

# 2015 Federal Employee Viewpoint Survey Results for: National Park Service

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November 2015

**Organizational Assessment  
Human Resources Solutions  
U.S. Office of Personnel Management**

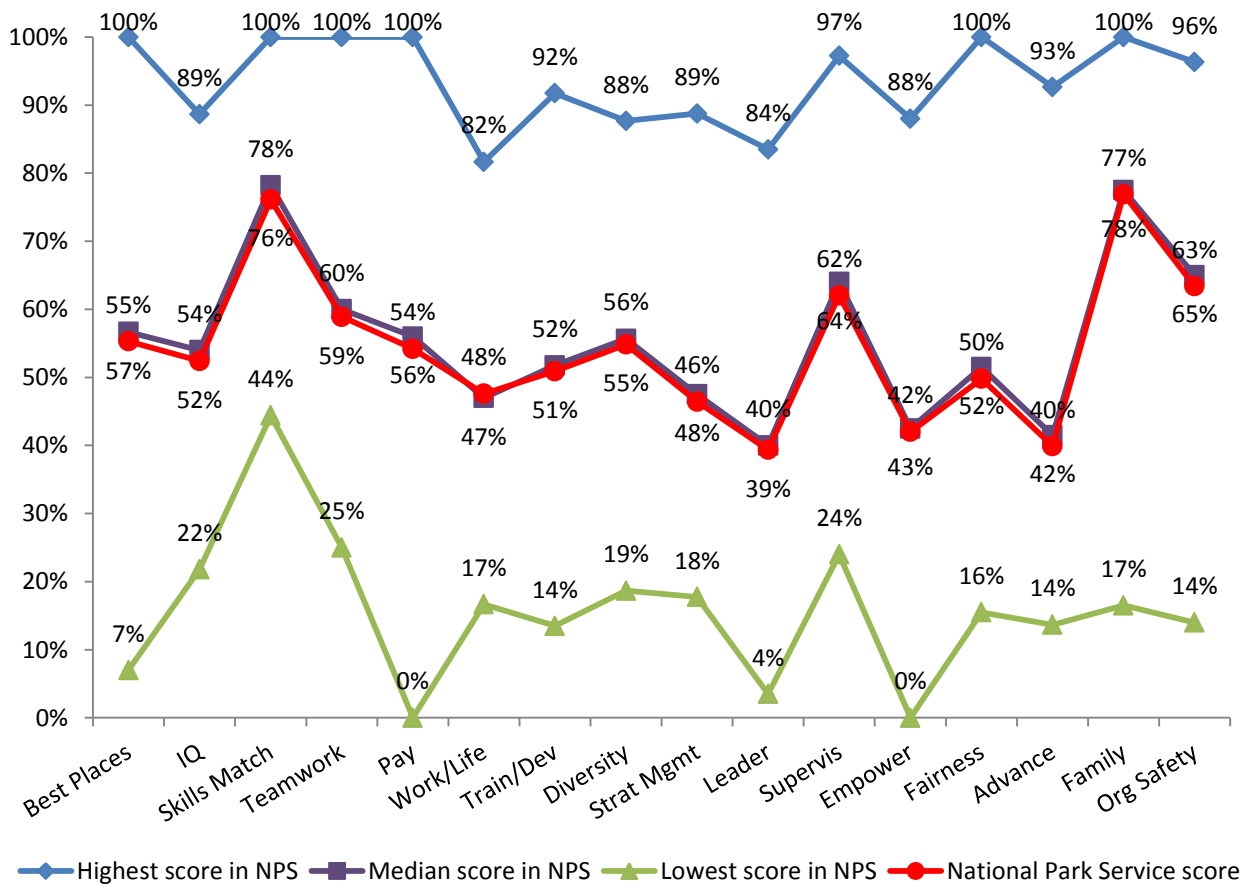


**Section I: Summary Dashboard** – This section provides the summary scores for each of the fifteen categories surveyed that characterize healthy workplace environments and graphs them in comparison to the high, low, and median scores within NPS.

**Results for: National Park Service**

Score*	Index
55%	Best Places to Work Index
52%	New Inclusion Quotient (IQ) Index
76%	Employee Skills/Mission Match Index
59%	Teamwork Index
54%	Pay Index
48%	Work/Life Balance Index
51%	Training/Development Index
55%	Support for Diversity Index
46%	Strategic Management Index
39%	Effective Leadership - Leader Index
62%	Effective Leadership - Supervisor Index
42%	Effective Leadership - Empowerment Index
50%	Effective Leadership - Fairness Index
40%	Performance-Based Rewards & Advancement Index
77%	Family Friendly Culture Index
63%	Organizational Safety Index

\* Scores represent the percentage responding favorably



**Section II - Index Results** – This section details the individual questions that make up each index and the percentage of individuals responding positively. “Positive” responses include both “Strongly Agree” and “Agree” responses.

