

**2014**

# **Federal Employee Viewpoint Survey Results**

Employees Influencing Change

**Federal Retirement Thrift Investment Board**

**Agency Trend Report**

United States Office of  
Personnel Management

# Federal Retirement Thrift Investment Board

## Trend Report

### Response Summary

	Surveys Completed
2014 Governmentwide	392,752
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>133</b>
2013 Federal Retirement Thrift Investment Board	92
2012 Federal Retirement Thrift Investment Board	58
2011 Federal Retirement Thrift Investment Board	71
2010 Federal Retirement Thrift Investment Board	60

This 2014 Federal Employee Viewpoint Survey Report provides summary results for 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.

The last column indicates whether or not there was a significant increase, decrease, or no change in positive percentages from the previous year. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2014 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2013 to 2014.

*Note:* The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '-' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

## My Work Experience

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	391,977	59.1%	17.4%	23.5%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>133</b>	<b>84.8%</b>	<b>3.8%</b>	<b>11.4%</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	92	80.8%	6.0%	13.2%	↘
2012 Federal Retirement Thrift Investment Board	57	87.3%	5.6%	7.1%	↗
2011 Federal Retirement Thrift Investment Board	71	76.7%	6.9%	16.4%	→
2010 Federal Retirement Thrift Investment Board	60	76.6%	8.1%	15.3%	

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	388,077	69.2%	15.2%	15.6%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>133</b>	<b>76.7%</b>	<b>11.3%</b>	<b>12.0%</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	76.5%	8.4%	15.2%	→
2012 Federal Retirement Thrift Investment Board	57	80.6%	12.5%	6.9%	→
2011 Federal Retirement Thrift Investment Board	71	83.3%	5.0%	11.7%	↗
2010 Federal Retirement Thrift Investment Board	60	75.0%	10.4%	14.5%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	385,690	55.2%	19.0%	25.8%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>127</b>	<b>72.1%</b>	<b>12.2%</b>	<b>15.7%</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	73.5%	6.8%	19.7%	↘
2012 Federal Retirement Thrift Investment Board	58	83.1%	4.9%	11.9%	↗
2011 Federal Retirement Thrift Investment Board	71	75.4%	6.5%	18.0%	→
2010 Federal Retirement Thrift Investment Board	60	74.8%	9.0%	16.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,314	69.6%	15.0%	15.4%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>132</b>	<b>74.6%</b>	<b>13.1%</b>	<b>12.3%</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	92	74.7%	12.9%	12.4%	↘
2012 Federal Retirement Thrift Investment Board	58	87.6%	5.1%	7.2%	→
2011 Federal Retirement Thrift Investment Board	71	82.5%	9.2%	8.3%	↗
2010 Federal Retirement Thrift Investment Board	60	73.9%	7.7%	18.3%	

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Work Experience (continued)

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	384,679	82.2%	11.3%	6.5%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>83.8%</b>	<b>9.2%</b>	<b>7.0%</b>	<b>↘</b>
2013 Federal Retirement Thrift Investment Board	92	89.3%	6.7%	4.1%	→
2012 Federal Retirement Thrift Investment Board	58	90.8%	3.8%	5.4%	→
2011 Federal Retirement Thrift Investment Board	71	86.7%	8.9%	4.5%	→
2010 Federal Retirement Thrift Investment Board	60	89.7%	6.7%	3.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	387,941	78.8%	11.5%	9.7%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>132</b>	<b>79.6%</b>	<b>9.9%</b>	<b>10.5%</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	92	75.7%	12.5%	11.9%	↘
2012 Federal Retirement Thrift Investment Board	57	84.0%	3.7%	12.3%	→
2011 Federal Retirement Thrift Investment Board	71	82.0%	5.2%	12.8%	→
2010 Federal Retirement Thrift Investment Board	60	78.8%	10.2%	11.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,516	95.6%	2.8%	1.6%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>132</b>	<b>98.4%</b>	<b>0.7%</b>	<b>0.9%</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	96.8%	1.0%	2.2%	→
2012 Federal Retirement Thrift Investment Board	58	98.4%	0.0%	1.6%	↗
2011 Federal Retirement Thrift Investment Board	71	95.1%	4.9%	0.0%	→
2010 Federal Retirement Thrift Investment Board	59	94.9%	1.9%	3.2%	

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,789	90.2%	7.9%	1.9%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>133</b>	<b>94.3%</b>	<b>5.7%</b>	<b>0.0%</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	92	91.0%	7.8%	1.2%	↘
2012 Federal Retirement Thrift Investment Board	58	96.2%	3.8%	0.0%	↗
2011 Federal Retirement Thrift Investment Board	71	91.5%	8.5%	0.0%	↘
2010 Federal Retirement Thrift Investment Board	60	96.7%	1.9%	1.5%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	390,739	44.8%	16.5%	38.7%	935	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>132</b>	<b>66.1%</b>	<b>11.0%</b>	<b>22.9%</b>	<b>1</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	67.1%	10.7%	22.2%	0	↗
2012 Federal Retirement Thrift Investment Board	57	52.5%	13.8%	33.8%	0	↘
2011 Federal Retirement Thrift Investment Board	71	69.2%	6.5%	24.3%	0	→
2010 Federal Retirement Thrift Investment Board	59	61.9%	10.7%	27.4%	1	

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,209	56.5%	16.7%	26.8%	720	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>132</b>	<b>62.4%</b>	<b>16.1%</b>	<b>21.5%</b>	<b>1</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	90	66.4%	11.5%	22.2%	0	→
2012 Federal Retirement Thrift Investment Board	58	62.4%	5.0%	32.6%	0	→
2011 Federal Retirement Thrift Investment Board	71	59.1%	11.5%	29.5%	0	↗
2010 Federal Retirement Thrift Investment Board	60	47.3%	14.1%	38.6%	0	

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Work Experience (continued)

