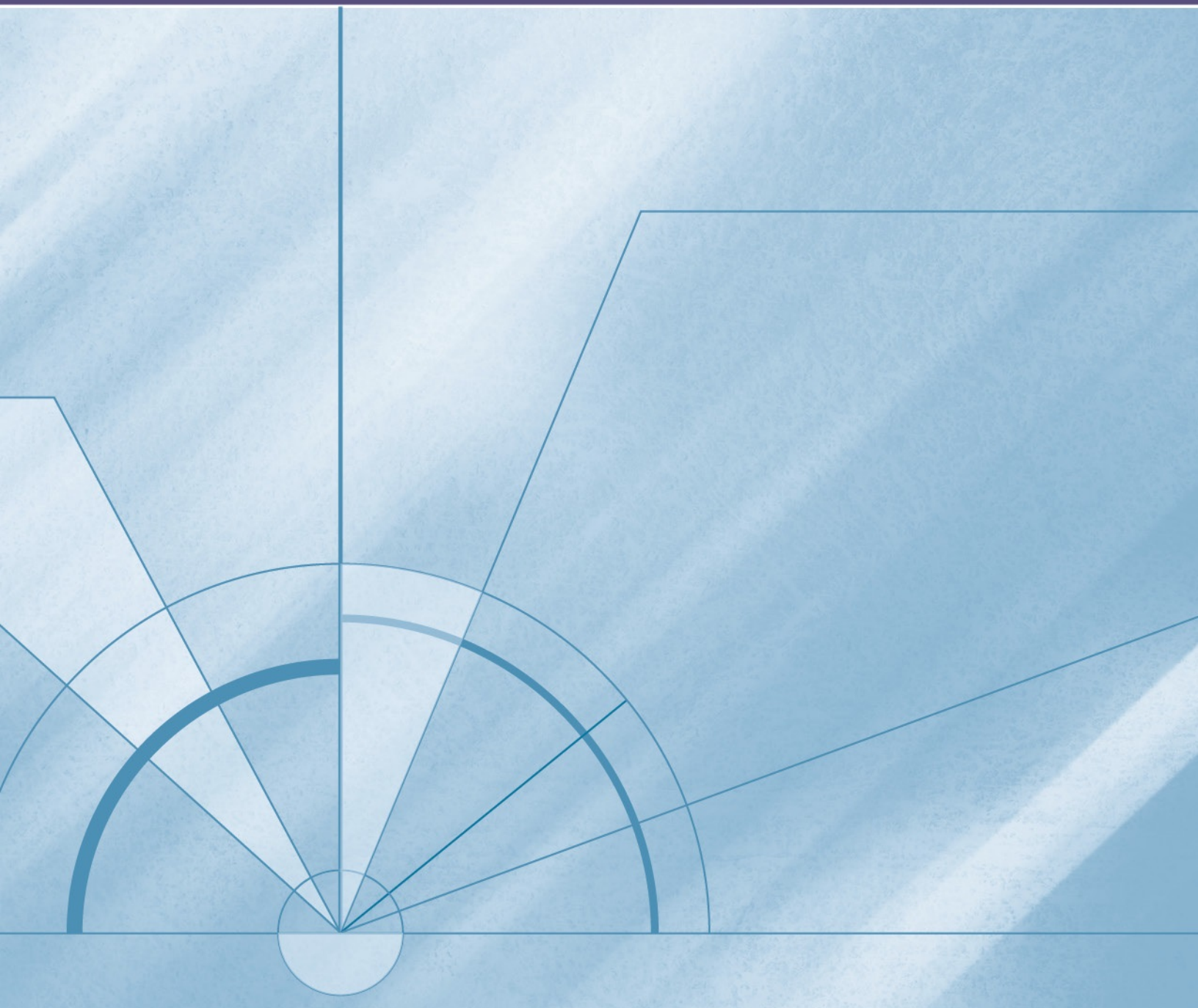


2020

Office of Personnel Management 
Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

2nd Level
Subagency
Comparison
Report

Department of the Interior
Bureau of Land Management



Department of the Interior
Bureau of Land Management
2nd Level Subagency Comparison Report

This 2020 OPM Federal Employee Viewpoint Survey Report provides summary results for the core FEVS, telework, work-life, and demographic items for your subagencies, including comparisons to your department or agency.

Response Summary

Organizations	Surveys Completed	Response Rate
Governmentwide	624,800	44.3%
Department of the Interior	26,114	57.2%
Bureau of Land Management	4,824	66.1%
ALASKA STATE OFFICE	202	64.3%
ARIZONA STATE OFFICE	268	69.1%
BLM - OFFICE OF FIRE &	122	65.9%
CALIFORNIA STATE OFFICE	322	53.3%
COLORADO STATE OFFICE	345	73.9%
EASTERN STATES OFFICE	76	68.5%
IDAHO STATE OFFICE	377	71.5%
MONTANA STATE OFFICE	315	73.9%
NEVADA STATE OFFICE	370	67.5%
NEWMEXICO STATE OFFICE	391	64.5%
NOC	321	63.9%
OREGON STATE OFFICE	632	57.9%
UTAH STATE OFFICE	425	79.1%
WASHINGTON OFFICE - BLM	243	64.6%
WYOMING STATE OFFICE	415	66.8%

Main Report Results

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" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "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)*, *Choose Not to Participate*, *Not Available to me*, or *Unaware of Programs* responses, where applicable, is listed separately.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

My Work Experience

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	619,947	69.9%	15.2%	14.8%
Department of the Interior	25,951	71.9%	14.6%	13.5%
Bureau of Land Management	4,786	72.0%	14.8%	13.2%
ALASKA STATE OFFICE	201	71.7%	12.7%	15.6%
ARIZONA STATE OFFICE	265	71.6%	12.6%	15.8%
BLM - OFFICE OF FIRE &	122	69.6%	19.6%	10.8%
CALIFORNIA STATE OFFICE	318	71.3%	16.2%	12.6%
COLORADO STATE OFFICE	344	73.1%	12.9%	14.0%
EASTERN STATES OFFICE	75	66.2%	14.2%	19.6%
IDAHO STATE OFFICE	376	75.8%	14.5%	9.7%
MONTANA STATE OFFICE	313	75.8%	15.5%	8.7%
NEVADA STATE OFFICE	366	70.7%	14.0%	15.3%
NEWMEXICO STATE OFFICE	386	74.3%	13.8%	11.9%
NOC	319	80.0%	9.9%	10.1%
OREGON STATE OFFICE	627	71.1%	14.8%	14.1%
UTAH STATE OFFICE	423	68.4%	19.2%	12.3%
WASHINGTON OFFICE - BLM	240	64.3%	16.7%	19.0%
WYOMING STATE OFFICE	411	70.1%	15.6%	14.4%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	615,099	66.6%	15.9%	17.5%
Department of the Interior	25,755	69.5%	15.0%	15.5%
Bureau of Land Management	4,745	68.8%	15.9%	15.2%
ALASKA STATE OFFICE	200	67.0%	16.8%	16.3%
ARIZONA STATE OFFICE	264	64.2%	16.6%	19.2%
BLM - OFFICE OF FIRE &	120	77.2%	10.1%	12.6%
CALIFORNIA STATE OFFICE	316	69.7%	13.3%	17.0%
COLORADO STATE OFFICE	340	71.0%	14.9%	14.1%
EASTERN STATES OFFICE	76	63.1%	18.2%	18.7%
IDAHO STATE OFFICE	369	71.9%	14.9%	13.2%
MONTANA STATE OFFICE	311	76.4%	15.6%	8.0%
NEVADA STATE OFFICE	367	65.2%	18.9%	15.9%
NEWMEXICO STATE OFFICE	383	71.0%	17.9%	11.1%
NOC	316	79.7%	11.9%	8.4%
OREGON STATE OFFICE	621	66.8%	16.0%	17.2%
UTAH STATE OFFICE	415	64.3%	17.8%	18.0%
WASHINGTON OFFICE - BLM	240	65.0%	14.8%	20.3%
WYOMING STATE OFFICE	407	63.1%	18.1%	18.7%

My Work Experience (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	618,334	74.6%	13.7%	11.7%
Department of the Interior	25,914	76.4%	12.8%	10.8%
Bureau of Land Management	4,784	72.3%	15.3%	12.4%
ALASKA STATE OFFICE	201	69.1%	15.9%	15.1%
ARIZONA STATE OFFICE	266	68.3%	14.0%	17.7%
BLM - OFFICE OF FIRE &	120	73.9%	11.7%	14.4%
CALIFORNIA STATE OFFICE	319	77.8%	11.4%	10.8%
COLORADO STATE OFFICE	343	72.7%	17.0%	10.3%
EASTERN STATES OFFICE	75	67.6%	13.0%	19.4%
IDAHO STATE OFFICE	372	73.0%	15.2%	11.8%
MONTANA STATE OFFICE	314	78.5%	13.7%	7.7%
NEVADA STATE OFFICE	369	70.6%	15.6%	13.8%
NEWMEXICO STATE OFFICE	388	75.0%	13.3%	11.7%
NOC	319	78.4%	13.3%	8.3%
OREGON STATE OFFICE	627	68.9%	19.1%	12.1%
UTAH STATE OFFICE	422	67.9%	19.8%	12.3%
WASHINGTON OFFICE - BLM	240	71.8%	12.9%	15.3%
WYOMING STATE OFFICE	409	71.6%	14.5%	13.9%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,862	83.5%	9.2%	7.3%
Department of the Interior	25,998	80.7%	10.8%	8.6%
Bureau of Land Management	4,801	79.8%	11.1%	9.1%
ALASKA STATE OFFICE	201	71.5%	14.5%	14.1%
ARIZONA STATE OFFICE	267	74.9%	13.4%	11.7%
BLM - OFFICE OF FIRE &	122	84.0%	7.8%	8.1%
CALIFORNIA STATE OFFICE	320	81.9%	10.3%	7.8%
COLORADO STATE OFFICE	345	77.9%	14.9%	7.2%
EASTERN STATES OFFICE	75	71.2%	13.7%	15.1%
IDAHO STATE OFFICE	375	86.1%	7.4%	6.4%
MONTANA STATE OFFICE	315	88.3%	6.8%	4.9%
NEVADA STATE OFFICE	370	77.6%	11.1%	11.3%
NEWMEXICO STATE OFFICE	387	83.5%	9.0%	7.5%
NOC	320	85.2%	9.5%	5.3%
OREGON STATE OFFICE	628	77.8%	14.0%	8.2%
UTAH STATE OFFICE	425	78.6%	13.3%	8.1%
WASHINGTON OFFICE - BLM	240	73.4%	10.0%	16.6%
WYOMING STATE OFFICE	411	77.7%	10.1%	12.2%

My Work Experience (continued)