**Results for: National Park Service**

<b>Best Places to Work Index</b>		<b>Percent Positive (2015)</b>		
		<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>
<b>Question</b>	<b>Index Score</b>	<b>55%</b>	<b>61%</b>	<b>61%</b>
40	I recommend my organization as a good place to work.	56%	63%	63%
69	Considering everything, how satisfied are you with your job?	60%	66%	65%
71	Considering everything, how satisfied are you with your organization?	50%	56%	56%

<b>New Inclusion Quotient (IQ) Index</b>		<b>Percent Positive (2015)</b>		
		<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>
<b>Question</b>	<b>Index Score</b>	<b>52%</b>	<b>57%</b>	<b>57%</b>

<b>IQ - Fairness Index</b>		<b>Percent Positive (2015)</b>		
		<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>
<b>Question</b>	<b>Index Score</b>	<b>40%</b>	<b>44%</b>	<b>43%</b>
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	26%	28%	28%
24	In my work unit, differences in performance are recognized in a meaningful way.	28%	32%	33%
25	Awards in my work unit depend on how well employees perform their jobs.	39%	43%	40%
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	46%	51%	51%
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.	64%	67%	66%

<b>IQ - Openness Index</b>		<b>Percent Positive (2015)</b>		
		<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>
<b>Question</b>	<b>Index Score</b>	<b>49%</b>	<b>54%</b>	<b>56%</b>
32	Creativity and innovation are rewarded.	32%	37%	37%
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	46%	54%	57%
45	My supervisor is committed to a workforce representative of all segments of society.	63%	65%	67%
55	Supervisors work well with employees of different backgrounds.	55%	59%	63%

<b>IQ - Cooperative Index</b>		<b>Percent Positive (2015)</b>		
<b>Question</b>	<b>Index Score</b>	<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>

58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	41%	45%	51%
59	Managers support collaboration across work units to accomplish work objectives.	47%	51%	54%

<b>IQ - Supportive Index</b>		<b>Percent Positive (2015)</b>		
<b>Question</b>	<b>Index Score</b>	<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>

42	My supervisor supports my need to balance work and other life issues.	76%	81%	78%
46	My supervisor provides me with constructive suggestions to improve my job performance.	55%	59%	61%
48	My supervisor listens to what I have to say.	73%	76%	76%
49	My supervisor treats me with respect.	77%	80%	81%
50	In the last six months, my supervisor has talked with me about my performance.	73%	79%	78%

<b>IQ - Empowering Index</b>		<b>Percent Positive (2015)</b>		
<b>Question</b>	<b>Index Score</b>	<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>

2	I have enough information to do my job well.	62%	68%	70%
3	I feel encouraged to come up with new and better ways of doing things.	56%	60%	57%
11	My talents are used well in the workplace.	53%	58%	58%
30	Employees have a feeling of personal empowerment with respect to work processes.	37%	42%	43%

<b>Employee Skills/Mission Match Index</b>		<b>Percent Positive (2015)</b>		
<b>Question</b>	<b>Index Score</b>	<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>

4	My work gives me a feeling of personal accomplishment.	72%	72%	70%
5	I like the kind of work I do.	86%	86%	83%
11	My talents are used well in the workplace.	53%	58%	58%
12	I know how my work relates to the agency's goals and priorities.	79%	81%	83%
13	The work I do is important.	91%	90%	90%

<b>Teamwork Index</b>		<b>Percent Positive (2015)</b>		
<b>Question</b>	<b>Index Score</b>	<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>

20	The people I work with cooperate to get the job done.	68%	72%	73%
26	Employees in my work unit share job knowledge with each other.	68%	71%	73%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	41%	45%	51%

<b>Pay Index</b>		<b>Percent Positive (2015)</b>		
		<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>
<b>Question</b>	<b>Index Score</b>	<b>54%</b>	<b>59%</b>	<b>57%</b>
70	Considering everything, how satisfied are you with your pay?	54%	59%	57%

<b>Work/Life Balance Index</b>		<b>Percent Positive (2015)</b>		
		<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>
<b>Question</b>	<b>Index Score</b>	<b>48%</b>	<b>56%</b>	<b>60%</b>
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	29%	39%	46%
10	My workload is reasonable.	38%	47%	57%
42	My supervisor supports my need to balance work and other life issues.	76%	81%	78%

<b>Training/Development Index</b>		<b>Percent Positive (2015)</b>		
		<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>
<b>Question</b>	<b>Index Score</b>	<b>51%</b>	<b>58%</b>	<b>59%</b>
1	I am given a real opportunity to improve my skills in my organization.	57%	63%	61%
2	I have enough information to do my job well.	62%	68%	70%
18	My training needs are assessed.	41%	49%	52%
68	How satisfied are you with the training you receive for your present job?	44%	51%	52%

<b>Support for Diversity Index</b>		<b>Percent Positive (2015)</b>		
		<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>
<b>Question</b>	<b>Index Score</b>	<b>55%</b>	<b>59%</b>	<b>62%</b>
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	46%	54%	57%
45	My supervisor is committed to a workforce representative of all segments of society.	63%	65%	67%
55	Supervisors work well with employees of different backgrounds.	55%	59%	63%

<b>Strategic Management Index</b>		<b>Percent Positive (2015)</b>		
		<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>
<b>Question</b>	<b>Index Score</b>	<b>46%</b>	<b>52%</b>	<b>55%</b>
21	My work unit is able to recruit people with the right skills.	35%	39%	42%
27	The skill level in my work unit has improved in the past year.	47%	52%	53%
29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	61%	67%	69%
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	42%	49%	59%

<b>Effective Leadership - Leader Index</b>		<b>Percent Positive (2015)</b>		
		<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>
<b>Question</b>	<b>Index Score</b>	<b>39%</b>	<b>42%</b>	<b>47%</b>
53	In my organization, leaders generate high levels of motivation and commitment in the workforce.	31%	33%	39%
54	My organization's leaders maintain high standards of honesty and integrity.	44%	46%	50%
61	I have a high level of respect for my organization's senior leaders.	43%	45%	51%
64	How satisfied are you with the information you receive from management on what's going on in your organization?	41%	43%	47%

