%	0.0%	0
Office of the Chief Accountant	4	54.9%	45.1%	0.0%	0
Office of the General Counsel	15	81.0%	0.0%	19.0%	0
Office of the Inspector General	5	82.6%	17.4%	0.0%	0
Office of the Secretary	9	89.2%	10.8%	0.0%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	12	93.0%	0.0%	7.0%	2

*The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

*81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	184,051	80.0%	16.6%	3.4%	12,511
Securities and Exchange Commission	517	84.1%	12.6%	3.3%	29
Headquarters	407	88.2%	10.3%	1.5%	24
Div Risk, Strategy, & Financial Innovation	5	79.8%	20.2%	0.0%	0
Division of Corporation Finance	86	84.8%	12.6%	2.5%	3
Division of Enforcement	88	87.4%	9.3%	3.3%	1
Division of Investment Management	33	88.3%	11.7%	0.0%	3
Division of Trading and Markets	25	96.2%	3.8%	0.0%	0
Executive Staff	2	100.0%	0.0%	0.0%	2
Office of Administrative Services	17	82.0%	18.0%	0.0%	0
Office of Compliance Inspections and Examinations	30	93.5%	6.5%	0.0%	2
Office of Financial Management	6	100.0%	0.0%	0.0%	2
Office of FOIA, Records Management, and Security	7	100.0%	0.0%	0.0%	1
Office of Human Resources	18	93.7%	6.3%	0.0%	1
Office of Information Technology	16	89.6%	10.4%	0.0%	3
Office of International Affairs	5	100.0%	0.0%	0.0%	0
Office of Investor Education and Advocacy	10	100.0%	0.0%	0.0%	1
Office of the Chief Accountant	3	100.0%	0.0%	0.0%	1
Office of the General Counsel	18	95.1%	4.9%	0.0%	2
Office of the Inspector General	2	100.0%	0.0%	0.0%	0
Office of the Secretary	10	77.1%	22.9%	0.0%	1
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	12	73.7%	26.3%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

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Work/Life (continued)

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	88,192	75.6%	20.6%	3.8%	11,655
Securities and Exchange Commission	180	77.0%	19.3%	3.8%	24
Headquarters	116	81.7%	13.4%	4.9%	15
Div Risk, Strategy, & Financial Innovation	3	72.4%	27.6%	0.0%	0
Division of Corporation Finance	13	67.6%	32.4%	0.0%	3
Division of Enforcement	18	78.5%	16.4%	5.0%	3
Division of Investment Management	7	84.9%	0.0%	15.1%	0
Division of Trading and Markets	7	71.6%	28.4%	0.0%	1
Executive Staff	1	100.0%	0.0%	0.0%	0
Office of Administrative Services	3	69.6%	30.4%	0.0%	0
Office of Compliance Inspections and Examinations	8	89.2%	0.0%	10.8%	2
Office of Financial Management	4	76.3%	0.0%	23.7%	2
Office of FOIA, Records Management, and Security	9	90.2%	9.8%	0.0%	0
Office of Human Resources	8	89.3%	10.7%	0.0%	0
Office of Information Technology	8	100.0%	0.0%	0.0%	3
Office of International Affairs	2	100.0%	0.0%	0.0%	0
Office of Investor Education and Advocacy	4	77.4%	22.6%	0.0%	0
Office of the Chief Accountant	1	100.0%	0.0%	0.0%	0
Office of the General Counsel	6	83.2%	16.8%	0.0%	0
Office of the Inspector General	0	--	--	--	0
Office of the Secretary	3	100.0%	0.0%	0.0%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	4	46.9%	26.8%	26.3%	0

*The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	18,627	72.0%	24.3%	3.7%	6,929
Securities and Exchange Commission	156	83.8%	12.5%	3.7%	20
Headquarters	85	90.7%	8.4%	1.0%	16
Div Risk, Strategy, & Financial Innovation	2	100.0%	0.0%	0.0%	0
Division of Corporation Finance	21	90.6%	9.4%	0.0%	3
Division of Enforcement	20	90.1%	9.9%	0.0%	2
Division of Investment Management	6	100.0%	0.0%	0.0%	0
Division of Trading and Markets	5	100.0%	0.0%	0.0%	1
Executive Staff	2	100.0%	0.0%	0.0%	0
Office of Administrative Services	3	64.8%	35.2%	0.0%	0
Office of Compliance Inspections and Examinations	6	85.3%	0.0%	14.7%	2
Office of Financial Management	2	100.0%	0.0%	0.0%	1
Office of FOIA, Records Management, and Security	2	100.0%	0.0%	0.0%	0
Office of Human Resources	3	100.0%	0.0%	0.0%	3
Office of Information Technology	4	74.1%	25.9%	0.0%	3
Office of International Affairs	0	—	—	—	0
Office of Investor Education and Advocacy	1	100.0%	0.0%	0.0%	0
Office of the Chief Accountant	1	100.0%	0.0%	0.0%	0
Office of the General Counsel	2	100.0%	0.0%	0.0%	0
Office of the Inspector General	1	100.0%	0.0%	0.0%	0
Office of the Secretary	2	100.0%	0.0%	0.0%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	1	0.0%	100.0%	0.0%	1