5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	619,493	66.7%	12.7%	20.6%	931
Department of the Interior	25,919	58.6%	14.1%	27.3%	33
Bureau of Land Management	4,788	54.8%	14.8%	30.4%	3
ALASKA STATE OFFICE	201	47.3%	17.8%	34.9%	0
ARIZONA STATE OFFICE	263	43.2%	22.4%	34.4%	1
BLM - OFFICE OF FIRE &	122	64.1%	17.3%	18.6%	0
CALIFORNIA STATE OFFICE	318	53.0%	13.1%	34.0%	0
COLORADO STATE OFFICE	345	51.9%	17.6%	30.6%	0
EASTERN STATES OFFICE	75	53.2%	11.8%	35.0%	0
IDAHO STATE OFFICE	376	57.3%	13.1%	29.6%	0
MONTANA STATE OFFICE	309	61.1%	12.7%	26.2%	1
NEVADA STATE OFFICE	365	44.5%	16.4%	39.1%	0
NEWMEXICO STATE OFFICE	391	58.5%	15.0%	26.6%	0
NOC	320	66.3%	12.1%	21.6%	1
OREGON STATE OFFICE	628	53.7%	15.8%	30.5%	0
UTAH STATE OFFICE	423	52.1%	12.9%	35.0%	0
WASHINGTON OFFICE - BLM	240	53.3%	12.9%	33.8%	0
WYOMING STATE OFFICE	412	62.4%	12.8%	24.9%	0

6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	611,287	65.9%	15.3%	18.8%	1,541
Department of the Interior	25,565	66.4%	15.1%	18.5%	45
Bureau of Land Management	4,698	65.2%	16.1%	18.7%	8
ALASKA STATE OFFICE	197	65.6%	14.5%	19.9%	0
ARIZONA STATE OFFICE	260	61.1%	15.8%	23.1%	2
BLM - OFFICE OF FIRE &	117	69.4%	13.2%	17.4%	1
CALIFORNIA STATE OFFICE	312	65.8%	15.3%	18.9%	0
COLORADO STATE OFFICE	336	63.3%	19.7%	17.0%	0
EASTERN STATES OFFICE	76	61.3%	11.7%	27.0%	0
IDAHO STATE OFFICE	371	66.9%	17.9%	15.1%	0
MONTANA STATE OFFICE	300	70.7%	15.2%	14.1%	1
NEVADA STATE OFFICE	356	66.3%	14.8%	19.0%	0
NEWMEXICO STATE OFFICE	385	66.3%	16.7%	17.0%	0
NOC	314	72.6%	13.0%	14.4%	0
OREGON STATE OFFICE	616	63.4%	16.6%	20.0%	1
UTAH STATE OFFICE	417	65.4%	17.5%	17.0%	2
WASHINGTON OFFICE - BLM	237	58.8%	14.3%	26.9%	0
WYOMING STATE OFFICE	404	61.4%	17.1%	21.5%	1

My Work Experience (continued)

7. I know how my work relates to the agency's goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	618,591	87.1%	7.9%	5.0%	1,479
Department of the Interior	25,872	85.7%	8.3%	6.0%	55
Bureau of Land Management	4,778	84.8%	9.5%	5.7%	12
ALASKA STATE OFFICE	201	87.5%	7.4%	5.1%	0
ARIZONA STATE OFFICE	264	80.0%	11.4%	8.6%	2
BLM - OFFICE OF FIRE &	120	84.0%	11.6%	4.4%	2
CALIFORNIA STATE OFFICE	319	85.3%	8.3%	6.4%	0
COLORADO STATE OFFICE	343	84.6%	10.9%	4.6%	0
EASTERN STATES OFFICE	76	84.7%	9.1%	6.2%	0
IDAHO STATE OFFICE	374	88.1%	8.4%	3.5%	0
MONTANA STATE OFFICE	313	91.4%	3.9%	4.7%	1
NEVADA STATE OFFICE	367	80.2%	13.9%	5.9%	0
NEWMEXICO STATE OFFICE	386	87.8%	8.2%	4.0%	2
NOC	320	88.8%	5.7%	5.4%	0
OREGON STATE OFFICE	624	84.1%	10.9%	5.0%	1
UTAH STATE OFFICE	423	83.4%	11.7%	4.9%	1
WASHINGTON OFFICE - BLM	237	81.8%	7.3%	10.9%	2
WYOMING STATE OFFICE	411	80.8%	11.3%	8.0%	1

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	604,744	68.5%	16.1%	15.4%	18,046
Department of the Interior	25,263	62.5%	17.3%	20.2%	778
Bureau of Land Management	4,693	62.6%	17.5%	19.9%	117
ALASKA STATE OFFICE	189	58.9%	18.0%	23.1%	12
ARIZONA STATE OFFICE	260	57.9%	16.8%	25.3%	8
BLM - OFFICE OF FIRE &	121	71.0%	16.3%	12.8%	1
CALIFORNIA STATE OFFICE	313	63.8%	16.8%	19.5%	6
COLORADO STATE OFFICE	331	62.4%	21.1%	16.5%	14
EASTERN STATES OFFICE	72	57.0%	19.8%	23.2%	4
IDAHO STATE OFFICE	372	67.1%	16.3%	16.6%	4
MONTANA STATE OFFICE	308	68.0%	16.7%	15.3%	5
NEVADA STATE OFFICE	359	58.6%	22.1%	19.3%	10
NEWMEXICO STATE OFFICE	384	64.9%	15.6%	19.5%	6
NOC	309	66.2%	17.1%	16.7%	12
OREGON STATE OFFICE	622	62.8%	17.4%	19.8%	9
UTAH STATE OFFICE	415	62.9%	17.3%	19.7%	9
WASHINGTON OFFICE - BLM	236	52.3%	18.1%	29.6%	6
WYOMING STATE OFFICE	402	61.6%	14.3%	24.1%	11

My Work Unit

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,646	84.1%	8.5%	7.4%
Department of the Interior	26,081	83.6%	8.8%	7.6%
Bureau of Land Management	4,820	82.6%	9.1%	8.3%
ALASKA STATE OFFICE	202	80.1%	10.4%	9.5%
ARIZONA STATE OFFICE	268	78.3%	12.4%	9.3%
BLM - OFFICE OF FIRE &	122	86.4%	9.2%	4.4%
CALIFORNIA STATE OFFICE	322	83.4%	8.3%	8.3%
COLORADO STATE OFFICE	345	82.5%	11.0%	6.5%
EASTERN STATES OFFICE	76	81.6%	6.5%	11.8%
IDAHO STATE OFFICE	376	88.4%	6.3%	5.3%
MONTANA STATE OFFICE	315	87.5%	7.6%	5.0%
NEVADA STATE OFFICE	368	77.6%	9.7%	12.7%
NEWMEXICO STATE OFFICE	391	77.7%	10.3%	12.1%
NOC	320	89.0%	5.4%	5.6%
OREGON STATE OFFICE	632	83.1%	9.7%	7.2%
UTAH STATE OFFICE	425	84.3%	8.5%	7.2%
WASHINGTON OFFICE - BLM	243	82.6%	7.9%	9.5%
WYOMING STATE OFFICE	415	77.4%	11.2%	11.4%

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	540,222	42.3%	27.5%	30.2%	83,418
Department of the Interior	22,526	42.8%	28.7%	28.5%	3,546
Bureau of Land Management	4,257	38.7%	29.1%	32.1%	559
ALASKA STATE OFFICE	173	42.1%	29.1%	28.8%	29
ARIZONA STATE OFFICE	246	33.8%	28.8%	37.4%	21
BLM - OFFICE OF FIRE &	114	52.1%	25.5%	22.4%	8
CALIFORNIA STATE OFFICE	285	40.0%	28.3%	31.7%	37
COLORADO STATE OFFICE	302	36.1%	31.3%	32.6%	43
EASTERN STATES OFFICE	66	47.5%	16.4%	36.2%	10
IDAHO STATE OFFICE	326	42.7%	32.1%	25.1%	51
MONTANA STATE OFFICE	281	42.3%	29.1%	28.6%	34
NEVADA STATE OFFICE	327	37.8%	26.8%	35.5%	42
NEWMEXICO STATE OFFICE	358	42.4%	24.6%	33.1%	33
NOC	263	42.1%	35.9%	22.0%	58
OREGON STATE OFFICE	560	33.4%	28.4%	38.2%	71
UTAH STATE OFFICE	380	38.5%	31.5%	30.0%	43
WASHINGTON OFFICE - BLM	203	37.2%	31.6%	31.2%	38
WYOMING STATE OFFICE	373	33.6%	28.1%	38.3%	41

My Work Unit (continued)

11. In my work unit poor performers usually:

Organizations	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-Perform	Leave Work Unit-Removed or Transferred	Leave Work Unit-Quit	No Poor Performers In Work Unit	Do Not Know (N)
Governmentwide	479,951	18.6%	49.3%	9.3%	2.0%	20.8%	143,690
Department of the Interior	20,637	16.1%	46.2%	8.4%	2.7%	26.5%	5,436
Bureau of Land Management	3,783	14.0%	52.2%	10.0%	2.8%	21.0%	1,035
ALASKA STATE OFFICE	155	12.3%	48.8%	8.1%	9.9%	20.9%	47
ARIZONA STATE OFFICE	216	13.3%	62.2%	10.5%	1.7%	12.3%	52
BLM - OFFICE OF FIRE &	95	19.6%	45.0%	11.5%	2.2%	21.6%	27
CALIFORNIA STATE OFFICE	265	15.8%	53.6%	10.4%	3.4%	16.8%	57
COLORADO STATE OFFICE	260	14.5%	54.4%	4.9%	2.2%	24.0%	85
EASTERN STATES OFFICE	63	13.9%	47.6%	13.8%	4.4%	20.3%	13
IDAHO STATE OFFICE	300	14.1%	44.8%	10.5%	2.2%	28.4%	77
MONTANA STATE OFFICE	243	14.0%	51.9%	6.1%	3.6%	24.4%	72
NEVADA STATE OFFICE	306	13.2%	51.3%	17.8%	3.3%	14.5%	64
NEWMEXICO STATE OFFICE	295	14.9%	53.5%	10.1%	2.5%	18.9%	96
NOC	229	14.7%	37.4%	9.7%	2.1%	36.1%	91
OREGON STATE OFFICE	515	12.3%	57.1%	10.5%	1.8%	18.3%	114
UTAH STATE OFFICE	335	15.1%	55.0%	7.7%	2.1%	20.0%	90
WASHINGTON OFFICE - BLM	182	12.3%	48.2%	9.0%	1.1%	29.3%	60
WYOMING STATE OFFICE	324	14.1%	55.9%	10.3%	3.8%	16.0%	90