<b>Effective Leadership - Supervisor Index</b>		<b>Percent Positive (2015)</b>		
		<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>
<b>Question</b>	<b>Index Score</b>	<b>62%</b>	<b>66%</b>	<b>66%</b>
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	66%	67%	66%
44	Discussions with my supervisor about my performance are worthwhile.	59%	62%	63%
47	Supervisors in my work unit support employee development.	61%	66%	64%
52	Overall, how good a job do you feel is being done by your immediate supervisor?	63%	68%	70%

<b>Effective Leadership - Empowerment Index</b>		<b>Percent Positive (2015)</b>		
		<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>
<b>Question</b>	<b>Index Score</b>	<b>42%</b>	<b>47%</b>	<b>46%</b>
30	Employees have a feeling of personal empowerment with respect to work processes.	37%	42%	43%
63	How satisfied are you with your involvement in decisions that affect your work?	47%	51%	50%

<b>Effective Leadership - Fairness Index</b>		<b>Percent Positive (2015)</b>		
		<b>NPS</b>	<b>DOI</b>	<b>GOVT</b>
<b>Question</b>	<b>Index Score</b>	<b>50%</b>	<b>54%</b>	<b>56%</b>
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	53%	57%	61%
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	46%	51%	51%

Performance-Based Rewards & Advancement Index		Percent Positive (2015)		
		NPS 40%	DOI 45%	GOVT 44%
Question	Index Score			
15	My performance appraisal is a fair reflection of my performance.	64%	67%	69%
22	Promotions in my work unit are based on merit.	29%	35%	33%
31	Employees are recognized for providing high quality products and services.	41%	47%	47%
32	Creativity and innovation are rewarded.	32%	37%	37%
65	How satisfied are you with the recognition you receive for doing a good job?	43%	48%	47%
67	How satisfied are you with your opportunity to get a better job in your organization?	30%	35%	35%

Family-Friendly Culture Index*		Percent Positive (2015)		
		NPS 77%	DOI 80%	GOVT 80%
	Index Score*			
79	Satisfaction with telework*	76%	78%	78%
80	Satisfaction with alternative work schedules (AWS)*	89%	90%	89%
81	Satisfaction with Health and Wellness Programs*	70%	77%	80%
82	Satisfaction with Employee Assistance Program (EAP)*	73%	76%	75%

\*NOTE: Items in this Index were answered only by people who said they participated in these programs.

Organizational Safety Index		Percent Positive (2015)		
		NPS 63%	DOI 70%	GOVT 73%
	Index Score			
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	64%	68%	66%
35	Employees are protected from health and safety hazards on the job.	71%	78%	76%
36	My organization has prepared employees for potential security threats.	55%	65%	76%

**Section II: Index Results continued** – This section provides the percentage of positive responses broken out across all NPS Regions. Regions are sorted by 'Best Places to Work' index scores from highest to lowest scoring.

**Results for: National Park Service**

	Best Places	New IQ	Skills/Mission	Team-work	Pay	Work/Life	Training/Devel.	Diversity	Strat. Mgmt.	Leader	Supervisor	Empowerment	Fairness	Advancement	Family	Org Safety
<b>National Park Service</b>	<b>55%</b>	<b>52%</b>	<b>76%</b>	<b>59%</b>	<b>54%</b>	<b>48%</b>	<b>51%</b>	<b>55%</b>	<b>46%</b>	<b>39%</b>	<b>62%</b>	<b>42%</b>	<b>50%</b>	<b>40%</b>	<b>77%</b>	<b>63%</b>
Denver Service Center	69%	60%	79%	72%	65%	56%	62%	59%	60%	49%	73%	47%	58%	52%	86%	71%
Alaska Field Office	61%	59%	80%	65%	72%	53%	55%	59%	53%	41%	70%	50%	55%	50%	76%	74%
Midwest	60%	55%	78%	59%	60%	50%	53%	58%	48%	42%	63%	46%	54%	42%	79%	71%
Intermountain	59%	55%	78%	62%	56%	48%	54%	55%	49%	42%	65%	46%	53%	42%	75%	67%
Pacific West	59%	54%	78%	64%	53%	44%	50%	55%	49%	44%	63%	46%	54%	41%	77%	64%
Southeast	57%	54%	79%	59%	56%	48%	55%	57%	49%	43%	63%	44%	50%	40%	73%	63%
Washington Office	57%	54%	77%	61%	62%	55%	53%	55%	51%	43%	65%	45%	51%	44%	82%	68%
Northeast	53%	52%	75%	57%	50%	47%	51%	57%	45%	38%	60%	40%	49%	40%	80%	62%
National Capital	47%	49%	74%	52%	50%	42%	47%	54%	38%	30%	60%	35%	48%	36%	72%	53%
USPP	38%	38%	64%	46%	38%	40%	33%	44%	27%	24%	51%	19%	32%	24%	66%	35%
Harper's Ferry	37%	41%	72%	43%	52%	44%	31%	41%	34%	9%	51%	20%	29%	31%	54%	54%