*The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

*84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,577	67.9%	30.0%	2.2%	5,846
Securities and Exchange Commission	102	77.5%	20.7%	1.7%	24
Headquarters	69	78.4%	20.4%	1.3%	14
Div Risk, Strategy, & Financial Innovation	0	--	--	--	0
Division of Corporation Finance	14	70.8%	29.2%	0.0%	2
Division of Enforcement	7	85.0%	15.0%	0.0%	0
Division of Investment Management	2	100.0%	0.0%	0.0%	0
Division of Trading and Markets	7	46.2%	53.8%	0.0%	1
Executive Staff	0	--	--	--	0
Office of Administrative Services	4	72.2%	27.8%	0.0%	2
Office of Compliance Inspections and Examinations	4	100.0%	0.0%	0.0%	3
Office of Financial Management	1	100.0%	0.0%	0.0%	1
Office of FOIA, Records Management, and Security	3	100.0%	0.0%	0.0%	0
Office of Human Resources	4	100.0%	0.0%	0.0%	1
Office of Information Technology	3	100.0%	0.0%	0.0%	2
Office of International Affairs	1	100.0%	0.0%	0.0%	0
Office of Investor Education and Advocacy	3	67.9%	32.1%	0.0%	0
Office of the Chief Accountant	3	68.3%	31.7%	0.0%	0
Office of the General Counsel	4	76.8%	0.0%	23.2%	1
Office of the Inspector General	0	--	--	--	0
Office of the Secretary	2	100.0%	0.0%	0.0%	0
Other (e.g., ALJ, OCOO, EEO, OMWI, OPA)	4	47.3%	52.7%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

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Demographic Questions

85. Where do you work?

	N	%
Headquarters	1,310	99.4%
Field	8	0.6%

86. What is your supervisory status?

	N	%
Non-Supervisor	895	67.8%
Team Leader	173	13.1%
Supervisor	157	11.9%
Manager	51	3.9%
Executive	45	3.4%

87. Are you:

	N	%
Male	646	49.4%
Female	661	50.6%

88. Are you Hispanic or Latino?

	N	%
Yes	60	4.7%
No	1,230	95.3%

89. Race

	N	%
American Indian or Alaska Native	5	0.4%
Asian	80	6.4%
Black or African American	224	18.0%
Native Hawaiian or Other Pacific Islander	2	0.2%
White	899	72.4%
Two or more races (Not Hispanic or Latino)	32	2.6%

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Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	0	0.0%
26-29	21	1.6%
30-39	355	27.7%
40-49	452	35.3%
50-59	341	26.6%
60 or older	112	8.7%

91. What is your pay category/grade?

	N	%
Federal Wage System	9	0.7%
GS 1-6	14	1.1%
GS 7-12	131	10.0%
GS 13-15	557	42.5%
Senior Executive Service	35	2.7%
Senior Level (SL) or Scientific or Professional (ST)	15	1.1%
Other	549	41.9%

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

	N	%
Less than 1 year	10	0.8%
1 to 3 years	138	10.5%
4 to 5 years	119	9.1%
6 to 10 years	311	23.7%
11 to 14 years	225	17.2%
15 to 20 years	166	12.7%
More than 20 years	342	26.1%

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	22	1.7%
1 to 3 years	211	16.2%
4 to 5 years	150	11.5%
6 to 10 years	357	27.3%
11 to 20 years	357	27.3%
More than 20 years	209	16.0%

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Demographic Questions (continued)

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

	N	%
No	888	67.8%
Yes, to retire	39	3.0%
Yes, to take another job within the Federal Government	174	13.3%
Yes, to take another job outside the Federal Government	138	10.5%
Yes, other	70	5.3%

95. I am planning to retire:

	N	%
Within one year	17	1.3%
Between one and three years	89	6.9%
Between three and five years	88	6.9%
Five or more years	1,090	84.9%

96. Self-Identify as:

	N	%
Heterosexual or Straight	1,028	84.2%
Gay, Lesbian, Bisexual, or Transgender	37	3.0%
I prefer not to say	156	12.8%

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

	N	%
Yes	107	8.2%
No	1,193	91.8%

98. Are you an individual with a disability?

	N	%
Yes	75	5.8%
No	1,223	94.2%