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,178	56.5%	17.2%	26.3%	1,880	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>129</b>	<b>69.7%</b>	<b>7.8%</b>	<b>22.6%</b>	<b>1</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	67.8%	9.3%	22.9%	0	↘
2012 Federal Retirement Thrift Investment Board	57	80.3%	10.7%	9.0%	1	↗
2011 Federal Retirement Thrift Investment Board	71	64.6%	11.5%	24.0%	0	→
2010 Federal Retirement Thrift Investment Board	60	60.1%	8.4%	31.5%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,298	81.9%	10.7%	7.4%	1,540	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>132</b>	<b>89.0%</b>	<b>4.2%</b>	<b>6.8%</b>	<b>1</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	88.8%	4.7%	6.5%	0	→
2012 Federal Retirement Thrift Investment Board	58	83.1%	11.6%	5.2%	0	→
2011 Federal Retirement Thrift Investment Board	71	89.5%	3.7%	6.8%	0	→
2010 Federal Retirement Thrift Investment Board	60	90.1%	6.7%	3.2%	0	

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	384,209	89.6%	7.1%	3.3%	1,147	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>131</b>	<b>96.8%</b>	<b>0.9%</b>	<b>2.3%</b>	<b>0</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	88	93.2%	4.4%	2.4%	0	↘
2012 Federal Retirement Thrift Investment Board	58	98.2%	0.0%	1.8%	0	↗
2011 Federal Retirement Thrift Investment Board	70	90.9%	5.1%	3.9%	0	→
2010 Federal Retirement Thrift Investment Board	57	91.4%	7.1%	1.6%	2	

# Federal Retirement Thrift Investment Board

## Trend Report

### 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	Difference from previous year
2014 Governmentwide	389,314	65.6%	14.3%	20.1%	1,736	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>132</b>	<b>82.5%</b>	<b>7.0%</b>	<b>10.5%</b>	<b>1</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	92	85.6%	6.2%	8.2%	0	→
2012 Federal Retirement Thrift Investment Board	58	89.9%	6.7%	3.5%	0	↗
2011 Federal Retirement Thrift Investment Board	71	66.5%	17.2%	16.4%	0	→
2010 Federal Retirement Thrift Investment Board	59	66.5%	13.2%	20.4%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,888	68.2%	14.9%	16.9%	4,845	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>128</b>	<b>70.4%</b>	<b>15.0%</b>	<b>14.7%</b>	<b>5</b>	<b>↘</b>
2013 Federal Retirement Thrift Investment Board	89	76.7%	11.6%	11.7%	3	→
2012 Federal Retirement Thrift Investment Board	57	72.9%	12.9%	14.1%	1	↘
2011 Federal Retirement Thrift Investment Board	71	82.8%	5.0%	12.2%	0	→
2010 Federal Retirement Thrift Investment Board	59	79.4%	5.1%	15.5%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	387,980	81.1%	12.5%	6.4%	1,810	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>131</b>	<b>86.5%</b>	<b>11.9%</b>	<b>1.6%</b>	<b>1</b>	<b>↘</b>
2013 Federal Retirement Thrift Investment Board	90	90.9%	8.1%	1.0%	0	↗
2012 Federal Retirement Thrift Investment Board	58	83.6%	12.8%	3.5%	0	→
2011 Federal Retirement Thrift Investment Board	71	84.5%	6.5%	8.9%	0	→
2010 Federal Retirement Thrift Investment Board	59	86.3%	10.3%	3.4%	1	

# Federal Retirement Thrift Investment Board

## *Trend Report*

### 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	Difference from previous year
2014 Governmentwide	373,094	60.3%	19.3%	20.4%	16,950	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>121</b>	<b>62.9%</b>	<b>17.7%</b>	<b>19.4%</b>	<b>11</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	87	54.6%	22.9%	22.5%	5	↘
2012 Federal Retirement Thrift Investment Board	51	64.4%	16.5%	19.1%	6	→
2011 Federal Retirement Thrift Investment Board	65	58.8%	23.6%	17.6%	6	→
2010 Federal Retirement Thrift Investment Board	55	54.3%	15.7%	30.0%	5	

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,903	49.6%	23.8%	26.5%	4,288	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>131</b>	<b>69.2%</b>	<b>11.6%</b>	<b>19.2%</b>	<b>1</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	92	68.3%	13.1%	18.6%	0	→
2012 Federal Retirement Thrift Investment Board	58	60.6%	13.9%	25.5%	0	↘
2011 Federal Retirement Thrift Investment Board	71	74.0%	15.2%	10.8%	0	→
2010 Federal Retirement Thrift Investment Board	58	68.3%	7.0%	24.7%	1	

**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	Difference from previous year
2014 Governmentwide	382,953	67.5%	14.6%	18.0%	8,987	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>126</b>	<b>78.0%</b>	<b>10.3%</b>	<b>11.7%</b>	<b>7</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	87	72.4%	11.5%	16.1%	5	→
2012 Federal Retirement Thrift Investment Board	57	77.4%	4.8%	17.8%	1	→
2011 Federal Retirement Thrift Investment Board	70	83.4%	5.0%	11.5%	1	→
2010 Federal Retirement Thrift Investment Board	60	82.8%	9.0%	8.1%	0	



# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Work Unit

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	391,426	72.1%	14.2%	13.8%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>133</b>	<b>80.9%</b>	<b>10.3%</b>	<b>8.8%</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	79.0%	9.9%	11.1%	→
2012 Federal Retirement Thrift Investment Board	57	77.9%	10.4%	11.6%	→
2011 Federal Retirement Thrift Investment Board	70	71.9%	13.1%	15.0%	↘
2010 Federal Retirement Thrift Investment Board	60	78.0%	9.8%	12.2%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	376,727	40.6%	26.4%	33.0%	14,985	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>132</b>	<b>73.2%</b>	<b>10.6%</b>	<b>16.3%</b>	<b>1</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	70.8%	14.5%	14.8%	1	→
2012 Federal Retirement Thrift Investment Board	57	64.6%	17.8%	17.6%	0	→
2011 Federal Retirement Thrift Investment Board	67	56.4%	24.4%	19.2%	3	→
2010 Federal Retirement Thrift Investment Board	56	57.8%	23.6%	18.6%	4	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	362,631	32.0%	28.7%	39.3%	26,462	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>117</b>	<b>56.4%</b>	<b>24.4%</b>	<b>19.2%</b>	<b>15</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	83	58.7%	13.8%	27.5%	8	→
2012 Federal Retirement Thrift Investment Board	54	59.7%	14.3%	26.1%	4	→
2011 Federal Retirement Thrift Investment Board	64	60.0%	15.1%	24.9%	7	→
2010 Federal Retirement Thrift Investment Board	54	51.9%	15.2%	32.9%	6	