My Work Unit (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	574,692	50.9%	25.0%	24.1%	48,809
Department of the Interior	23,521	50.9%	26.0%	23.1%	2,541
Bureau of Land Management	4,375	46.8%	27.9%	25.3%	440
ALASKA STATE OFFICE	178	53.7%	27.1%	19.2%	24
ARIZONA STATE OFFICE	242	44.9%	28.4%	26.7%	26
BLM - OFFICE OF FIRE &	115	49.2%	33.0%	17.8%	7
CALIFORNIA STATE OFFICE	293	49.6%	26.4%	24.0%	28
COLORADO STATE OFFICE	312	45.5%	28.4%	26.1%	32
EASTERN STATES OFFICE	66	41.1%	27.1%	31.8%	10
IDAHO STATE OFFICE	342	51.7%	28.7%	19.6%	33
MONTANA STATE OFFICE	284	49.8%	25.1%	25.1%	31
NEVADA STATE OFFICE	345	45.3%	27.6%	27.2%	25
NEWMEXICO STATE OFFICE	362	51.7%	25.9%	22.4%	29
NOC	270	56.0%	27.9%	16.0%	48
OREGON STATE OFFICE	580	40.0%	28.7%	31.3%	51
UTAH STATE OFFICE	403	44.0%	29.7%	26.3%	22
WASHINGTON OFFICE - BLM	211	46.4%	26.2%	27.4%	32
WYOMING STATE OFFICE	372	40.4%	28.7%	30.9%	42

My Work Unit (continued)

13. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	618,137	81.9%	10.5%	7.6%	5,585
Department of the Interior	25,870	81.8%	10.3%	7.9%	203
Bureau of Land Management	4,785	80.4%	10.7%	8.9%	31
ALASKA STATE OFFICE	198	77.5%	8.2%	14.3%	4
ARIZONA STATE OFFICE	267	75.8%	13.7%	10.5%	1
BLM - OFFICE OF FIRE &	121	85.1%	12.2%	2.6%	1
CALIFORNIA STATE OFFICE	319	79.4%	8.3%	12.2%	2
COLORADO STATE OFFICE	343	81.0%	12.6%	6.4%	1
EASTERN STATES OFFICE	74	68.0%	17.6%	14.4%	2
IDAHO STATE OFFICE	372	89.0%	6.0%	5.0%	3
MONTANA STATE OFFICE	312	85.0%	8.4%	6.6%	2
NEVADA STATE OFFICE	369	73.6%	13.2%	13.2%	1
NEWMEXICO STATE OFFICE	389	79.3%	12.3%	8.4%	2
NOC	321	85.8%	8.8%	5.4%	0
OREGON STATE OFFICE	629	80.9%	10.8%	8.2%	3
UTAH STATE OFFICE	421	79.8%	13.4%	6.8%	2
WASHINGTON OFFICE - BLM	239	75.6%	9.2%	15.2%	3
WYOMING STATE OFFICE	411	80.5%	10.5%	9.0%	4

My Agency

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	614,057	64.3%	17.0%	18.8%	7,882
Department of the Interior	25,652	65.4%	16.8%	17.9%	331
Bureau of Land Management	4,724	62.8%	18.6%	18.6%	69
ALASKA STATE OFFICE	201	73.3%	16.0%	10.7%	0
ARIZONA STATE OFFICE	266	59.8%	20.4%	19.8%	0
BLM - OFFICE OF FIRE &	121	64.8%	19.8%	15.5%	0
CALIFORNIA STATE OFFICE	312	66.4%	15.5%	18.1%	5
COLORADO STATE OFFICE	333	58.8%	21.4%	19.8%	10
EASTERN STATES OFFICE	73	63.5%	21.1%	15.4%	3
IDAHO STATE OFFICE	374	64.5%	19.5%	16.0%	1
MONTANA STATE OFFICE	307	63.5%	19.4%	17.1%	7
NEVADA STATE OFFICE	358	59.7%	20.5%	19.8%	8
NEWMEXICO STATE OFFICE	385	65.4%	16.1%	18.5%	3
NOC	313	72.9%	16.5%	10.6%	6
OREGON STATE OFFICE	624	62.4%	18.7%	18.8%	6
UTAH STATE OFFICE	418	59.6%	19.3%	21.2%	6
WASHINGTON OFFICE - BLM	233	59.8%	15.8%	24.4%	9
WYOMING STATE OFFICE	406	55.0%	20.2%	24.9%	5

My Agency (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	615,590	77.3%	11.3%	11.4%	6,144
Department of the Interior	25,769	80.9%	10.2%	8.9%	224
Bureau of Land Management	4,768	79.5%	11.6%	8.9%	35
ALASKA STATE OFFICE	201	78.5%	11.4%	10.1%	0
ARIZONA STATE OFFICE	262	76.0%	12.4%	11.6%	4
BLM - OFFICE OF FIRE &	121	82.4%	14.7%	2.8%	0
CALIFORNIA STATE OFFICE	315	79.9%	11.6%	8.5%	4
COLORADO STATE OFFICE	342	84.0%	10.3%	5.6%	2
EASTERN STATES OFFICE	74	84.4%	6.7%	8.9%	2
IDAHO STATE OFFICE	374	85.0%	9.8%	5.3%	2
MONTANA STATE OFFICE	315	83.5%	10.3%	6.2%	0
NEVADA STATE OFFICE	365	74.6%	14.6%	10.8%	3
NEWMEXICO STATE OFFICE	387	80.2%	11.8%	8.0%	1
NOC	315	84.3%	12.7%	3.0%	4
OREGON STATE OFFICE	627	80.8%	10.0%	9.1%	4
UTAH STATE OFFICE	421	77.1%	11.9%	11.0%	3
WASHINGTON OFFICE - BLM	238	69.3%	16.3%	14.4%	3
WYOMING STATE OFFICE	411	74.7%	10.3%	15.0%	3

My Agency (continued)

16. My agency is successful at accomplishing its mission.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	614,969	81.4%	12.5%	6.1%	7,377
Department of the Interior	25,682	74.3%	15.7%	10.0%	344
Bureau of Land Management	4,739	70.8%	18.4%	10.8%	63
ALASKA STATE OFFICE	199	65.5%	20.9%	13.7%	2
ARIZONA STATE OFFICE	263	65.6%	19.0%	15.4%	4
BLM - OFFICE OF FIRE &	120	83.5%	10.2%	6.3%	1
CALIFORNIA STATE OFFICE	314	69.7%	18.5%	11.8%	5
COLORADO STATE OFFICE	337	71.9%	19.8%	8.3%	7
EASTERN STATES OFFICE	72	59.6%	28.1%	12.3%	2
IDAHO STATE OFFICE	373	72.0%	17.4%	10.6%	2
MONTANA STATE OFFICE	314	80.0%	14.8%	5.2%	1
NEVADA STATE OFFICE	365	65.7%	20.2%	14.1%	4
NEWMEXICO STATE OFFICE	386	76.1%	15.5%	8.4%	3
NOC	314	81.9%	14.4%	3.8%	7
OREGON STATE OFFICE	618	68.9%	19.0%	12.1%	12
UTAH STATE OFFICE	419	69.9%	18.6%	11.4%	4
WASHINGTON OFFICE - BLM	239	57.1%	23.9%	19.0%	3
WYOMING STATE OFFICE	406	69.8%	19.8%	10.3%	6

My Agency (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,730	70.7%	17.2%	12.1%
Department of the Interior	26,068	69.5%	17.3%	13.2%
Bureau of Land Management	4,815	68.7%	18.2%	13.2%
ALASKA STATE OFFICE	201	66.2%	19.1%	14.7%
ARIZONA STATE OFFICE	267	60.6%	22.7%	16.8%
BLM - OFFICE OF FIRE &	122	72.6%	16.3%	11.2%
CALIFORNIA STATE OFFICE	322	71.9%	19.1%	9.0%
COLORADO STATE OFFICE	345	70.8%	18.8%	10.4%
EASTERN STATES OFFICE	76	50.1%	23.2%	26.7%
IDAHO STATE OFFICE	374	71.6%	17.0%	11.5%
MONTANA STATE OFFICE	314	76.7%	14.1%	9.2%
NEVADA STATE OFFICE	370	61.8%	21.0%	17.2%
NEWMEXICO STATE OFFICE	391	75.9%	15.0%	9.1%
NOC	320	74.4%	15.6%	10.1%
OREGON STATE OFFICE	632	70.3%	18.1%	11.6%
UTAH STATE OFFICE	425	68.5%	16.7%	14.8%
WASHINGTON OFFICE - BLM	242	54.1%	22.3%	23.6%
WYOMING STATE OFFICE	414	66.1%	18.7%	15.2%

My Agency (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	580,828	42.9%	28.2%	28.8%	43,177
Department of the Interior	24,170	39.0%	29.3%	31.7%	1,907
Bureau of Land Management	4,437	33.3%	31.8%	34.8%	380
ALASKA STATE OFFICE	183	33.3%	27.8%	39.0%	19
ARIZONA STATE OFFICE	251	34.4%	31.7%	33.8%	16
BLM - OFFICE OF FIRE &	118	41.2%	29.7%	29.1%	4
CALIFORNIA STATE OFFICE	294	38.1%	30.4%	31.5%	28
COLORADO STATE OFFICE	325	30.6%	34.1%	35.3%	20
EASTERN STATES OFFICE	66	29.3%	25.9%	44.9%	10
IDAHO STATE OFFICE	342	29.9%	33.0%	37.1%	34
MONTANA STATE OFFICE	297	33.9%	36.3%	29.8%	18
NEVADA STATE OFFICE	338	28.9%	33.9%	37.2%	32
NEWMEXICO STATE OFFICE	360	44.3%	27.3%	28.4%	31
NOC	291	47.3%	31.0%	21.7%	28
OREGON STATE OFFICE	583	26.6%	35.7%	37.7%	48
UTAH STATE OFFICE	394	31.4%	32.2%	36.4%	30
WASHINGTON OFFICE - BLM	219	28.8%	25.6%	45.6%	24
WYOMING STATE OFFICE	376	29.7%	31.2%	39.1%	38

My Supervisor

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	620,352	84.8%	8.1%	7.1%	3,002
Department of the Interior	25,943	87.4%	6.8%	5.8%	120
Bureau of Land Management	4,793	88.4%	6.5%	5.1%	20
ALASKA STATE OFFICE	201	88.3%	8.8%	2.9%	1
ARIZONA STATE OFFICE	268	84.5%	9.0%	6.5%	0
BLM - OFFICE OF FIRE &	120	83.1%	9.8%	7.0%	2
CALIFORNIA STATE OFFICE	320	85.0%	9.0%	6.0%	0
COLORADO STATE OFFICE	341	87.5%	7.5%	5.0%	4
EASTERN STATES OFFICE	75	86.2%	4.9%	8.8%	1
IDAHO STATE OFFICE	374	90.6%	5.9%	3.6%	1
MONTANA STATE OFFICE	315	90.9%	5.4%	3.7%	0
NEVADA STATE OFFICE	368	87.9%	8.2%	3.9%	1
NEWMEXICO STATE OFFICE	388	89.4%	4.9%	5.7%	2
NOC	317	93.4%	4.5%	2.1%	1
OREGON STATE OFFICE	629	89.2%	5.6%	5.2%	3
UTAH STATE OFFICE	424	87.8%	6.4%	5.8%	0
WASHINGTON OFFICE - BLM	240	87.9%	4.9%	7.2%	3
WYOMING STATE OFFICE	413	88.5%	5.5%	5.9%	1