"Best Places" means Best Places to Work Index

"New IQ" means New Inclusion Quotient Index

"Skills/Mission" means Employee Skills/Mission Match Index

"Teamwork" means Teamwork Index

"Pay" means Pay Index

"Work/Life" means Work/Life Balance Index

"Training/Devel." means Training/Development Index

"Diversity" means Support for Diversity Index

"Strat. Mgmt." means Strategic Management Index

"Leader" means Effective Leadership - Leader Index

"Supervisor" means Effective Leadership - Supervisor Index

"Empowerment" means Effective Leadership - Empowerment Index

"Fairness" means Effective Leadership - Fairness Index

"Advancement" means Performance-Based Rewards & Advancement Index

"Family" means Family Friendly Culture Index

"Org Safety" means Organizational Safety Index



**Section III: Detailed Survey Results** – This section provides each question and the percentage of positive (Strongly Agree + Agree), neutral (Neither Agree nor Disagree), and negative responses (Disagree + Strongly Disagree). It is important to note the scores in the neutral response - a high percentage here could mean employees are ambivalent or don't have enough information about the subject of the question.

**Results for: National Park Service**

**My Work Experience**

<b>1. I am given a real opportunity to improve my skills in my organization.</b>				
	<b>POSITIVE</b>	<b>NEUTRAL</b>	<b>NEGATIVE</b>	
Government-wide 2015	61.3%	16.6%	22.1%	
Dept. of Interior 2015	63.4%	15.9%	20.7%	
National Park Service 2015	56.6%	16.6%	26.8%	
<b>2. I have enough information to do my job well.</b>				
	<b>POSITIVE</b>	<b>NEUTRAL</b>	<b>NEGATIVE</b>	
Government-wide 2015	69.9%	15.0%	15.2%	
Dept. of Interior 2015	67.9%	16.2%	15.9%	
National Park Service 2015	62.4%	17.9%	19.8%	
<b>3. I feel encouraged to come up with new and better ways of doing things.</b>				
	<b>POSITIVE</b>	<b>NEUTRAL</b>	<b>NEGATIVE</b>	
Government-wide 2015	56.5%	18.3%	25.2%	
Dept. of Interior 2015	60.1%	17.6%	22.3%	
National Park Service 2015	55.9%	16.8%	27.3%	
<b>4. My work gives me a feeling of personal accomplishment.</b>				
	<b>POSITIVE</b>	<b>NEUTRAL</b>	<b>NEGATIVE</b>	
Government-wide 2015	70.4%	14.6%	14.9%	
Dept. of Interior 2015	72.4%	14.5%	13.1%	
National Park Service 2015	71.7%	13.6%	14.7%	
<b>5. I like the kind of work I do.</b>				
	<b>POSITIVE</b>	<b>NEUTRAL</b>	<b>NEGATIVE</b>	
Government-wide 2015	82.9%	10.9%	6.2%	
Dept. of Interior 2015	85.8%	9.3%	4.8%	
National Park Service 2015	86.2%	8.7%	5.2%	
<b>6. I know what is expected of me on the job.</b>				
	<b>POSITIVE</b>	<b>NEUTRAL</b>	<b>NEGATIVE</b>	
Government-wide 2015	79.1%	11.2%	9.7%	
Dept. of Interior 2015	76.3%	13.0%	10.7%	
National Park Service 2015	73.2%	14.1%	12.7%	
<b>7. When needed I am willing to put in the extra effort to get a job done.</b>				
	<b>POSITIVE</b>	<b>NEUTRAL</b>	<b>NEGATIVE</b>	
Government-wide 2015	95.6%	2.8%	1.7%	
Dept. of Interior 2015	95.9%	2.6%	1.4%	
National Park Service 2015	95.2%	2.9%	1.8%	
<b>8. I am constantly looking for ways to do my job better.</b>				
	<b>POSITIVE</b>	<b>NEUTRAL</b>	<b>NEGATIVE</b>	
Government-wide 2015	90.5%	7.6%	1.9%	
Dept. of Interior 2015	91.1%	7.5%	1.5%	
National Park Service 2015	90.5%	7.5%	2.0%	
<b>9. I have sufficient resources (for example, people, materials, budget) to get my job done.</b>				
	<b>POSITIVE</b>	<b>NEUTRAL</b>	<b>NEGATIVE</b>	<b>DNK</b>
Government-wide 2015	46.1%	16.2%	37.7%	1,039
Dept. of Interior 2015	39.1%	16.0%	45.0%	55
National Park Service 2015	28.5%	14.3%	57.2%	16
<b>10. My workload is reasonable.</b>				
	<b>POSITIVE</b>	<b>NEUTRAL</b>	<b>NEGATIVE</b>	<b>DNK</b>
Government-wide 2015	57.0%	16.5%	26.5%	784
Dept. of Interior 2015	47.2%	17.8%	35.1%	42
National Park Service 2015	37.9%	17.6%	44.5%	8

11. My talents are used well in the workplace.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	57.7%	16.7%	25.6%	1,945
Dept. of Interior 2015	57.7%	17.3%	25.1%	86
National Park Service 2015	53.2%	16.7%	30.2%	18

12. I know how my work relates to the agency's goals and priorities.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	82.5%	10.3%	7.3%	1,495
Dept. of Interior 2015	80.8%	11.1%	8.1%	94
National Park Service 2015	78.9%	11.8%	9.3%	17