# Federal Retirement Thrift Investment Board

## Trend Report

### 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	Difference from previous year
2014 Governmentwide	354,178	28.2%	26.9%	44.9%	35,600	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>118</b>	<b>45.6%</b>	<b>31.4%</b>	<b>23.0%</b>	<b>15</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	84	42.8%	25.4%	31.8%	8	↗
2012 Federal Retirement Thrift Investment Board	55	34.0%	18.6%	47.4%	3	↘
2011 Federal Retirement Thrift Investment Board	66	54.3%	16.0%	29.7%	5	↗
2010 Federal Retirement Thrift Investment Board	57	37.1%	22.1%	40.8%	3	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	368,267	31.5%	28.4%	40.1%	22,310	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>114</b>	<b>46.6%</b>	<b>25.9%</b>	<b>27.4%</b>	<b>18</b>	<b>↘</b>
2013 Federal Retirement Thrift Investment Board	87	54.3%	21.0%	24.7%	5	→
2012 Federal Retirement Thrift Investment Board	52	45.2%	23.3%	31.5%	6	→
2011 Federal Retirement Thrift Investment Board	65	52.5%	26.3%	21.2%	6	→
2010 Federal Retirement Thrift Investment Board	52	53.5%	22.0%	24.5%	7	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,099	38.0%	25.7%	36.3%	25,833	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>117</b>	<b>58.1%</b>	<b>22.2%</b>	<b>19.6%</b>	<b>15</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	82	61.4%	13.3%	25.3%	9	→
2012 Federal Retirement Thrift Investment Board	53	57.8%	15.0%	27.1%	4	↘
2011 Federal Retirement Thrift Investment Board	66	75.7%	11.7%	12.6%	5	→
2010 Federal Retirement Thrift Investment Board	53	67.6%	11.2%	21.2%	7	

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	389,041	71.9%	14.6%	13.5%	1,704	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>133</b>	<b>79.1%</b>	<b>10.8%</b>	<b>10.0%</b>	<b>0</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	77.3%	6.7%	16.1%	0	↘
2012 Federal Retirement Thrift Investment Board	58	85.7%	4.6%	9.7%	0	↗
2011 Federal Retirement Thrift Investment Board	71	76.3%	7.5%	16.2%	0	→
2010 Federal Retirement Thrift Investment Board	57	80.5%	7.3%	12.2%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,813	50.8%	30.2%	19.0%	15,161	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>125</b>	<b>78.2%</b>	<b>14.3%</b>	<b>7.5%</b>	<b>8</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	90	74.1%	18.1%	7.8%	2	→
2012 Federal Retirement Thrift Investment Board	58	67.8%	22.2%	10.1%	0	→
2011 Federal Retirement Thrift Investment Board	69	64.7%	23.7%	11.6%	2	→
2010 Federal Retirement Thrift Investment Board	57	68.7%	17.1%	14.2%	2	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,716	81.8%	14.6%	3.6%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>133</b>	<b>87.9%</b>	<b>11.4%</b>	<b>0.7%</b>	<b>↘</b>
2013 Federal Retirement Thrift Investment Board	92	92.4%	5.7%	2.0%	→
2012 Federal Retirement Thrift Investment Board	58	95.2%	4.8%	0.0%	↗
2011 Federal Retirement Thrift Investment Board	71	84.9%	10.7%	4.5%	→
2010 Federal Retirement Thrift Investment Board	60	86.6%	8.2%	5.2%	

# Federal Retirement Thrift Investment Board

## Trend Report

### My Agency

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,647	68.5%	18.3%	13.2%	7,045	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>80.2%</b>	<b>12.3%</b>	<b>7.6%</b>	<b>1</b>	<b>↘</b>
2013 Federal Retirement Thrift Investment Board	89	83.8%	5.2%	11.0%	2	→
2012 Federal Retirement Thrift Investment Board	56	78.1%	10.4%	11.5%	1	→
2011 Federal Retirement Thrift Investment Board	70	74.1%	10.6%	15.2%	1	→
2010 Federal Retirement Thrift Investment Board	57	76.1%	7.5%	16.4%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,805	41.9%	25.7%	32.4%	8,728	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>126</b>	<b>60.5%</b>	<b>25.2%</b>	<b>14.3%</b>	<b>5</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	61.9%	13.1%	25.0%	1	→
2012 Federal Retirement Thrift Investment Board	57	59.7%	22.7%	17.6%	0	→
2011 Federal Retirement Thrift Investment Board	67	52.3%	20.9%	26.8%	4	→
2010 Federal Retirement Thrift Investment Board	58	54.7%	8.8%	36.5%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,902	44.6%	24.2%	31.2%	7,530	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>126</b>	<b>67.6%</b>	<b>21.2%</b>	<b>11.2%</b>	<b>5</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	88	64.0%	17.5%	18.5%	3	→
2012 Federal Retirement Thrift Investment Board	56	61.9%	22.8%	15.2%	1	↘
2011 Federal Retirement Thrift Investment Board	68	72.1%	15.5%	12.5%	3	↗
2010 Federal Retirement Thrift Investment Board	56	56.7%	20.1%	23.2%	4	

# Federal Retirement Thrift Investment Board

## Trend Report

### My Agency (continued)

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	371,008	34.8%	29.5%	35.7%	12,026	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>126</b>	<b>56.3%</b>	<b>26.8%</b>	<b>16.9%</b>	<b>5</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	84	51.2%	26.8%	22.0%	7	→
2012 Federal Retirement Thrift Investment Board	53	54.8%	27.0%	18.2%	4	→
2011 Federal Retirement Thrift Investment Board	68	46.7%	29.8%	23.5%	3	→
2010 Federal Retirement Thrift Investment Board	57	45.2%	25.4%	29.4%	3	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,757	19.6%	26.5%	54.0%	25,095	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>115</b>	<b>40.5%</b>	<b>25.4%</b>	<b>34.1%</b>	<b>16</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	79	42.2%	16.3%	41.4%	13	→
2012 Federal Retirement Thrift Investment Board	48	36.2%	15.5%	48.4%	9	→
2011 Federal Retirement Thrift Investment Board	63	39.8%	25.8%	34.3%	8	→
2010 Federal Retirement Thrift Investment Board	54	49.2%	10.9%	39.9%	4	