My Supervisor (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	590,535	78.9%	14.7%	6.4%	32,108
Department of the Interior	24,504	78.4%	15.2%	6.5%	1,527
Bureau of Land Management	4,516	78.2%	16.0%	5.8%	291
ALASKA STATE OFFICE	192	83.1%	9.7%	7.2%	9
ARIZONA STATE OFFICE	250	80.3%	13.4%	6.3%	15
BLM - OFFICE OF FIRE &	116	77.4%	18.2%	4.4%	6
CALIFORNIA STATE OFFICE	302	78.2%	15.7%	6.2%	19
COLORADO STATE OFFICE	327	74.8%	19.0%	6.2%	18
EASTERN STATES OFFICE	69	69.7%	18.1%	12.2%	7
IDAHO STATE OFFICE	362	83.1%	15.1%	1.8%	14
MONTANA STATE OFFICE	300	80.7%	14.5%	4.7%	14
NEVADA STATE OFFICE	342	79.8%	14.5%	5.7%	27
NEWMEXICO STATE OFFICE	371	79.4%	13.1%	7.5%	19
NOC	300	84.3%	13.1%	2.5%	20
OREGON STATE OFFICE	584	76.0%	18.3%	5.7%	47
UTAH STATE OFFICE	400	76.1%	18.0%	5.9%	24
WASHINGTON OFFICE - BLM	222	73.9%	18.2%	7.9%	18
WYOMING STATE OFFICE	379	73.3%	18.5%	8.3%	34

My Supervisor (continued)

21. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	616,623	77.8%	12.5%	9.7%	6,265
Department of the Interior	25,794	79.5%	11.4%	9.1%	266
Bureau of Land Management	4,758	81.0%	11.3%	7.7%	56
ALASKA STATE OFFICE	201	82.8%	11.0%	6.2%	0
ARIZONA STATE OFFICE	263	81.7%	11.4%	7.0%	4
BLM - OFFICE OF FIRE &	119	84.2%	8.6%	7.2%	3
CALIFORNIA STATE OFFICE	317	79.3%	12.5%	8.1%	3
COLORADO STATE OFFICE	340	80.9%	11.4%	7.8%	5
EASTERN STATES OFFICE	75	70.5%	15.6%	14.0%	1
IDAHO STATE OFFICE	374	84.2%	10.8%	5.0%	2
MONTANA STATE OFFICE	312	81.7%	13.0%	5.3%	3
NEVADA STATE OFFICE	366	80.7%	11.3%	8.0%	3
NEWMEXICO STATE OFFICE	383	81.2%	10.5%	8.3%	8
NOC	318	85.4%	10.3%	4.2%	2
OREGON STATE OFFICE	624	84.4%	8.3%	7.3%	7
UTAH STATE OFFICE	425	77.8%	13.2%	9.0%	0
WASHINGTON OFFICE - BLM	237	79.1%	11.8%	9.1%	6
WYOMING STATE OFFICE	404	75.1%	13.5%	11.4%	9

My Supervisor (continued)

22. My supervisor listens to what I have to say.

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,769	82.7%	9.1%	8.1%
Department of the Interior	25,978	82.5%	9.2%	8.2%
Bureau of Land Management	4,803	83.3%	8.8%	7.9%
ALASKA STATE OFFICE	201	86.3%	8.3%	5.4%
ARIZONA STATE OFFICE	267	77.2%	10.5%	12.3%
BLM - OFFICE OF FIRE &	121	81.8%	11.9%	6.3%
CALIFORNIA STATE OFFICE	319	83.6%	9.0%	7.5%
COLORADO STATE OFFICE	344	82.4%	9.2%	8.4%
EASTERN STATES OFFICE	76	82.1%	10.4%	7.5%
IDAHO STATE OFFICE	376	87.0%	7.2%	5.8%
MONTANA STATE OFFICE	314	86.9%	5.5%	7.6%
NEVADA STATE OFFICE	369	81.4%	12.0%	6.5%
NEWMEXICO STATE OFFICE	390	83.1%	8.3%	8.6%
NOC	320	90.2%	6.6%	3.2%
OREGON STATE OFFICE	628	81.3%	10.6%	8.1%
UTAH STATE OFFICE	422	83.2%	7.2%	9.6%
WASHINGTON OFFICE - BLM	243	81.3%	8.8%	9.9%
WYOMING STATE OFFICE	413	81.3%	8.4%	10.3%

My Supervisor (continued)

23. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,647	86.5%	7.6%	5.9%
Department of the Interior	25,966	85.3%	8.3%	6.4%
Bureau of Land Management	4,800	86.0%	8.1%	5.9%
ALASKA STATE OFFICE	200	87.9%	7.7%	4.4%
ARIZONA STATE OFFICE	267	83.2%	9.4%	7.4%
BLM - OFFICE OF FIRE &	121	85.1%	8.5%	6.4%
CALIFORNIA STATE OFFICE	320	85.4%	7.4%	7.2%
COLORADO STATE OFFICE	344	83.7%	9.9%	6.4%
EASTERN STATES OFFICE	76	78.9%	14.9%	6.2%
IDAHO STATE OFFICE	376	89.3%	8.4%	2.3%
MONTANA STATE OFFICE	314	88.4%	6.7%	4.9%
NEVADA STATE OFFICE	368	84.2%	9.8%	6.0%
NEWMEXICO STATE OFFICE	389	85.2%	8.7%	6.1%
NOC	320	91.5%	5.8%	2.6%
OREGON STATE OFFICE	629	86.8%	6.8%	6.4%
UTAH STATE OFFICE	421	84.7%	7.8%	7.5%
WASHINGTON OFFICE - BLM	243	85.8%	7.4%	6.8%
WYOMING STATE OFFICE	412	84.6%	8.4%	7.0%

My Supervisor (continued)

24. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,453	76.0%	12.6%	11.3%
Department of the Interior	25,974	75.2%	12.9%	11.9%
Bureau of Land Management	4,800	75.4%	12.9%	11.7%
ALASKA STATE OFFICE	201	80.0%	10.2%	9.8%
ARIZONA STATE OFFICE	267	74.0%	11.6%	14.4%
BLM - OFFICE OF FIRE &	120	75.3%	14.0%	10.7%
CALIFORNIA STATE OFFICE	318	74.2%	13.3%	12.5%
COLORADO STATE OFFICE	344	73.9%	14.0%	12.1%
EASTERN STATES OFFICE	76	63.2%	18.5%	18.3%
IDAHO STATE OFFICE	376	82.0%	9.5%	8.5%
MONTANA STATE OFFICE	313	78.1%	11.8%	10.1%
NEVADA STATE OFFICE	369	75.2%	13.6%	11.2%
NEWMEXICO STATE OFFICE	389	75.1%	13.3%	11.5%
NOC	320	83.2%	11.1%	5.7%
OREGON STATE OFFICE	629	74.3%	13.5%	12.2%
UTAH STATE OFFICE	422	74.5%	14.3%	11.2%
WASHINGTON OFFICE - BLM	243	74.1%	11.5%	14.4%
WYOMING STATE OFFICE	413	68.6%	15.5%	15.9%

My Supervisor (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,361	78.1%	14.0%	7.8%
Department of the Interior	26,055	77.4%	14.3%	8.3%
Bureau of Land Management	4,815	77.5%	14.1%	8.4%
ALASKA STATE OFFICE	202	80.3%	14.0%	5.7%
ARIZONA STATE OFFICE	268	77.5%	13.0%	9.5%
BLM - OFFICE OF FIRE &	122	75.8%	15.7%	8.5%
CALIFORNIA STATE OFFICE	322	76.8%	13.0%	10.3%
COLORADO STATE OFFICE	345	75.7%	17.4%	6.9%
EASTERN STATES OFFICE	76	65.8%	19.7%	14.5%
IDAHO STATE OFFICE	377	83.0%	10.5%	6.5%
MONTANA STATE OFFICE	315	76.8%	16.9%	6.3%
NEVADA STATE OFFICE	367	77.8%	12.8%	9.4%
NEWMEXICO STATE OFFICE	391	77.5%	13.9%	8.6%
NOC	321	86.0%	11.4%	2.6%
OREGON STATE OFFICE	629	76.0%	15.8%	8.2%
UTAH STATE OFFICE	425	77.2%	12.9%	10.0%
WASHINGTON OFFICE - BLM	242	76.5%	12.7%	10.8%
WYOMING STATE OFFICE	413	72.9%	16.1%	11.1%

Leadership

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	610,089	50.7%	23.6%	25.7%	10,495
Department of the Interior	25,425	40.7%	25.3%	34.1%	543
Bureau of Land Management	4,708	36.1%	26.7%	37.2%	98
ALASKA STATE OFFICE	199	34.6%	26.7%	38.7%	3
ARIZONA STATE OFFICE	263	39.3%	24.5%	36.2%	5
BLM - OFFICE OF FIRE &	121	60.0%	18.5%	21.4%	1
CALIFORNIA STATE OFFICE	317	35.0%	28.0%	37.0%	3
COLORADO STATE OFFICE	334	28.5%	30.0%	41.5%	11
EASTERN STATES OFFICE	75	33.4%	31.7%	34.9%	1
IDAHO STATE OFFICE	365	39.3%	27.1%	33.7%	11
MONTANA STATE OFFICE	302	41.5%	28.7%	29.8%	12
NEVADA STATE OFFICE	366	33.1%	30.6%	36.3%	1
NEWMEXICO STATE OFFICE	378	41.8%	21.4%	36.8%	8
NOC	319	53.5%	24.1%	22.3%	2
OREGON STATE OFFICE	613	26.2%	29.1%	44.7%	17
UTAH STATE OFFICE	418	37.1%	25.7%	37.2%	6
WASHINGTON OFFICE - BLM	238	29.3%	23.8%	46.9%	4
WYOMING STATE OFFICE	400	29.4%	27.4%	43.2%	13