13. The work I do is important.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	90.0%	6.8%	3.2%	1,176
Dept. of Interior 2015	89.8%	7.4%	2.8%	85
National Park Service 2015	90.7%	6.3%	2.9%	14

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	65.8%	14.1%	20.1%	1,841
Dept. of Interior 2015	67.5%	15.0%	17.5%	84
National Park Service 2015	64.3%	16.2%	19.5%	27

15. My performance appraisal is a fair reflection of my performance.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	69.1%	14.4%	16.5%	5,987
Dept. of Interior 2015	67.0%	16.1%	17.0%	328
National Park Service 2015	64.2%	16.3%	19.5%	94

16. I am held accountable for achieving results.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	81.3%	12.2%	6.5%	2,077
Dept. of Interior 2015	80.6%	12.9%	6.5%	133
National Park Service 2015	76.5%	14.2%	9.3%	37

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	61.2%	18.7%	20.1%	18,409
Dept. of Interior 2015	57.4%	19.4%	23.2%	1,197
National Park Service 2015	53.4%	18.3%	28.3%	260

18. My training needs are assessed.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	51.7%	23.1%	25.2%	4,422
Dept. of Interior 2015	49.1%	23.5%	27.4%	185
National Park Service 2015	41.0%	23.5%	35.5%	47

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).				
	POSITIVE	NEUTRAL	NEGATIVE	NBJ
Government-wide 2015	68.1%	14.1%	17.8%	10,590
Dept. of Interior 2015	67.6%	14.6%	17.7%	450
National Park Service 2015	65.2%	14.7%	20.1%	121

## My Work Unit

20. The people I work with cooperate to get the job done.				
	POSITIVE	NEUTRAL	NEGATIVE	
Government-wide 2015	72.7%	14.0%	13.3%	
Dept. of Interior 2015	72.1%	14.3%	13.6%	
National Park Service 2015	68.2%	15.2%	16.6%	

21. My work unit is able to recruit people with the right skills.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	41.6%	25.7%	32.7%	15,085
Dept. of Interior 2015	38.5%	25.4%	36.1%	679
National Park Service 2015	35.2%	23.0%	41.8%	97

22. Promotions in my work unit are based on merit.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	32.9%	27.9%	39.2%	27,063
Dept. of Interior 2015	35.3%	28.1%	36.6%	1,527
National Park Service 2015	29.3%	26.9%	43.8%	331

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	28.2%	27.0%	44.8%	39,603
Dept. of Interior 2015	28.0%	27.7%	44.3%	2,077
National Park Service 2015	25.5%	24.2%	50.3%	335
24. In my work unit, differences in performance are recognized in a meaningful way.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	32.8%	27.9%	39.3%	24,411
Dept. of Interior 2015	32.0%	29.6%	38.4%	1,400
National Park Service 2015	27.9%	27.3%	44.8%	244
25. Awards in my work unit depend on how well employees perform their jobs.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	40.1%	25.0%	34.9%	27,677
Dept. of Interior 2015	42.5%	24.6%	32.8%	1,646
National Park Service 2015	38.5%	23.5%	38.1%	322
26. Employees in my work unit share job knowledge with each other.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	72.7%	14.1%	13.2%	1,762
Dept. of Interior 2015	71.1%	14.7%	14.2%	109
National Park Service 2015	68.0%	15.7%	16.3%	22
27. The skill level in my work unit has improved in the past year.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	52.5%	29.1%	18.3%	16,549
Dept. of Interior 2015	51.8%	29.2%	19.0%	775
National Park Service 2015	47.1%	29.0%	23.9%	161
28. How would you rate the overall quality of work done by your work unit?				
	POSITIVE	NEUTRAL	NEGATIVE	
Government-wide 2015	82.0%	14.5%	3.5%	
Dept. of Interior 2015	82.2%	14.2%	3.5%	
National Park Service 2015	78.4%	16.9%	4.7%	
<b>My Agency</b>				
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	69.0%	17.8%	13.2%	7,091
Dept. of Interior 2015	66.6%	18.9%	14.5%	416
National Park Service 2015	61.1%	20.3%	18.6%	73
30. Employees have a feeling of personal empowerment with respect to work processes.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	43.0%	25.2%	31.8%	9,417
Dept. of Interior 2015	42.1%	26.3%	31.6%	594
National Park Service 2015	36.7%	24.6%	38.6%	91
31. Employees are recognized for providing high quality products and services.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	46.5%	23.5%	30.0%	8,603
Dept. of Interior 2015	47.1%	23.7%	29.2%	518
National Park Service 2015	40.8%	23.2%	36.0%	105
32. Creativity and innovation are rewarded.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	36.7%	28.7%	34.6%	13,352
Dept. of Interior 2015	37.1%	29.4%	33.5%	733
National Park Service 2015	32.4%	27.5%	40.1%	131
33. Pay raises depend on how well employees perform their jobs.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	21.1%	26.5%	52.4%	27,671
Dept. of Interior 2015	19.4%	29.0%	51.7%	1,699
National Park Service 2015	11.8%	24.3%	63.9%	332
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	56.5%	28.1%	15.4%	30,877
Dept. of Interior 2015	54.1%	28.3%	17.6%	1,564
National Park Service 2015	45.8%	29.9%	24.4%	308

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

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	75.9%	13.6%	10.5%	6,356
Dept. of Interior 2015	78.0%	13.3%	8.6%	292
National Park Service 2015	71.4%	14.9%	13.7%	50

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

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	75.9%	14.1%	10.0%	5,444
Dept. of Interior 2015	65.3%	20.0%	14.7%	519
National Park Service 2015	54.5%	23.7%	21.8%	133

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

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	50.7%	22.8%	26.5%	24,090
Dept. of Interior 2015	51.0%	23.0%	26.0%	1,390
National Park Service 2015	46.2%	23.1%	30.7%	303

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.