#### 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	Difference from previous year
2014 Governmentwide	354,225	55.5%	29.2%	15.4%	29,633	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>123</b>	<b>69.9%</b>	<b>21.8%</b>	<b>8.3%</b>	<b>6</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	85	53.8%	25.5%	20.7%	7	→
2012 Federal Retirement Thrift Investment Board	49	45.6%	38.0%	16.4%	8	→
2011 Federal Retirement Thrift Investment Board	64	54.9%	20.1%	24.9%	7	→
2010 Federal Retirement Thrift Investment Board	54	45.6%	27.4%	26.9%	6	

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,670	76.0%	13.7%	10.4%	5,777	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>89.0%</b>	<b>9.4%</b>	<b>1.6%</b>	<b>0</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	89	86.6%	10.5%	3.0%	1	→
2012 Federal Retirement Thrift Investment Board	56	87.1%	9.4%	3.6%	1	↗
2011 Federal Retirement Thrift Investment Board	70	68.4%	22.2%	9.4%	1	→
2010 Federal Retirement Thrift Investment Board	58	61.3%	29.4%	9.3%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,944	76.0%	14.4%	9.6%	5,237	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>86.0%</b>	<b>8.1%</b>	<b>6.0%</b>	<b>0</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	92	85.9%	8.2%	5.9%	0	↗
2012 Federal Retirement Thrift Investment Board	57	72.9%	10.5%	16.6%	0	↗
2011 Federal Retirement Thrift Investment Board	71	61.1%	14.2%	24.8%	0	↗
2010 Federal Retirement Thrift Investment Board	58	42.3%	21.3%	36.4%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	361,372	50.3%	23.1%	26.5%	21,762	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>122</b>	<b>62.2%</b>	<b>21.1%</b>	<b>16.7%</b>	<b>9</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	85	60.4%	12.0%	27.7%	7	→
2012 Federal Retirement Thrift Investment Board	52	67.2%	10.0%	22.8%	5	→
2011 Federal Retirement Thrift Investment Board	65	59.3%	20.6%	20.1%	6	→
2010 Federal Retirement Thrift Investment Board	56	53.7%	23.1%	23.2%	4	

# Federal Retirement Thrift Investment Board

## Trend Report

### 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	Difference from previous year
2014 Governmentwide	347,433	65.2%	20.2%	14.6%	33,840	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>122</b>	<b>75.8%</b>	<b>15.8%</b>	<b>8.4%</b>	<b>7</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	85	69.5%	15.1%	15.4%	7	→
2012 Federal Retirement Thrift Investment Board	49	71.4%	20.7%	7.9%	8	→
2011 Federal Retirement Thrift Investment Board	64	67.8%	13.6%	18.6%	7	→
2010 Federal Retirement Thrift Investment Board	55	64.0%	14.4%	21.6%	5	

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,864	73.0%	18.2%	8.8%	7,407	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>91.5%</b>	<b>4.7%</b>	<b>3.8%</b>	<b>1</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	92	87.7%	8.3%	4.0%	0	↘
2012 Federal Retirement Thrift Investment Board	57	94.7%	5.3%	0.0%	0	↗
2011 Federal Retirement Thrift Investment Board	71	87.4%	11.3%	1.4%	0	→
2010 Federal Retirement Thrift Investment Board	60	84.9%	6.3%	8.8%	0	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	383,760	62.1%	21.6%	16.4%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>131</b>	<b>75.0%</b>	<b>14.8%</b>	<b>10.2%</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	92	74.3%	12.4%	13.2%	→
2012 Federal Retirement Thrift Investment Board	57	78.8%	13.9%	7.4%	→
2011 Federal Retirement Thrift Investment Board	71	75.0%	9.6%	15.4%	↗
2010 Federal Retirement Thrift Investment Board	60	67.3%	17.6%	15.1%	

# Federal Retirement Thrift Investment Board

## Trend Report

### 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	Difference from previous year
2014 Governmentwide	350,655	38.1%	28.5%	33.4%	33,370	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>126</b>	<b>63.8%</b>	<b>18.5%</b>	<b>17.6%</b>	<b>5</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	84	61.3%	17.6%	21.1%	8	→
2012 Federal Retirement Thrift Investment Board	55	58.7%	22.4%	18.9%	2	→
2011 Federal Retirement Thrift Investment Board	70	64.2%	16.3%	19.5%	1	→
2010 Federal Retirement Thrift Investment Board	58	56.4%	13.9%	29.8%	2	

### My Supervisor

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,621	77.3%	11.5%	11.2%	2,306	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>129</b>	<b>81.9%</b>	<b>5.8%</b>	<b>12.2%</b>	<b>2</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	92	77.8%	8.8%	13.4%	0	→
2012 Federal Retirement Thrift Investment Board	57	74.9%	12.7%	12.3%	0	↘
2011 Federal Retirement Thrift Investment Board	71	84.1%	6.2%	9.7%	0	→
2010 Federal Retirement Thrift Investment Board	60	85.6%	6.5%	7.9%	0	

**43. My supervisor provides me with opportunities to demonstrate my leadership skills.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,066	64.3%	17.9%	17.8%	2,012	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>131</b>	<b>74.8%</b>	<b>14.1%</b>	<b>11.1%</b>	<b>0</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	92	70.2%	7.6%	22.2%	0	→
2012 Federal Retirement Thrift Investment Board	57	71.7%	15.7%	12.6%	0	→
2011 Federal Retirement Thrift Investment Board	71	71.8%	14.0%	14.2%	0	→
2010 Federal Retirement Thrift Investment Board	60	74.9%	11.8%	13.4%	0	



# Federal Retirement Thrift Investment Board

## Trend Report

### My Supervisor (continued)

**44. Discussions with my supervisor about my performance are worthwhile.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,309	61.6%	19.2%	19.2%	4,317	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>72.0%</b>	<b>16.1%</b>	<b>11.9%</b>	<b>1</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	89	64.6%	13.5%	21.9%	2	→
2012 Federal Retirement Thrift Investment Board	56	70.9%	10.1%	19.0%	1	→
2011 Federal Retirement Thrift Investment Board	70	74.7%	10.7%	14.6%	1	→
2010 Federal Retirement Thrift Investment Board	58	75.7%	10.8%	13.4%	2	