Leadership (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	589,211	61.0%	21.5%	17.5%	28,542
Department of the Interior	24,386	49.3%	24.7%	26.0%	1,460
Bureau of Land Management	4,541	42.7%	26.8%	30.5%	245
ALASKA STATE OFFICE	191	38.8%	27.0%	34.3%	11
ARIZONA STATE OFFICE	253	43.9%	24.4%	31.7%	12
BLM - OFFICE OF FIRE &	119	64.6%	21.8%	13.6%	2
CALIFORNIA STATE OFFICE	306	40.0%	30.1%	29.9%	15
COLORADO STATE OFFICE	323	36.0%	28.5%	35.5%	19
EASTERN STATES OFFICE	74	45.3%	27.1%	27.6%	2
IDAHO STATE OFFICE	356	46.8%	28.9%	24.3%	20
MONTANA STATE OFFICE	293	46.8%	29.3%	23.9%	18
NEVADA STATE OFFICE	352	41.4%	27.9%	30.7%	15
NEWMEXICO STATE OFFICE	371	47.2%	23.4%	29.3%	13
NOC	309	57.7%	23.4%	18.8%	10
OREGON STATE OFFICE	582	37.4%	26.2%	36.3%	47
UTAH STATE OFFICE	397	44.3%	28.9%	26.8%	24
WASHINGTON OFFICE - BLM	231	32.9%	21.9%	45.2%	10
WYOMING STATE OFFICE	384	35.1%	28.4%	36.6%	27

Leadership (continued)

28. Managers communicate the goals of the organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	613,083	67.6%	17.3%	15.1%	5,087
Department of the Interior	25,664	60.8%	20.4%	18.8%	226
Bureau of Land Management	4,747	59.8%	22.1%	18.1%	43
ALASKA STATE OFFICE	201	57.7%	24.2%	18.0%	1
ARIZONA STATE OFFICE	264	62.0%	19.3%	18.8%	1
BLM - OFFICE OF FIRE &	122	68.3%	18.2%	13.5%	0
CALIFORNIA STATE OFFICE	315	61.9%	22.9%	15.1%	2
COLORADO STATE OFFICE	339	57.9%	23.8%	18.2%	6
EASTERN STATES OFFICE	74	51.8%	28.3%	19.8%	1
IDAHO STATE OFFICE	371	66.6%	20.9%	12.5%	2
MONTANA STATE OFFICE	309	60.9%	22.7%	16.4%	4
NEVADA STATE OFFICE	366	56.1%	24.3%	19.6%	1
NEWMEXICO STATE OFFICE	381	58.8%	19.6%	21.5%	2
NOC	316	69.2%	20.1%	10.7%	4
OREGON STATE OFFICE	623	58.9%	25.7%	15.4%	8
UTAH STATE OFFICE	421	62.5%	19.5%	18.0%	2
WASHINGTON OFFICE - BLM	242	49.5%	19.6%	31.0%	0
WYOMING STATE OFFICE	403	53.0%	22.8%	24.3%	9

Leadership (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	608,353	60.1%	19.8%	20.1%	11,890
Department of the Interior	25,461	55.7%	21.2%	23.1%	488
Bureau of Land Management	4,719	55.4%	22.9%	21.7%	82
ALASKA STATE OFFICE	200	54.7%	22.6%	22.7%	2
ARIZONA STATE OFFICE	259	54.5%	21.6%	23.9%	6
BLM - OFFICE OF FIRE &	121	60.2%	23.5%	16.3%	1
CALIFORNIA STATE OFFICE	316	59.9%	20.2%	19.8%	4
COLORADO STATE OFFICE	331	53.3%	24.3%	22.5%	13
EASTERN STATES OFFICE	74	56.7%	14.7%	28.7%	2
IDAHO STATE OFFICE	372	59.0%	24.8%	16.2%	5
MONTANA STATE OFFICE	304	56.8%	24.9%	18.3%	10
NEVADA STATE OFFICE	366	49.8%	26.0%	24.2%	3
NEWMEXICO STATE OFFICE	379	57.2%	20.1%	22.7%	7
NOC	314	65.6%	19.3%	15.1%	7
OREGON STATE OFFICE	620	54.1%	24.5%	21.4%	10
UTAH STATE OFFICE	421	58.4%	22.5%	19.1%	2
WASHINGTON OFFICE - BLM	239	42.5%	25.6%	31.9%	1
WYOMING STATE OFFICE	403	50.2%	22.1%	27.7%	9

Leadership (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	584,531	66.8%	20.0%	13.2%	34,681
Department of the Interior	24,322	63.6%	21.1%	15.3%	1,565
Bureau of Land Management	4,529	63.2%	21.6%	15.2%	274
ALASKA STATE OFFICE	193	61.5%	20.8%	17.7%	9
ARIZONA STATE OFFICE	257	59.9%	19.9%	20.2%	10
BLM - OFFICE OF FIRE &	120	67.6%	19.1%	13.3%	2
CALIFORNIA STATE OFFICE	304	69.3%	17.1%	13.6%	16
COLORADO STATE OFFICE	321	56.1%	28.3%	15.6%	23
EASTERN STATES OFFICE	68	64.3%	23.5%	12.2%	8
IDAHO STATE OFFICE	358	67.9%	20.0%	12.2%	18
MONTANA STATE OFFICE	293	67.0%	19.5%	13.5%	21
NEVADA STATE OFFICE	341	60.6%	24.5%	14.9%	26
NEWMEXICO STATE OFFICE	366	58.7%	23.1%	18.2%	20
NOC	305	74.8%	15.0%	10.2%	15
OREGON STATE OFFICE	599	60.8%	23.7%	15.5%	32
UTAH STATE OFFICE	398	67.0%	20.4%	12.5%	25
WASHINGTON OFFICE - BLM	225	55.7%	23.5%	20.8%	16
WYOMING STATE OFFICE	381	60.6%	23.0%	16.4%	33

Leadership (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	610,973	61.8%	21.2%	17.0%	8,107
Department of the Interior	25,470	48.5%	25.7%	25.8%	435
Bureau of Land Management	4,722	42.3%	27.8%	29.8%	81
ALASKA STATE OFFICE	196	40.5%	28.6%	30.9%	6
ARIZONA STATE OFFICE	264	43.5%	25.9%	30.5%	4
BLM - OFFICE OF FIRE &	119	59.5%	21.3%	19.2%	3
CALIFORNIA STATE OFFICE	317	42.6%	25.9%	31.4%	3
COLORADO STATE OFFICE	337	34.9%	29.5%	35.6%	8
EASTERN STATES OFFICE	75	39.0%	36.7%	24.3%	1
IDAHO STATE OFFICE	362	44.5%	32.6%	22.9%	12
MONTANA STATE OFFICE	308	49.6%	27.6%	22.8%	6
NEVADA STATE OFFICE	365	40.9%	29.1%	30.0%	2
NEWMEXICO STATE OFFICE	377	43.7%	28.7%	27.5%	7
NOC	317	59.1%	20.6%	20.3%	3
OREGON STATE OFFICE	624	36.1%	27.8%	36.1%	7
UTAH STATE OFFICE	417	44.4%	29.0%	26.6%	6
WASHINGTON OFFICE - BLM	241	31.7%	23.0%	45.3%	1
WYOMING STATE OFFICE	403	37.7%	30.4%	32.0%	12

Leadership (continued)

32. Senior leaders demonstrate support for Work-Life programs.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	574,976	64.2%	22.0%	13.8%	43,872
Department of the Interior	23,423	60.9%	25.0%	14.1%	2,470
Bureau of Land Management	4,352	55.9%	28.8%	15.2%	445
ALASKA STATE OFFICE	178	56.9%	28.1%	15.0%	23
ARIZONA STATE OFFICE	247	56.2%	29.6%	14.2%	21
BLM - OFFICE OF FIRE &	114	65.1%	22.8%	12.1%	8
CALIFORNIA STATE OFFICE	292	58.8%	27.5%	13.7%	28
COLORADO STATE OFFICE	299	43.4%	40.5%	16.1%	46
EASTERN STATES OFFICE	69	55.7%	24.3%	20.0%	7
IDAHO STATE OFFICE	343	59.4%	28.2%	12.4%	30
MONTANA STATE OFFICE	275	63.7%	25.1%	11.2%	39
NEVADA STATE OFFICE	336	55.4%	31.5%	13.2%	29
NEWMEXICO STATE OFFICE	352	60.7%	24.5%	14.8%	33
NOC	297	74.4%	17.2%	8.4%	23
OREGON STATE OFFICE	577	56.2%	29.0%	14.8%	54
UTAH STATE OFFICE	383	49.3%	29.7%	21.0%	40
WASHINGTON OFFICE - BLM	217	45.2%	33.1%	21.7%	23
WYOMING STATE OFFICE	373	45.9%	33.7%	20.4%	41

My Satisfaction

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	615,320	57.9%	21.8%	20.2%
Department of the Interior	25,778	58.4%	20.9%	20.7%
Bureau of Land Management	4,782	57.5%	21.9%	20.6%
ALASKA STATE OFFICE	201	53.7%	23.3%	23.0%
ARIZONA STATE OFFICE	268	56.7%	22.2%	21.2%
BLM - OFFICE OF FIRE &	121	64.6%	21.4%	14.0%
CALIFORNIA STATE OFFICE	319	59.2%	21.1%	19.7%
COLORADO STATE OFFICE	343	57.9%	20.6%	21.5%
EASTERN STATES OFFICE	76	44.2%	26.4%	29.4%
IDAHO STATE OFFICE	374	59.4%	23.7%	17.0%
MONTANA STATE OFFICE	311	65.0%	19.3%	15.7%
NEVADA STATE OFFICE	365	59.2%	20.2%	20.7%
NEWMEXICO STATE OFFICE	386	64.6%	18.4%	17.1%
NOC	317	60.9%	24.5%	14.6%
OREGON STATE OFFICE	629	54.3%	23.8%	21.9%
UTAH STATE OFFICE	420	55.0%	23.4%	21.6%
WASHINGTON OFFICE - BLM	241	47.5%	20.0%	32.5%
WYOMING STATE OFFICE	411	54.1%	22.5%	23.4%

My Satisfaction (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	613,053	57.8%	20.6%	21.6%
Department of the Interior	25,676	54.8%	21.8%	23.4%
Bureau of Land Management	4,764	51.7%	23.3%	25.0%
ALASKA STATE OFFICE	198	47.7%	26.9%	25.4%
ARIZONA STATE OFFICE	266	54.1%	22.6%	23.4%
BLM - OFFICE OF FIRE &	121	64.7%	18.1%	17.2%
CALIFORNIA STATE OFFICE	319	55.6%	22.5%	21.9%
COLORADO STATE OFFICE	339	51.2%	25.7%	23.1%
EASTERN STATES OFFICE	75	40.4%	24.5%	35.2%
IDAHO STATE OFFICE	370	57.6%	20.6%	21.8%
MONTANA STATE OFFICE	309	53.5%	25.7%	20.8%
NEVADA STATE OFFICE	366	51.6%	26.6%	21.8%
NEWMEXICO STATE OFFICE	386	56.1%	20.5%	23.4%
NOC	318	63.2%	21.0%	15.8%
OREGON STATE OFFICE	628	47.7%	25.4%	26.9%
UTAH STATE OFFICE	417	50.4%	23.4%	26.2%
WASHINGTON OFFICE - BLM	240	36.6%	18.9%	44.5%
WYOMING STATE OFFICE	412	45.2%	23.3%	31.6%