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	65.6%	19.5%	14.9%	36,134
Dept. of Interior 2015	66.6%	18.7%	14.7%	2,096
National Park Service 2015	63.6%	18.6%	17.8%	434

39. My agency is successful at accomplishing its mission.

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	73.2%	17.8%	9.0%	7,655
Dept. of Interior 2015	68.3%	20.5%	11.2%	498
National Park Service 2015	61.3%	23.0%	15.8%	91

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

	POSITIVE	NEUTRAL	NEGATIVE	
Government-wide 2015	62.7%	20.9%	16.4%	
Dept. of Interior 2015	63.2%	21.1%	15.7%	
National Park Service 2015	56.1%	22.6%	21.2%	

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

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	39.0%	27.5%	33.4%	33,765
Dept. of Interior 2015	34.4%	29.6%	36.0%	2,355
National Park Service 2015	30.9%	27.4%	41.7%	466

## My Supervisor/Team Leader

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

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	77.8%	11.1%	11.0%	2,468
Dept. of Interior 2015	80.8%	9.8%	9.4%	179
National Park Service 2015	76.4%	11.2%	12.4%	39

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

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	65.5%	17.3%	17.3%	2,240
Dept. of Interior 2015	66.6%	16.5%	16.9%	138
National Park Service 2015	65.6%	15.0%	19.4%	30

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

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	62.5%	18.7%	18.8%	4,783
Dept. of Interior 2015	62.0%	18.9%	19.2%	305
National Park Service 2015	58.7%	18.5%	22.9%	82

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

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	66.9%	22.4%	10.7%	34,337
Dept. of Interior 2015	65.1%	24.3%	10.6%	2,309
National Park Service 2015	63.3%	23.5%	13.2%	515

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

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	61.4%	19.9%	18.7%	2,452
Dept. of Interior 2015	58.8%	21.9%	19.2%	174
National Park Service 2015	55.2%	21.8%	23.0%	49

47. Supervisors in my work unit support employee development.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	64.3%	18.5%	17.2%	6,499
Dept. of Interior 2015	65.6%	17.8%	16.6%	390
National Park Service 2015	60.6%	18.6%	20.8%	87

48. My supervisor listens to what I have to say.				
	POSITIVE	NEUTRAL	NEGATIVE	
Government-wide 2015	75.7%	12.3%	12.0%	
Dept. of Interior 2015	75.6%	12.4%	12.0%	
National Park Service 2015	72.5%	12.9%	14.6%	

49. My supervisor treats me with respect.				
	POSITIVE	NEUTRAL	NEGATIVE	
Government-wide 2015	80.9%	10.2%	8.9%	
Dept. of Interior 2015	79.7%	10.6%	9.7%	
National Park Service 2015	77.4%	11.0%	11.6%	

50. In the last six months, my supervisor has talked with me about my performance.				
	POSITIVE	NEUTRAL	NEGATIVE	
Government-wide 2015	77.5%	10.2%	12.3%	
Dept. of Interior 2015	78.9%	9.5%	11.6%	
National Park Service 2015	73.1%	11.0%	16.0%	

51. I have trust and confidence in my supervisor.				
	POSITIVE	NEUTRAL	NEGATIVE	
Government-wide 2015	66.5%	16.5%	16.9%	
Dept. of Interior 2015	65.4%	16.5%	18.1%	
National Park Service 2015	61.5%	16.8%	21.7%	

52. Overall, how good a job do you feel is being done by your immediate supervisor?				
	POSITIVE	NEUTRAL	NEGATIVE	
Government-wide 2015	69.7%	18.0%	12.3%	
Dept. of Interior 2015	67.8%	18.9%	13.3%	
National Park Service 2015	63.3%	20.6%	16.2%	

## Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	39.0%	24.7%	36.3%	7,849
Dept. of Interior 2015	32.8%	26.6%	40.6%	548
National Park Service 2015	30.6%	25.1%	44.3%	89

54. My organization's senior leaders maintain high standards of honesty and integrity.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	50.4%	24.7%	24.9%	24,649
Dept. of Interior 2015	46.3%	27.3%	26.4%	1,820
National Park Service 2015	43.6%	25.5%	30.9%	344

55. Supervisors work well with employees of different backgrounds.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	62.9%	22.7%	14.4%	25,756
Dept. of Interior 2015	58.8%	26.3%	14.9%	1,918
National Park Service 2015	55.4%	27.1%	17.5%	417

56. Managers communicate the goals and priorities of the organization.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	59.1%	20.8%	20.1%	5,334
Dept. of Interior 2015	50.7%	23.5%	25.7%	375
National Park Service 2015	44.9%	22.9%	32.2%	74

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	58.8%	24.3%	16.9%	27,154
Dept. of Interior 2015	49.2%	28.8%	22.0%	2,222
National Park Service 2015	42.4%	29.4%	28.3%	497

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).				
	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	50.5%	23.2%	26.3%	14,282
Dept. of Interior 2015	45.0%	24.3%	30.7%	834
National Park Service 2015	40.5%	22.3%	37.2%	155