**45. My supervisor is committed to a workforce representative of all segments of society.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	349,672	66.2%	23.1%	10.7%	31,868	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>122</b>	<b>79.6%</b>	<b>12.1%</b>	<b>8.3%</b>	<b>9</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	88	74.2%	9.5%	16.3%	4	→
2012 Federal Retirement Thrift Investment Board	56	78.2%	16.6%	5.2%	1	→
2011 Federal Retirement Thrift Investment Board	63	72.6%	19.7%	7.7%	8	→
2010 Federal Retirement Thrift Investment Board	57	67.8%	23.6%	8.6%	3	

**46. My supervisor provides me with constructive suggestions to improve my job performance.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	379,197	60.5%	20.4%	19.1%	2,159	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>72.7%</b>	<b>13.8%</b>	<b>13.5%</b>	<b>1</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	92	58.0%	21.1%	20.9%	0	↘
2012 Federal Retirement Thrift Investment Board	57	69.2%	16.8%	13.9%	0	→
2011 Federal Retirement Thrift Investment Board	70	73.5%	9.5%	16.9%	1	→
2010 Federal Retirement Thrift Investment Board	59	72.7%	12.1%	15.2%	1	

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Supervisor (continued)

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,678	63.1%	19.3%	17.6%	6,028	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>131</b>	<b>80.9%</b>	<b>9.4%</b>	<b>9.7%</b>	<b>0</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	92	77.0%	8.3%	14.7%	0	→
2012 Federal Retirement Thrift Investment Board	56	78.9%	8.5%	12.6%	0	→
2011 Federal Retirement Thrift Investment Board	71	80.5%	9.6%	9.9%	0	→
2010 Federal Retirement Thrift Investment Board	59	81.2%	10.9%	7.9%	1	

**48. My supervisor listens to what I have to say.**

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,761	75.0%	12.7%	12.2%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>79.2%</b>	<b>12.6%</b>	<b>8.2%</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	92	71.5%	9.7%	18.8%	↘
2012 Federal Retirement Thrift Investment Board	56	78.8%	10.4%	10.7%	→
2011 Federal Retirement Thrift Investment Board	71	77.7%	8.4%	13.9%	→
2010 Federal Retirement Thrift Investment Board	60	76.1%	8.8%	15.0%	

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,603	80.2%	10.6%	9.2%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>131</b>	<b>85.0%</b>	<b>9.1%</b>	<b>5.9%</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	92	78.0%	8.0%	14.0%	→
2012 Federal Retirement Thrift Investment Board	56	84.6%	5.1%	10.4%	→
2011 Federal Retirement Thrift Investment Board	70	84.3%	5.7%	10.0%	→
2010 Federal Retirement Thrift Investment Board	60	83.5%	8.8%	7.7%	

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,812	77.3%	10.3%	12.4%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>131</b>	<b>86.6%</b>	<b>8.2%</b>	<b>5.1%</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	92	75.9%	7.4%	16.7%	→
2012 Federal Retirement Thrift Investment Board	56	79.1%	5.1%	15.8%	↘
2011 Federal Retirement Thrift Investment Board	71	89.8%	7.5%	2.7%	→
2010 Federal Retirement Thrift Investment Board	60	90.3%	4.6%	5.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,967	65.4%	17.2%	17.4%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>131</b>	<b>68.3%</b>	<b>18.1%</b>	<b>13.6%</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	92	66.3%	14.3%	19.4%	↘
2012 Federal Retirement Thrift Investment Board	56	78.4%	9.3%	12.3%	→
2011 Federal Retirement Thrift Investment Board	71	72.8%	8.0%	19.2%	→
2010 Federal Retirement Thrift Investment Board	60	70.0%	15.1%	14.8%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,129	68.9%	18.6%	12.5%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>131</b>	<b>71.8%</b>	<b>18.9%</b>	<b>9.3%</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	92	66.5%	17.0%	16.5%	↘
2012 Federal Retirement Thrift Investment Board	56	75.0%	17.5%	7.5%	→
2011 Federal Retirement Thrift Investment Board	71	72.8%	14.6%	12.6%	→
2010 Federal Retirement Thrift Investment Board	60	68.2%	23.7%	8.1%	

# Federal Retirement Thrift Investment Board

## Trend Report

### Leadership

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,179	37.5%	25.2%	37.3%	6,901	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>128</b>	<b>61.7%</b>	<b>24.2%</b>	<b>14.1%</b>	<b>2</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	60.3%	16.7%	23.0%	1	↗
2012 Federal Retirement Thrift Investment Board	56	47.0%	37.4%	15.6%	0	→
2011 Federal Retirement Thrift Investment Board	69	58.0%	17.6%	24.4%	1	→
2010 Federal Retirement Thrift Investment Board	59	54.1%	18.9%	26.9%	0	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,007	49.5%	25.5%	25.0%	22,553	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>127</b>	<b>69.6%</b>	<b>18.4%</b>	<b>12.0%</b>	<b>3</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	64.3%	13.6%	22.2%	1	↘
2012 Federal Retirement Thrift Investment Board	54	74.2%	14.6%	11.2%	2	→
2011 Federal Retirement Thrift Investment Board	68	73.4%	10.7%	15.9%	3	→
2010 Federal Retirement Thrift Investment Board	58	70.2%	14.0%	15.8%	1	

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,441	63.1%	22.9%	14.0%	21,209	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>125</b>	<b>73.1%</b>	<b>12.8%</b>	<b>14.1%</b>	<b>5</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	84	75.1%	10.6%	14.3%	6	→
2012 Federal Retirement Thrift Investment Board	54	72.6%	17.6%	9.8%	2	→
2011 Federal Retirement Thrift Investment Board	67	70.2%	17.0%	12.8%	4	→
2010 Federal Retirement Thrift Investment Board	57	68.6%	13.2%	18.3%	2	