My Satisfaction (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	612,519	58.7%	21.0%	20.2%
Department of the Interior	25,697	60.0%	21.0%	19.0%
Bureau of Land Management	4,766	59.0%	21.9%	19.0%
ALASKA STATE OFFICE	201	64.7%	21.3%	14.1%
ARIZONA STATE OFFICE	267	55.6%	21.5%	22.9%
BLM - OFFICE OF FIRE &	121	61.7%	21.8%	16.5%
CALIFORNIA STATE OFFICE	318	63.4%	18.9%	17.7%
COLORADO STATE OFFICE	340	56.4%	23.4%	20.2%
EASTERN STATES OFFICE	76	54.0%	29.3%	16.6%
IDAHO STATE OFFICE	370	60.9%	24.7%	14.4%
MONTANA STATE OFFICE	310	61.2%	21.5%	17.3%
NEVADA STATE OFFICE	365	52.9%	24.7%	22.4%
NEWMEXICO STATE OFFICE	384	63.8%	19.9%	16.3%
NOC	318	69.1%	20.5%	10.4%
OREGON STATE OFFICE	626	56.8%	23.4%	19.8%
UTAH STATE OFFICE	418	59.2%	18.9%	21.8%
WASHINGTON OFFICE - BLM	239	52.5%	22.3%	25.2%
WYOMING STATE OFFICE	413	54.7%	21.1%	24.2%

My Satisfaction (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	611,647	71.6%	15.4%	13.0%
Department of the Interior	25,609	70.8%	15.3%	13.9%
Bureau of Land Management	4,752	68.9%	16.7%	14.3%
ALASKA STATE OFFICE	198	70.6%	11.7%	17.6%
ARIZONA STATE OFFICE	265	63.1%	19.6%	17.3%
BLM - OFFICE OF FIRE &	121	75.3%	16.1%	8.6%
CALIFORNIA STATE OFFICE	320	73.4%	14.1%	12.5%
COLORADO STATE OFFICE	337	68.8%	17.4%	13.8%
EASTERN STATES OFFICE	75	54.8%	18.6%	26.6%
IDAHO STATE OFFICE	372	69.6%	17.0%	13.4%
MONTANA STATE OFFICE	311	75.8%	15.2%	9.0%
NEVADA STATE OFFICE	364	65.4%	17.8%	16.8%
NEWMEXICO STATE OFFICE	384	73.1%	15.1%	11.8%
NOC	315	76.1%	14.1%	9.8%
OREGON STATE OFFICE	626	67.9%	19.5%	12.6%
UTAH STATE OFFICE	413	67.6%	16.4%	16.0%
WASHINGTON OFFICE - BLM	240	61.7%	17.3%	21.1%
WYOMING STATE OFFICE	411	64.7%	18.3%	17.0%

My Satisfaction (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	614,373	67.0%	15.0%	18.0%
Department of the Interior	25,747	66.3%	15.4%	18.3%
Bureau of Land Management	4,778	63.8%	17.2%	18.9%
ALASKA STATE OFFICE	200	70.1%	17.7%	12.2%
ARIZONA STATE OFFICE	265	60.2%	20.0%	19.8%
BLM - OFFICE OF FIRE &	122	69.3%	18.5%	12.2%
CALIFORNIA STATE OFFICE	320	59.0%	18.8%	22.2%
COLORADO STATE OFFICE	343	60.4%	19.8%	19.8%
EASTERN STATES OFFICE	75	50.8%	21.6%	27.6%
IDAHO STATE OFFICE	374	63.4%	17.9%	18.8%
MONTANA STATE OFFICE	313	69.2%	13.9%	16.9%
NEVADA STATE OFFICE	366	60.4%	18.7%	20.9%
NEWMEXICO STATE OFFICE	385	63.9%	16.5%	19.5%
NOC	318	73.6%	15.1%	11.3%
OREGON STATE OFFICE	628	63.8%	18.2%	18.0%
UTAH STATE OFFICE	419	64.3%	16.9%	18.8%
WASHINGTON OFFICE - BLM	240	62.5%	12.9%	24.6%
WYOMING STATE OFFICE	410	63.0%	15.2%	21.9%

My Satisfaction (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	615,661	65.6%	18.9%	15.5%
Department of the Interior	25,769	62.7%	20.0%	17.3%
Bureau of Land Management	4,786	58.6%	22.8%	18.5%
ALASKA STATE OFFICE	202	52.5%	26.7%	20.7%
ARIZONA STATE OFFICE	267	57.5%	21.4%	21.1%
BLM - OFFICE OF FIRE &	122	69.1%	19.0%	12.0%
CALIFORNIA STATE OFFICE	320	61.6%	24.2%	14.1%
COLORADO STATE OFFICE	341	58.6%	24.9%	16.5%
EASTERN STATES OFFICE	76	44.4%	26.8%	28.9%
IDAHO STATE OFFICE	373	60.2%	23.9%	15.9%
MONTANA STATE OFFICE	313	67.9%	21.2%	10.9%
NEVADA STATE OFFICE	365	56.4%	22.8%	20.8%
NEWMEXICO STATE OFFICE	386	64.1%	18.7%	17.2%
NOC	319	69.4%	19.3%	11.3%
OREGON STATE OFFICE	627	55.7%	26.1%	18.3%
UTAH STATE OFFICE	421	57.4%	22.4%	20.1%
WASHINGTON OFFICE - BLM	241	41.1%	23.1%	35.9%
WYOMING STATE OFFICE	413	56.8%	21.8%	21.4%

Telework

40A. Please select the response that BEST describes your teleworking schedule (1) BEFORE the COVID-19 pandemic.

Organizations	N	Telework					Very Infrequently
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month		
Governmentwide	606,230	3.2%	5.3%	15.5%	5.0%	12.8%	
Department of the Interior	25,480	3.1%	4.0%	15.0%	7.4%	22.8%	
Bureau of Land Management	4,750	2.2%	2.5%	10.6%	6.0%	25.9%	
ALASKA STATE OFFICE	202	1.0%	1.0%	9.3%	7.0%	27.0%	
ARIZONA STATE OFFICE	265	0.4%	0.4%	10.1%	6.9%	29.0%	
BLM - OFFICE OF FIRE &	121	0.7%	1.0%	12.9%	10.9%	24.9%	
CALIFORNIA STATE OFFICE	318	1.6%	1.9%	10.5%	7.8%	21.3%	
COLORADO STATE OFFICE	341	1.0%	0.9%	12.6%	10.1%	30.7%	
EASTERN STATES OFFICE	74	4.5%	1.5%	22.6%	6.6%	34.3%	
IDAHO STATE OFFICE	373	0.8%	1.5%	5.3%	4.9%	30.2%	
MONTANA STATE OFFICE	309	2.0%	1.9%	2.7%	4.2%	25.9%	
NEVADA STATE OFFICE	363	2.4%	0.8%	4.3%	5.6%	34.5%	
NEWMEXICO STATE OFFICE	378	1.9%	3.2%	5.9%	2.9%	13.5%	
NOC	318	13.0%	14.5%	31.1%	5.2%	23.3%	
OREGON STATE OFFICE	623	1.5%	1.7%	10.9%	7.6%	31.9%	
UTAH STATE OFFICE	420	1.0%	0.7%	6.6%	2.7%	25.5%	
WASHINGTON OFFICE - BLM	240	3.5%	4.5%	27.6%	12.9%	25.9%	
WYOMING STATE OFFICE	405	0.2%	1.7%	4.2%	1.7%	14.5%	

Telework (continued)

40A. Please select the response that BEST describes your teleworking schedule (1) BEFORE the COVID-19 pandemic. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	606,230	23.7%	3.4%	19.1%	11.8%
Department of the Interior	25,480	16.3%	2.5%	13.2%	15.7%
Bureau of Land Management	4,750	12.1%	2.5%	15.3%	22.8%
ALASKA STATE OFFICE	202	11.7%	6.0%	10.7%	26.3%
ARIZONA STATE OFFICE	265	19.6%	1.3%	14.4%	17.9%
BLM - OFFICE OF FIRE &	121	24.1%	2.8%	12.9%	9.9%
CALIFORNIA STATE OFFICE	318	19.3%	1.4%	13.2%	23.0%
COLORADO STATE OFFICE	341	8.9%	3.9%	9.0%	22.8%
EASTERN STATES OFFICE	74	2.9%	0.0%	11.8%	15.7%
IDAHO STATE OFFICE	373	13.0%	1.8%	18.0%	24.7%
MONTANA STATE OFFICE	309	9.7%	3.3%	13.2%	37.1%
NEVADA STATE OFFICE	363	15.1%	4.2%	11.2%	21.9%
NEWMEXICO STATE OFFICE	378	12.8%	5.5%	22.4%	31.9%
NOC	318	1.4%	0.0%	3.5%	8.0%
OREGON STATE OFFICE	623	12.5%	1.6%	9.9%	22.5%
UTAH STATE OFFICE	420	11.3%	1.2%	25.7%	25.3%
WASHINGTON OFFICE - BLM	240	7.7%	0.5%	7.3%	10.0%
WYOMING STATE OFFICE	405	11.5%	3.8%	35.1%	27.2%

Telework (continued)

40B. Please select the response that BEST describes your teleworking schedule (2) DURING the PEAK of the pandemic.