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

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	54.2%	23.3%	22.5%	14,928
Dept. of Interior 2015	51.4%	23.8%	24.8%	882
National Park Service 2015	46.6%	22.7%	30.7%	178

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

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	56.8%	23.8%	19.5%	23,479
Dept. of Interior 2015	52.2%	26.2%	21.6%	1,518
National Park Service 2015	47.5%	26.8%	25.6%	394

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

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	51.4%	24.4%	24.3%	5,387
Dept. of Interior 2015	44.5%	27.5%	28.0%	372
National Park Service 2015	42.5%	26.2%	31.2%	55

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

	POSITIVE	NEUTRAL	NEGATIVE	DNK
Government-wide 2015	53.4%	27.1%	19.5%	36,507
Dept. of Interior 2015	54.1%	28.0%	17.9%	2,724
National Park Service 2015	46.5%	28.8%	24.8%	558

## My Satisfaction

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

	POSITIVE	NEUTRAL	NEGATIVE
Government-wide 2015	49.6%	23.4%	26.9%
Dept. of Interior 2015	51.1%	22.5%	26.4%
National Park Service 2015	47.3%	20.6%	32.1%

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

	POSITIVE	NEUTRAL	NEGATIVE
Government-wide 2015	46.8%	24.0%	29.2%
Dept. of Interior 2015	43.4%	25.3%	31.4%
National Park Service 2015	40.8%	23.4%	35.8%

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

	POSITIVE	NEUTRAL	NEGATIVE
Government-wide 2015	46.6%	23.8%	29.5%
Dept. of Interior 2015	47.9%	24.1%	27.9%
National Park Service 2015	43.2%	23.1%	33.7%

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

	POSITIVE	NEUTRAL	NEGATIVE
Government-wide 2015	40.8%	29.8%	29.4%
Dept. of Interior 2015	35.4%	32.4%	32.3%
National Park Service 2015	33.1%	29.9%	36.9%

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

	POSITIVE	NEUTRAL	NEGATIVE
Government-wide 2015	34.8%	27.5%	37.7%
Dept. of Interior 2015	34.6%	28.8%	36.6%
National Park Service 2015	29.6%	26.8%	43.6%

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

	POSITIVE	NEUTRAL	NEGATIVE
Government-wide 2015	51.6%	23.8%	24.6%
Dept. of Interior 2015	51.0%	24.5%	24.5%
National Park Service 2015	43.7%	25.0%	31.3%

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

	POSITIVE	NEUTRAL	NEGATIVE
Government-wide 2015	65.2%	17.9%	16.9%
Dept. of Interior 2015	65.7%	17.7%	16.6%
National Park Service 2015	60.3%	19.2%	20.5%

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

	POSITIVE	NEUTRAL	NEGATIVE
Government-wide 2015	57.1%	17.3%	25.6%
Dept. of Interior 2015	59.1%	17.2%	23.7%
National Park Service 2015	54.2%	17.7%	28.1%

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

	POSITIVE	NEUTRAL	NEGATIVE
Government-wide 2015	55.7%	22.0%	22.3%
Dept. of Interior 2015	55.5%	22.4%	22.1%
National Park Service 2015	49.5%	22.1%	28.4%

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

	YES-Eligible	YES-Not Eligible	NO	Not Sure
Government-wide 2015	37.6%	21.3%	31.2%	9.8%
Dept. of Interior 2015	60.4%	14.6%	16.6%	8.4%
National Park Service 2015	44.9%	18.0%	27.7%	9.5%

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

	GOVT	DOI	NPS
I telework 3 or more days per week.	4.8%	3.2%	2.3%
I telework 1 or 2 work days per week.	10.9%	12.8%	9.5%
I telework, but no more than 1 or 2 days per month.	4.5%	7.6%	6.4%
I telework very infrequently, on an unscheduled or short-term basis.	11.1%	20.3%	17.5%
I do NOT telework because I have to be physically present on the job.	31.7%	22.1%	37.0%
I do NOT telework because I have technical issues.	4.7%	4.5%	3.0%
I do NOT telework because I did not receive approval to do so.	19.8%	12.6%	12.4%
I do NOT telework because I choose not to telework.	12.5%	16.9%	11.8%

74. Do you participate in Alternative work schedules (AWS)?

	YES	NO	NOT AVAILABLE
Government-wide 2015	33.1%	46.0%	20.9%
Dept. of Interior 2015	48.1%	40.5%	11.4%
National Park Service 2015	46.3%	34.9%	18.8%

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

	YES	NO	NOT AVAILABLE
Government-wide 2015	27.4%	60.7%	11.9%
Dept. of Interior 2015	29.1%	56.8%	14.1%
National Park Service 2015	27.4%	51.5%	21.1%

76. Do you participate in the Employee Assistance Program (EAP)?

	YES	NO	NOT AVAILABLE
Government-wide 2015	13.9%	80.7%	5.4%
Dept. of Interior 2015	20.2%	76.9%	2.9%
National Park Service 2015	24.5%	73.2%	2.3%

77. Do you participate in Child care programs (for example, daycare, parenting classes, parenting support groups)?

	YES	NO	NOT AVAILABLE
Government-wide 2015	3.8%	78.8%	17.4%
Dept. of Interior 2015	1.7%	73.9%	24.4%
National Park Service 2015	1.5%	68.9%	29.6%

78. Do you participate in Elder care programs (for example, support groups, speakers)?

	YES	NO	NOT AVAILABLE
Government-wide 2015	2.4%	80.1%	17.5%
Dept. of Interior 2015	1.3%	74.9%	23.7%
National Park Service 2015	1.2%	69.2%	29.7%

**Work/Life**

79. How satisfied are you with the Telework program in your agency?\*

	POSITIVE	NEUTRAL	NEGATIVE	NBJ
Government-wide 2015	78.2%	12.8%	9.1%	6,780
Dept. of Interior 2015	78.3%	13.6%	8.1%	305
National Park Service 2015	75.5%	15.0%	9.5%	80

\* Results for this item only include employees who indicated that they participated in the Telework program on item #73.