# Federal Retirement Thrift Investment Board

## *Trend Report*

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,472	58.2%	21.5%	20.3%	4,914	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>129</b>	<b>74.1%</b>	<b>15.6%</b>	<b>10.3%</b>	<b>1</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	92	73.6%	13.0%	13.3%	0	→
2012 Federal Retirement Thrift Investment Board	56	75.7%	12.9%	11.4%	0	→
2011 Federal Retirement Thrift Investment Board	71	74.9%	14.3%	10.9%	0	→
2010 Federal Retirement Thrift Investment Board	59	75.5%	12.6%	11.9%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	351,864	58.0%	25.2%	16.8%	25,427	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>125</b>	<b>76.4%</b>	<b>14.4%</b>	<b>9.2%</b>	<b>3</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	88	73.7%	15.1%	11.2%	2	↗
2012 Federal Retirement Thrift Investment Board	53	64.8%	22.4%	12.8%	3	→
2011 Federal Retirement Thrift Investment Board	69	68.8%	22.9%	8.3%	2	→
2010 Federal Retirement Thrift Investment Board	56	75.0%	14.0%	11.0%	4	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,473	49.9%	23.9%	26.2%	13,214	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>126</b>	<b>70.3%</b>	<b>13.6%</b>	<b>16.1%</b>	<b>3</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	91	57.0%	16.3%	26.8%	0	→
2012 Federal Retirement Thrift Investment Board	55	51.0%	27.0%	22.0%	1	→
2011 Federal Retirement Thrift Investment Board	70	48.6%	24.7%	26.7%	1	→
2010 Federal Retirement Thrift Investment Board	57	50.4%	21.7%	28.0%	3	

# Federal Retirement Thrift Investment Board

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,241	53.5%	24.0%	22.5%	13,338	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>126</b>	<b>69.5%</b>	<b>13.7%</b>	<b>16.8%</b>	<b>3</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	92	64.5%	13.1%	22.4%	0	→
2012 Federal Retirement Thrift Investment Board	54	61.2%	15.4%	23.4%	2	→
2011 Federal Retirement Thrift Investment Board	67	56.0%	23.4%	20.5%	3	↗
2010 Federal Retirement Thrift Investment Board	58	45.7%	29.5%	24.8%	2	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	355,344	56.0%	24.5%	19.4%	22,457	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>124</b>	<b>69.6%</b>	<b>18.9%</b>	<b>11.5%</b>	<b>5</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	87	68.9%	19.0%	12.1%	3	→
2012 Federal Retirement Thrift Investment Board	53	72.8%	23.5%	3.7%	2	→
2011 Federal Retirement Thrift Investment Board	68	64.8%	18.8%	16.4%	2	→
2010 Federal Retirement Thrift Investment Board	59	65.5%	23.0%	11.5%	1	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,771	50.1%	25.1%	24.9%	5,069	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>128</b>	<b>68.2%</b>	<b>14.4%</b>	<b>17.4%</b>	<b>1</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	68.6%	14.8%	16.7%	0	→
2012 Federal Retirement Thrift Investment Board	55	70.8%	17.9%	11.3%	1	→
2011 Federal Retirement Thrift Investment Board	71	72.5%	14.3%	13.1%	0	→
2010 Federal Retirement Thrift Investment Board	60	70.2%	13.2%	16.6%	0	

# Federal Retirement Thrift Investment Board

## Trend Report

### Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	342,150	52.3%	28.3%	19.4%	35,524	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>127</b>	<b>71.9%</b>	<b>16.8%</b>	<b>11.3%</b>	<b>3</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	89	71.3%	17.8%	10.9%	3	→
2012 Federal Retirement Thrift Investment Board	53	61.3%	28.5%	10.3%	3	→
2011 Federal Retirement Thrift Investment Board	69	63.1%	25.8%	11.1%	2	↘
2010 Federal Retirement Thrift Investment Board	56	72.0%	15.5%	12.5%	4	

### My Satisfaction

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,988	48.4%	24.0%	27.6%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>69.1%</b>	<b>12.0%</b>	<b>19.0%</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	65.9%	12.8%	21.3%	→
2012 Federal Retirement Thrift Investment Board	55	68.2%	12.6%	19.2%	→
2011 Federal Retirement Thrift Investment Board	71	71.1%	11.2%	17.7%	↗
2010 Federal Retirement Thrift Investment Board	60	60.3%	20.1%	19.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,120	45.6%	24.5%	29.9%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>129</b>	<b>67.2%</b>	<b>14.1%</b>	<b>18.7%</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	67.3%	13.6%	19.1%	→
2012 Federal Retirement Thrift Investment Board	55	71.7%	8.2%	20.0%	→
2011 Federal Retirement Thrift Investment Board	71	65.2%	22.6%	12.2%	→
2010 Federal Retirement Thrift Investment Board	60	63.7%	15.7%	20.5%	

# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	373,823	44.6%	24.5%	31.0%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>57.8%</b>	<b>25.1%</b>	<b>17.1%</b>	<b>↘</b>
2013 Federal Retirement Thrift Investment Board	90	67.1%	13.6%	19.3%	→
2012 Federal Retirement Thrift Investment Board	54	72.1%	12.9%	15.0%	→
2011 Federal Retirement Thrift Investment Board	71	72.1%	18.2%	9.6%	→
2010 Federal Retirement Thrift Investment Board	60	63.9%	23.1%	13.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,396	39.6%	30.4%	30.0%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>128</b>	<b>55.1%</b>	<b>23.1%</b>	<b>21.8%</b>	<b>↘</b>
2013 Federal Retirement Thrift Investment Board	91	60.7%	21.8%	17.5%	→
2012 Federal Retirement Thrift Investment Board	55	55.3%	25.6%	19.1%	↘
2011 Federal Retirement Thrift Investment Board	71	66.7%	20.3%	13.0%	→
2010 Federal Retirement Thrift Investment Board	60	64.1%	12.2%	23.7%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,391	33.1%	28.1%	38.8%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>47.5%</b>	<b>25.4%</b>	<b>27.1%</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	89	50.4%	24.8%	24.8%	→
2012 Federal Retirement Thrift Investment Board	55	42.8%	40.1%	17.0%	→
2011 Federal Retirement Thrift Investment Board	71	40.3%	29.2%	30.5%	→
2010 Federal Retirement Thrift Investment Board	60	30.9%	38.9%	30.2%	