Organizations	N	Telework				Very Infrequently
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	
Governmentwide	608,111	59.0%	9.5%	5.2%	1.0%	3.3%
Department of the Interior	25,467	67.0%	10.9%	4.2%	1.1%	3.7%
Bureau of Land Management	4,728	59.1%	17.1%	5.7%	1.5%	5.6%
ALASKA STATE OFFICE	200	66.0%	14.1%	4.9%	1.5%	3.9%
ARIZONA STATE OFFICE	264	53.7%	19.8%	7.4%	1.7%	3.1%
BLM - OFFICE OF FIRE &	119	55.2%	13.1%	7.9%	1.1%	3.9%
CALIFORNIA STATE OFFICE	319	68.9%	13.7%	2.4%	0.3%	3.7%
COLORADO STATE OFFICE	341	56.0%	22.0%	4.4%	1.2%	5.0%
EASTERN STATES OFFICE	74	88.0%	8.0%	2.8%	0.0%	0.0%
IDAHO STATE OFFICE	370	55.7%	19.8%	6.8%	1.9%	7.3%
MONTANA STATE OFFICE	306	52.8%	15.9%	6.8%	2.4%	11.9%
NEVADA STATE OFFICE	360	51.1%	21.3%	7.2%	1.3%	4.7%
NEWMEXICO STATE OFFICE	375	51.5%	20.1%	8.0%	0.6%	3.6%
NOC	317	90.8%	5.4%	2.0%	0.4%	0.9%
OREGON STATE OFFICE	622	59.3%	19.7%	5.4%	2.5%	4.7%
UTAH STATE OFFICE	415	53.1%	16.5%	5.6%	2.5%	7.7%
WASHINGTON OFFICE - BLM	240	74.1%	11.5%	2.3%	1.3%	4.4%
WYOMING STATE OFFICE	406	43.0%	20.0%	9.2%	1.0%	11.9%

Telework (continued)

40B. Please select the response that BEST describes your teleworking schedule (2) DURING the PEAK of the pandemic. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	608,111	16.0%	1.6%	2.2%	2.2%
Department of the Interior	25,467	8.9%	1.5%	0.8%	1.9%
Bureau of Land Management	4,728	6.2%	1.4%	0.7%	2.7%
ALASKA STATE OFFICE	200	6.5%	1.5%	0.0%	1.6%
ARIZONA STATE OFFICE	264	10.5%	0.8%	0.4%	2.5%
BLM - OFFICE OF FIRE &	119	16.1%	1.9%	0.0%	0.9%
CALIFORNIA STATE OFFICE	319	8.8%	0.6%	0.4%	1.4%
COLORADO STATE OFFICE	341	5.1%	2.0%	1.4%	2.8%
EASTERN STATES OFFICE	74	1.3%	0.0%	0.0%	0.0%
IDAHO STATE OFFICE	370	6.6%	1.1%	0.0%	0.8%
MONTANA STATE OFFICE	306	4.4%	2.0%	0.0%	3.7%
NEVADA STATE OFFICE	360	9.7%	2.7%	1.1%	0.9%
NEWMEXICO STATE OFFICE	375	6.7%	2.9%	0.6%	6.0%
NOC	317	0.4%	0.0%	0.0%	0.0%
OREGON STATE OFFICE	622	5.8%	1.0%	0.2%	1.4%
UTAH STATE OFFICE	415	5.3%	1.0%	2.6%	5.7%
WASHINGTON OFFICE - BLM	240	4.7%	0.0%	0.0%	1.7%
WYOMING STATE OFFICE	406	4.6%	2.1%	2.0%	6.3%

Telework (continued)

40C. Please select the response that BEST describes your teleworking schedule (3) AS OF the date you responded to this survey.

Organizations	N	Telework				
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
Governmentwide	604,562	47.3%	11.6%	8.0%	1.7%	3.9%
Department of the Interior	25,394	52.4%	15.1%	7.6%	2.1%	5.4%
Bureau of Land Management	4,723	38.8%	21.2%	9.9%	3.3%	8.5%
ALASKA STATE OFFICE	201	57.8%	15.2%	3.4%	4.7%	7.0%
ARIZONA STATE OFFICE	263	40.9%	25.5%	7.0%	3.2%	3.8%
BLM - OFFICE OF FIRE &	119	48.8%	14.2%	5.2%	2.1%	6.0%
CALIFORNIA STATE OFFICE	317	43.4%	23.4%	8.8%	1.4%	5.7%
COLORADO STATE OFFICE	340	37.9%	26.5%	11.4%	2.9%	6.5%
EASTERN STATES OFFICE	75	65.0%	26.0%	6.5%	0.0%	1.2%
IDAHO STATE OFFICE	372	27.2%	27.5%	15.0%	5.9%	9.1%
MONTANA STATE OFFICE	304	21.0%	12.9%	9.8%	6.7%	21.1%
NEVADA STATE OFFICE	360	28.6%	25.8%	11.5%	3.4%	8.8%
NEWMEXICO STATE OFFICE	378	28.5%	29.8%	14.8%	2.7%	4.7%
NOC	319	78.9%	10.7%	5.2%	1.3%	2.1%
OREGON STATE OFFICE	621	42.4%	24.6%	10.7%	2.4%	7.4%
UTAH STATE OFFICE	415	30.5%	16.5%	8.0%	3.6%	12.5%
WASHINGTON OFFICE - BLM	239	64.6%	13.8%	7.8%	0.8%	5.8%
WYOMING STATE OFFICE	400	13.5%	16.9%	11.7%	5.9%	16.2%

Telework (continued)

40C. Please select the response that BEST describes your teleworking schedule (3) AS OF the date you responded to this survey.
(continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	604,562	18.3%	1.7%	3.9%	3.5%
Department of the Interior	25,394	11.3%	1.5%	1.2%	3.5%
Bureau of Land Management	4,723	8.5%	1.5%	1.9%	6.5%
ALASKA STATE OFFICE	201	6.9%	1.0%	0.9%	3.0%
ARIZONA STATE OFFICE	263	14.3%	0.8%	0.8%	3.6%
BLM - OFFICE OF FIRE &	119	18.3%	1.9%	1.0%	2.6%
CALIFORNIA STATE OFFICE	317	11.4%	0.9%	1.0%	4.1%
COLORADO STATE OFFICE	340	6.8%	2.5%	0.7%	4.8%
EASTERN STATES OFFICE	75	1.3%	0.0%	0.0%	0.0%
IDAHO STATE OFFICE	372	8.7%	1.4%	0.8%	4.4%
MONTANA STATE OFFICE	304	7.1%	2.9%	1.3%	17.3%
NEVADA STATE OFFICE	360	12.8%	1.8%	1.4%	5.8%
NEWMEXICO STATE OFFICE	378	7.2%	2.2%	0.8%	9.3%
NOC	319	1.1%	0.3%	0.0%	0.3%
OREGON STATE OFFICE	621	8.7%	1.0%	0.3%	2.4%
UTAH STATE OFFICE	415	8.5%	1.7%	9.9%	8.9%
WASHINGTON OFFICE - BLM	239	4.6%	0.0%	0.4%	2.2%
WYOMING STATE OFFICE	400	9.3%	2.2%	5.4%	18.9%

Work-Life

58. How satisfied are you with the Telework program in your agency?

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Program (N)
Governmentwide	512,728	78.4%	11.5%	10.1%	9,996	70,318	5,155
Department of the Interior	23,108	80.7%	11.8%	7.5%	436	1,650	48
Bureau of Land Management	4,440	79.8%	13.2%	7.0%	106	172	4
ALASKA STATE OFFICE	188	87.7%	10.6%	1.7%	4	7	0
ARIZONA STATE OFFICE	245	77.1%	15.0%	7.9%	4	12	1
BLM - OFFICE OF FIRE &	106	78.1%	16.2%	5.7%	2	14	0
CALIFORNIA STATE OFFICE	285	83.0%	11.7%	5.4%	3	25	0
COLORADO STATE OFFICE	322	84.5%	10.3%	5.2%	6	9	0
EASTERN STATES OFFICE	73	81.0%	10.3%	8.7%	0	1	0
IDAHO STATE OFFICE	357	81.8%	12.8%	5.4%	3	10	0
MONTANA STATE OFFICE	283	81.9%	11.5%	6.7%	21	2	0
NEVADA STATE OFFICE	340	75.8%	18.5%	5.7%	11	11	0
NEWMEXICO STATE OFFICE	359	83.0%	11.0%	6.0%	8	12	1
NOC	314	91.4%	5.0%	3.7%	1	2	0
OREGON STATE OFFICE	586	79.0%	14.4%	6.6%	9	21	2
UTAH STATE OFFICE	378	72.7%	14.4%	12.9%	14	23	0
WASHINGTON OFFICE - BLM	230	75.4%	14.1%	10.5%	6	4	0
WYOMING STATE OFFICE	374	70.3%	19.0%	10.7%	14	19	0

Work-Life (continued)

59. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply)

Organizations	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Governmentwide	594,723	48.8%	18.9%	5.6%	2.8%	0.5%	41.6%
Department of the Interior	25,083	58.5%	19.4%	7.2%	3.0%	0.5%	33.7%
Bureau of Land Management	4,689	67.6%	18.3%	8.0%	2.8%	0.6%	27.1%
ALASKA STATE OFFICE	196	65.3%	20.5%	9.9%	3.9%	0.5%	29.4%
ARIZONA STATE OFFICE	260	67.5%	16.2%	10.6%	2.0%	1.5%	25.7%
BLM - OFFICE OF FIRE &	122	70.7%	37.6%	12.2%	2.3%	1.7%	20.6%
CALIFORNIA STATE OFFICE	311	70.9%	13.4%	7.3%	3.3%	0.6%	25.3%
COLORADO STATE OFFICE	332	70.8%	17.8%	8.8%	3.4%	0.6%	23.5%
EASTERN STATES OFFICE	73	60.6%	11.4%	8.9%	2.6%	0.0%	35.1%
IDAHO STATE OFFICE	368	67.4%	29.7%	5.9%	3.8%	0.0%	24.7%
MONTANA STATE OFFICE	304	73.0%	13.3%	5.0%	2.4%	0.0%	23.2%
NEVADA STATE OFFICE	360	65.5%	14.6%	8.2%	1.9%	0.8%	29.4%
NEWMEXICO STATE OFFICE	378	69.7%	14.6%	6.6%	3.2%	1.6%	27.6%
NOC	316	68.7%	11.8%	6.1%	2.8%	0.0%	28.4%
OREGON STATE OFFICE	612	72.0%	22.9%	10.0%	3.6%	0.0%	23.5%
UTAH STATE OFFICE	414	63.3%	14.4%	6.7%	0.6%	0.2%	32.3%
WASHINGTON OFFICE - BLM	238	48.1%	13.1%	11.3%	5.1%	0.4%	41.1%
WYOMING STATE OFFICE	405	69.3%	24.2%	6.0%	2.0%	1.5%	23.6%

Work-Life (continued)

60. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	420,768	82.5%	12.1%	5.4%	92,389	67,807	14,558
Department of the Interior	20,039	86.2%	10.5%	3.3%	3,150	1,670	318
Bureau of Land Management	4,203	88.7%	9.2%	2.1%	302	146	58
ALASKA STATE OFFICE	177	88.9%	8.7%	2.3%	18	5	0
ARIZONA STATE OFFICE	234	83.4%	14.4%	2.2%	18	8	2
BLM - OFFICE OF FIRE &	111	84.6%	11.8%	3.5%	5	5	0
CALIFORNIA STATE OFFICE	282	90.2%	8.0%	1.8%	15	11	3
COLORADO STATE OFFICE	307	90.4%	8.0%	1.6%	18	8	4
EASTERN STATES OFFICE	61	85.1%	11.5%	3.4%	11	2	0
IDAHO STATE OFFICE	329	90.2%	9.0%	0.8%	29	9	3
MONTANA STATE OFFICE	277	92.6%	6.3%	1.1%	19	4	5
NEVADA STATE OFFICE	322	86.9%	12.2%	0.9%	20	13	4
NEWMEXICO STATE OFFICE	346	89.6%	8.6%	1.8%	18	9	5
NOC	291	92.4%	6.3%	1.3%	19	2	5
OREGON STATE OFFICE	563	91.0%	7.0%	2.0%	33	13	9
UTAH STATE OFFICE	367	85.6%	11.1%	3.4%	27	11	7
WASHINGTON OFFICE - BLM	168	82.1%	12.3%	5.7%	32	32	7
WYOMING STATE OFFICE	368	87.9%	9.4%	2.8%	20	14	4