80. How satisfied are you with the Alternative Work Schedules (AWS) program in your agency?\*

	POSITIVE	NEUTRAL	NEGATIVE	NBJ
Government-wide 2015	89.0%	7.5%	3.5%	2,908
Dept. of Interior 2015	90.1%	7.0%	2.9%	145
National Park Service 2015	89.2%	7.2%	3.6%	32

\* Results for this item only include employees who indicated that they participated in the Alternative Work Schedules program on item #74.

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

	POSITIVE	NEUTRAL	NEGATIVE	NBJ
Government-wide 2015	79.9%	16.5%	3.6%	7,380
Dept. of Interior 2015	76.8%	17.8%	5.4%	391
National Park Service 2015	69.5%	22.8%	7.7%	94

\* Results for this item only include employees who indicated that they participated in Health and Wellness Programs on item #75.

82. How satisfied are you with the Employee Assistance Program (EAP) in your agency?\*

	POSITIVE	NEUTRAL	NEGATIVE	NBJ
Government-wide 2015	74.8%	20.9%	4.4%	8,714
Dept. of Interior 2015	75.8%	19.7%	4.5%	559
National Park Service 2015	73.4%	21.8%	4.8%	153

\* Results for this item only include employees who indicated that they participated in the Employee Assistance Program on item #76.

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

	POSITIVE	NEUTRAL	NEGATIVE	NBJ
Government-wide 2015	71.6%	24.4%	4.1%	4,620
Dept. of Interior 2015	64.4%	29.7%	5.8%	210
National Park Service 2015	57.8%	32.8%	9.5%	41

\* Results for this item only include employees who indicated that they participated in Child Care Programs on item #77.

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

	POSITIVE	NEUTRAL	NEGATIVE	NBJ
Government-wide 2015	66.3%	31.3%	2.4%	3,831
Dept. of Interior 2015	63.4%	34.4%	2.1%	160
National Park Service 2015	59.4%	37.3%	3.2%	33

\* Results for this item only include employees who indicated they participate in Elder Care Programs on item #78.



**Section IV: Demographic Results** - This section provides the percentages of respondents endorsing each demographic response option.

**Results for: National Park Service**

**D-1. Where do you work?**

Headquarters	45%
Field	55%

**D-2. What is your supervisory status?**

Non-Supervisor	44%
Team Leader	17%
Supervisor	23%
Manager	15%
Executive	1%

**D-3. Are you:**

Male	57%
Female	43%

**D-4. Are you Hispanic or Latino?**

Yes	5%
No	95%

**D-5. Please select the racial category or categories with which you most closely identify.**

American Indian or Alaska Native	2%
Asian	1%
Black or African-American	6%
Native Hawaiian or Other Pacific Islander	1%
White	87%
Two or more races (Not Hispanic or Latino)	3%

**D-6. What is the highest degree or level of education you have completed?**

Less than High School	<1%
High School Diploma/GED or equivalent	5%
Trade or Technical Certificate	3%
Some College	13%
Associate's Degree	7%
Bachelor's Degree	40%
Master's Degree	27%
Doctoral/Professional Degree	5%

**D-7. What is your pay category/grade?**

Federal Wage System	11%
GS 1-6	7%
GS 7-12	61%
GS 13-15	19%
Senior Executive Service	<1%
Senior Level (SL) Scientific or Professional (ST)	0%
Other	3%

**D-8. How long have you been with the Federal Government (excluding military service)?**

Less than 1 year	<1%
1 to 3 years	2%
4 to 5 years	7%
6 to 10 years	18%
11 to 14 years	15%
15 to 20 years	17%
More than 20 years	41%

**D-9. How long have you been with your current agency?**

Less than 1 year	<1%
1 to 3 years	5%
4 to 5 years	10%
6 to 10 years	20%
11 to 20 years	31%
More than 20 years	33%

**D-10. Are you considering leaving your organization within the next year, and if so, why?**

No	64%
Yes, to retire	7%
Yes, to take another job in the Federal Government	19%
Yes, to take another job outside the Fed. Governmer	4%
Yes, other	5%

**D-11. I am planning to retire:**

Within one year	5%
Between one and three years	11%
Between three and five years	11%
Five or more years	73%

**D-12. Do you consider yourself to be:**

Heterosexual or straight	80%
Gay, Lesbian, Bisexual or Transgender	5%
I prefer not to say	15%

**D-13. What is your US military service status?**

No Prior Miliatary Service	81%
Currently in National Guard or Reserves	1%
Retired	4%
Separated or Discharged	14%

**D-14. Are you an individual with a Disability?**

Yes	10%
No	90%