# Federal Retirement Thrift Investment Board

## *Trend Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,483	49.8%	24.3%	25.9%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>75.8%</b>	<b>16.3%</b>	<b>7.9%</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	75.1%	13.3%	11.6%	→
2012 Federal Retirement Thrift Investment Board	54	69.5%	23.1%	7.4%	→
2011 Federal Retirement Thrift Investment Board	71	71.7%	20.0%	8.3%	→
2010 Federal Retirement Thrift Investment Board	60	69.7%	15.3%	15.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,286	64.1%	18.6%	17.3%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>69.0%</b>	<b>17.1%</b>	<b>14.0%</b>	<b>↘</b>
2013 Federal Retirement Thrift Investment Board	90	74.7%	14.1%	11.2%	↘
2012 Federal Retirement Thrift Investment Board	55	82.1%	8.8%	9.1%	→
2011 Federal Retirement Thrift Investment Board	71	76.8%	11.8%	11.4%	→
2010 Federal Retirement Thrift Investment Board	59	71.2%	13.1%	15.7%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,805	55.8%	17.9%	26.3%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>70.8%</b>	<b>9.9%</b>	<b>19.2%</b>	<b>↗</b>
2013 Federal Retirement Thrift Investment Board	91	66.0%	17.5%	16.5%	→
2012 Federal Retirement Thrift Investment Board	55	61.7%	18.8%	19.5%	→
2011 Federal Retirement Thrift Investment Board	71	62.0%	22.0%	16.0%	→
2010 Federal Retirement Thrift Investment Board	60	67.2%	15.2%	17.6%	

# Federal Retirement Thrift Investment Board

## Trend Report

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,127	54.5%	22.8%	22.7%	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>129</b>	<b>72.5%</b>	<b>14.9%</b>	<b>12.5%</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	91	74.2%	8.9%	16.9%	→
2012 Federal Retirement Thrift Investment Board	55	78.3%	14.2%	7.5%	→
2011 Federal Retirement Thrift Investment Board	70	76.2%	8.4%	15.4%	→
2010 Federal Retirement Thrift Investment Board	60	69.2%	12.1%	18.7%	

### Work/Life

72. *Have you been notified whether or not you are eligible to telework?*

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2014 Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>84.3%</b>	<b>6.5%</b>	<b>8.3%</b>	<b>0.9%</b>
2013 Federal Retirement Thrift Investment Board	--	--	--	--	--
2012 Federal Retirement Thrift Investment Board	--	--	--	--	--
2011 Federal Retirement Thrift Investment Board	--	--	--	--	--
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

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
2014 Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>129</b>	<b>0.0%</b>	<b>32.5%</b>	<b>18.0%</b>	<b>19.6%</b>
2013 Federal Retirement Thrift Investment Board	90	0.0%	23.7%	7.4%	18.5%
2012 Federal Retirement Thrift Investment Board	54	1.8%	19.1%	12.6%	21.3%
2011 Federal Retirement Thrift Investment Board	69	0.0%	15.2%	14.3%	18.2%
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

(continued)

# Federal Retirement Thrift Investment Board

## Trend Report

### 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
2014 Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>129</b>	<b>1.4%</b>	<b>0.0%</b>	<b>14.0%</b>	<b>14.4%</b>
2013 Federal Retirement Thrift Investment Board	90	5.2%	3.1%	15.6%	26.6%
2012 Federal Retirement Thrift Investment Board	54	5.3%	5.4%	16.4%	18.1%
2011 Federal Retirement Thrift Investment Board	69	10.0%	3.8%	16.6%	21.9%
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

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

	N	Yes	No	Not Available To Me
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>128</b>	<b>50.1%</b>	<b>41.7%</b>	<b>8.2%</b>
2013 Federal Retirement Thrift Investment Board	89	49.8%	42.3%	7.9%
2012 Federal Retirement Thrift Investment Board	54	49.1%	40.1%	10.8%
2011 Federal Retirement Thrift Investment Board	70	60.1%	39.9%	0.0%
2010 Federal Retirement Thrift Investment Board	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

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
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>128</b>	<b>37.0%</b>	<b>54.2%</b>	<b>8.8%</b>
2013 Federal Retirement Thrift Investment Board	88	54.7%	44.2%	1.0%
2012 Federal Retirement Thrift Investment Board	54	53.4%	44.8%	1.8%
2011 Federal Retirement Thrift Investment Board	69	64.7%	34.1%	1.2%
2010 Federal Retirement Thrift Investment Board	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

# Federal Retirement Thrift Investment Board

## Trend Report

### Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2014 Governmentwide	368,151	14.3%	80.3%	5.4%
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>9.2%</b>	<b>86.0%</b>	<b>4.8%</b>
2013 Federal Retirement Thrift Investment Board	89	11.9%	82.4%	5.7%
2012 Federal Retirement Thrift Investment Board	54	9.0%	87.1%	3.9%
2011 Federal Retirement Thrift Investment Board	69	12.5%	86.3%	1.2%
2010 Federal Retirement Thrift Investment Board	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

**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
2014 Governmentwide	372,753	3.9%	78.7%	17.4%
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>130</b>	<b>2.5%</b>	<b>66.5%</b>	<b>31.0%</b>
2013 Federal Retirement Thrift Investment Board	91	1.2%	69.7%	29.0%
2012 Federal Retirement Thrift Investment Board	54	0.0%	67.9%	32.1%
2011 Federal Retirement Thrift Investment Board	69	2.6%	73.7%	23.7%
2010 Federal Retirement Thrift Investment Board	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

**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
2014 Governmentwide	373,277	2.5%	79.8%	17.7%
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>128</b>	<b>0.9%</b>	<b>72.8%</b>	<b>26.3%</b>
2013 Federal Retirement Thrift Investment Board	91	1.2%	70.7%	28.0%
2012 Federal Retirement Thrift Investment Board	54	1.6%	67.5%	31.0%
2011 Federal Retirement Thrift Investment Board	69	2.6%	72.4%	25.0%
2010 Federal Retirement Thrift Investment Board	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

# Federal Retirement Thrift Investment Board

## Trend Report

### Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	167,341	76.6%	14.0%	9.5%	7,571	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>90</b>	<b>61.8%</b>	<b>17.3%</b>	<b>21.0%</b>	<b>1</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	46	68.3%	17.0%	14.7%	0	--
2012 Federal Retirement Thrift Investment Board	29	63.9%	10.0%	26.1%	1	--
2011 Federal Retirement Thrift Investment Board	30	76.6%	8.0%	15.4%	3	--
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--	

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

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	138,977	89.1%	7.5%	3.4%	3,202	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>65</b>	<b>94.0%</b>	<b>4.5%</b>	<b>1.5%</b>	<b>1</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	44	95.9%	4.1%	0.0%	2	--
2012 Federal Retirement Thrift Investment Board	27	95.7%	0.0%	4.3%	0	--
2011 Federal Retirement Thrift Investment Board	43	90.5%	2.2%	7.3%	0	--
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--	

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

#### 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	Difference from previous year
2014 Governmentwide	100,599	79.5%	16.7%	3.8%	7,562	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>44</b>	<b>85.3%</b>	<b>12.6%</b>	<b>2.1%</b>	<b>3</b>	<b>→</b>
2013 Federal Retirement Thrift Investment Board	47	78.6%	19.4%	1.9%	3	--
2012 Federal Retirement Thrift Investment Board	29	86.8%	13.2%	0.0%	0	--
2011 Federal Retirement Thrift Investment Board	46	84.3%	9.5%	6.2%	1	--
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--	

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

# Federal Retirement Thrift Investment Board

## Trend Report

### 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	Difference from previous year
2014 Governmentwide	52,178	74.1%	21.6%	4.3%	8,882	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>7</b>	<b>87.5%</b>	<b>12.5%</b>	<b>0.0%</b>	<b>4</b>	<b>--</b>
2013 Federal Retirement Thrift Investment Board	7	88.2%	11.8%	0.0%	4	--
2012 Federal Retirement Thrift Investment Board	5	100.0%	0.0%	0.0%	0	--
2011 Federal Retirement Thrift Investment Board	7	100.0%	0.0%	0.0%	3	--
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--	

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

**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	Difference from previous year
2014 Governmentwide	10,509	71.7%	23.9%	4.4%	4,356	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>2</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>1</b>	<b>--</b>
2013 Federal Retirement Thrift Investment Board	1	100.0%	0.0%	0.0%	0	--
2012 Federal Retirement Thrift Investment Board	0	--	--	--	0	--
2011 Federal Retirement Thrift Investment Board	2	54.0%	0.0%	46.0%	2	--
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--	

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

**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	Difference from previous year
2014 Governmentwide	7,385	67.6%	29.5%	2.9%	3,459	
<b>2014 Federal Retirement Thrift Investment Board</b>	<b>1</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2</b>	<b>--</b>
2013 Federal Retirement Thrift Investment Board	1	100.0%	0.0%	0.0%	0	--
2012 Federal Retirement Thrift Investment Board	1	100.0%	0.0%	0.0%	0	--
2011 Federal Retirement Thrift Investment Board	1	100.0%	0.0%	0.0%	3	--
2010 Federal Retirement Thrift Investment Board	--	--	--	--	--	

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

# Federal Retirement Thrift Investment Board

## *Trend Report*

### Demographic Questions

#### *Where do you work?*

	N	%
Headquarters	128	100.0%
Field	0	0.0%

#### *What is your supervisory status?*

	N	%
Non-Supervisor	72	55.8%
Team Leader	17	13.2%
Supervisor	20	15.5%
Manager	8	6.2%
Senior Leader	12	9.3%

#### *Are you:*

	N	%
Male	58	46.4%
Female	67	53.6%

#### *Are you Hispanic or Latino?*

	N	%
Yes	9	7.2%
No	116	92.8%

#### *Race*

	N	%
American Indian or Alaska Native	0	0.0%
Asian	6	5.1%
Black or African American	33	28.0%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	71	60.2%
Two or more races (Not Hispanic or Latino)	8	6.8%

# Federal Retirement Thrift Investment Board

## *Trend Report*

### Demographic Questions (continued)

***What is the highest degree or level of education you have completed?***

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	6	4.8%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	15	12.0%
Associate's Degree (e.g., AA, AS)	3	2.4%
Bachelor's Degree (e.g., BA, BS)	52	41.6%
Master's Degree (e.g., MA, MS, MBA)	41	32.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	8	6.4%

***What is your pay category/grade?***

	N	%
Federal Wage System	0	0.0%
GS 1-6	1	0.8%
GS 7-12	29	23.2%
GS 13-15	85	68.0%
Senior Executive Service	10	8.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	7	5.6%
1 to 3 years	29	23.2%
4 to 5 years	22	17.6%
6 to 10 years	15	12.0%
11 to 14 years	13	10.4%
15 to 20 years	10	8.0%
More than 20 years	29	23.2%



# Federal Retirement Thrift Investment Board

## *Trend Report*

### Demographic Questions (continued)

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

	N	%
Less than 1 year	18	14.4%
1 to 3 years	53	42.4%
4 to 5 years	14	11.2%
6 to 10 years	11	8.8%
11 to 20 years	14	11.2%
More than 20 years	15	12.0%

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

	N	%
No	79	62.7%
Yes, to retire	2	1.6%
Yes, to take another job within the Federal Government	30	23.8%
Yes, to take another job outside the Federal Government	7	5.6%
Yes, other	8	6.3%

***I am planning to retire:***

	N	%
Within one year	1	0.8%
Between one and three years	6	4.9%
Between three and five years	8	6.5%
Five or more years	108	87.8%

***Self-Identify as:***

	N	%
Heterosexual or Straight	98	82.4%
Gay, Lesbian, Bisexual, or Transgender	6	5.0%
I prefer not to say	15	12.6%

***What is your US military service status?***

	N	%
No Prior Military Service	95	76.6%
Currently in National Guard or Reserves	4	3.2%
Retired	7	5.6%
Separated or Discharged	18	14.5%

# Federal Retirement Thrift Investment Board

## *Trend Report*

### Demographic Questions (continued)

#### *Are you an individual with a disability?*

	N	%
Yes	10	8.1%
No	113	91.9%

#### *What is your age group?*

	N	%
25 and under	0	0.0%
26-29	7	5.3%
30-39	29	21.8%
40-49	52	39.1%
50-59	38	28.6%
60 or older	7	5.3%