Work-Life (continued)

61. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	366,652	63.8%	27.1%	9.1%	125,421	54,613	44,877
Department of the Interior	15,961	58.8%	30.2%	11.0%	4,403	2,857	1,791
Bureau of Land Management	3,241	55.5%	31.5%	13.0%	737	375	332
ALASKA STATE OFFICE	146	56.0%	31.9%	12.2%	41	8	2
ARIZONA STATE OFFICE	166	49.9%	34.5%	15.6%	50	18	26
BLM - OFFICE OF FIRE &	105	78.4%	15.0%	6.6%	11	2	1
CALIFORNIA STATE OFFICE	168	47.6%	35.6%	16.8%	51	52	41
COLORADO STATE OFFICE	242	56.5%	28.3%	15.2%	39	28	25
EASTERN STATES OFFICE	47	56.9%	27.3%	15.8%	10	9	7
IDAHO STATE OFFICE	295	61.7%	32.3%	6.0%	53	7	11
MONTANA STATE OFFICE	201	55.7%	30.4%	13.9%	50	29	21
NEVADA STATE OFFICE	219	47.1%	38.2%	14.7%	51	45	45
NEWMEXICO STATE OFFICE	261	50.5%	36.5%	12.9%	58	31	28
NOC	200	56.5%	34.1%	9.5%	74	22	19
OREGON STATE OFFICE	459	59.6%	26.6%	13.8%	82	36	33
UTAH STATE OFFICE	271	47.7%	34.4%	17.9%	62	43	38
WASHINGTON OFFICE - BLM	151	56.7%	29.8%	13.5%	50	20	19
WYOMING STATE OFFICE	310	57.4%	30.9%	11.7%	55	25	16

Work-Life (continued)

62. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	270,883	51.1%	42.7%	6.3%	266,695	13,796	42,632
Department of the Interior	12,552	49.1%	43.3%	7.6%	10,924	325	1,322
Bureau of Land Management	2,597	45.5%	46.2%	8.3%	1,815	48	241
ALASKA STATE OFFICE	108	43.5%	48.8%	7.6%	87	1	3
ARIZONA STATE OFFICE	156	44.3%	46.2%	9.5%	92	0	12
BLM - OFFICE OF FIRE &	87	59.7%	34.3%	6.0%	34	0	0
CALIFORNIA STATE OFFICE	145	38.9%	50.7%	10.5%	136	5	26
COLORADO STATE OFFICE	194	45.4%	47.5%	7.1%	124	6	13
EASTERN STATES OFFICE	38	47.7%	46.0%	6.3%	31	0	4
IDAHO STATE OFFICE	192	49.6%	41.1%	9.3%	155	0	22
MONTANA STATE OFFICE	153	48.4%	45.0%	6.6%	124	6	19
NEVADA STATE OFFICE	197	41.4%	47.9%	10.7%	140	5	20
NEWMEXICO STATE OFFICE	219	43.4%	47.2%	9.5%	124	6	28
NOC	183	50.4%	47.8%	1.8%	122	2	11
OREGON STATE OFFICE	361	49.2%	42.0%	8.8%	228	2	21
UTAH STATE OFFICE	232	41.4%	49.1%	9.4%	149	6	25
WASHINGTON OFFICE - BLM	137	44.7%	44.9%	10.4%	93	1	8
WYOMING STATE OFFICE	195	40.5%	52.2%	7.3%	176	8	29

Work-Life (continued)

63. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	174,140	36.9%	55.6%	7.5%	300,375	55,448	63,609
Department of the Interior	6,966	34.3%	57.6%	8.1%	12,094	3,371	2,678
Bureau of Land Management	1,473	29.4%	61.7%	8.9%	2,122	585	524
ALASKA STATE OFFICE	61	20.9%	70.7%	8.4%	107	21	10
ARIZONA STATE OFFICE	74	28.4%	65.6%	6.0%	128	26	34
BLM - OFFICE OF FIRE &	49	40.9%	50.7%	8.4%	53	5	14
CALIFORNIA STATE OFFICE	81	30.1%	56.4%	13.5%	150	37	43
COLORADO STATE OFFICE	106	28.6%	63.9%	7.5%	145	56	29
EASTERN STATES OFFICE	22	18.1%	74.4%	7.5%	34	7	8
IDAHO STATE OFFICE	114	32.8%	59.8%	7.4%	173	38	43
MONTANA STATE OFFICE	94	39.6%	56.1%	4.3%	131	43	36
NEVADA STATE OFFICE	108	30.0%	62.5%	7.6%	157	56	40
NEWMEXICO STATE OFFICE	130	33.5%	55.1%	11.4%	156	46	45
NOC	127	32.3%	64.9%	2.8%	150	18	23
OREGON STATE OFFICE	171	29.8%	56.3%	14.0%	267	99	79
UTAH STATE OFFICE	145	21.8%	67.9%	10.4%	178	45	44
WASHINGTON OFFICE - BLM	77	25.7%	64.1%	10.2%	115	21	27
WYOMING STATE OFFICE	114	23.7%	67.0%	9.3%	178	67	49

Work-Life (continued)

64. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	140,850	28.5%	66.2%	5.3%	298,503	49,768	101,189
Department of the Interior	5,622	25.4%	68.9%	5.8%	12,125	2,996	4,269
Bureau of Land Management	1,258	24.4%	69.4%	6.2%	2,148	483	793
ALASKA STATE OFFICE	55	16.3%	77.7%	5.9%	107	15	22
ARIZONA STATE OFFICE	66	17.9%	75.5%	6.6%	128	19	48
BLM - OFFICE OF FIRE &	44	44.2%	50.8%	5.1%	55	5	17
CALIFORNIA STATE OFFICE	65	26.0%	70.4%	3.6%	152	32	61
COLORADO STATE OFFICE	88	23.2%	70.0%	6.8%	151	48	47
EASTERN STATES OFFICE	22	14.2%	73.4%	12.4%	32	6	12
IDAHO STATE OFFICE	85	25.2%	72.5%	2.4%	183	36	63
MONTANA STATE OFFICE	76	30.8%	63.7%	5.4%	137	38	50
NEVADA STATE OFFICE	91	29.0%	65.8%	5.2%	160	46	62
NEWMEXICO STATE OFFICE	121	29.4%	66.0%	4.7%	150	36	69
NOC	109	26.1%	68.5%	5.4%	151	8	45
OREGON STATE OFFICE	136	25.4%	64.4%	10.2%	269	82	127
UTAH STATE OFFICE	127	18.2%	74.9%	6.9%	180	38	65
WASHINGTON OFFICE - BLM	67	14.8%	74.2%	10.9%	114	17	40
WYOMING STATE OFFICE	106	22.5%	73.5%	4.0%	179	57	65

My Employment Demographics

Where do you work?

Response	%
Headquarters	19.1%
Field	68.5%
Full-time telework (e.g., home office, telecenter)	12.4%

What is your supervisory status?

Response	%
Senior Leader	0.7%
Manager	9.0%
Supervisor	13.3%
Team Leader	17.6%
Non-Supervisor	59.4%

What is your pay category/grade?

Response	%
Federal Wage System	1.7%
GS 1-6	3.0%
GS 7-12	76.3%
GS 13-15	18.4%
Senior Executive Service	0.3%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.3%

What is your US military service status?

Response	%
No Prior Military Service	78.8%
Currently in National Guard or Reserves	0.6%
Retired	5.7%
Separated or Discharged	14.9%

Note: Percentages for demographic questions are unweighted.

My Employment Demographics (continued)

Are you:

Response	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.5%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	1.1%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	98.4%

Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

Response	%
Yes	6.8%
No	93.2%

Note: If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

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

Response	%
Less than 1 year	0.1%
1 to 3 years	7.5%
4 to 5 years	7.9%
6 to 10 years	15.5%
11 to 14 years	17.8%
15 to 20 years	19.9%
More than 20 years	31.2%

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

Response	%
Less than 1 year	0.6%
1 to 3 years	15.9%
4 to 5 years	13.3%
6 to 10 years	17.7%
11 to 14 years	16.7%
15 to 20 years	16.7%
More than 20 years	19.2%

Note: Percentages for demographic questions are unweighted.

My Employment Demographics (continued)

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

Response	Before the COVID-19 pandemic %	Today %
No	72.2%	67.6%
Yes, to retire	6.9%	7.7%
Yes, to take another job within the Federal Government	16.2%	18.1%
Yes, to take another job outside the Federal Government	2.1%	3.0%
Yes, other	2.7%	3.7%

Has your intention to leave your organization within the next year changed because of the COVID-19 pandemic?

Response	%
Yes	25.1%
No	74.9%

Note: If the response to your considering leaving your organization did not differ between "Before the COVID-19 Pandemic" and "Today," this item was skipped.

I am planning to retire:

Response	Before the COVID-19 pandemic %	Today %
Less than 1 year	3.0%	4.2%
1 year	3.3%	3.5%
2 years	5.4%	5.5%
3 years	5.7%	5.2%
4 years	3.7%	3.5%
5 years	6.4%	6.1%
More than 5 years	72.5%	72.1%

Has your retirement plan changed because of the COVID-19 pandemic?

Response	%
Yes	36.2%
No	63.8%

Note: If the response to your retirement plans did not differ between "Before the COVID-19 Pandemic" and "Today," this item was skipped.

Note: Percentages for demographic questions are unweighted.

My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

Response	%
Yes	9.9%
No	90.1%

Please select the racial category or categories with which you most closely identify.

Response	%
White	89.1%
Black or African American	2.6%
All other races	8.2%

What is your age group?

Response	%
29 years and under	4.7%
30-39 years old	21.2%
40-49 years old	30.9%
50-59 years old	29.6%
60 years or older	13.6%

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

Response	%
Less than High School/ High School Diploma/ GED	3.2%
Certification/ Some College/ Associate's Degree	21.3%
Bachelor's Degree	48.9%
Advanced Degrees (Post Bachelor's Degree)	26.6%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

My Personal Demographics (continued)

Are you an individual with a disability?

Response	%
Yes	14.1%
No	85.9%

Are you:

Response	%
Male	55.5%
Female	44.5%

Are you transgender?

Response	%
Yes	0.3%
No	99.7%

Which one of the following do you consider yourself to be?

Response	%
Straight, that is not gay or lesbian	93.6%
Gay or Lesbian	1.6%
Bisexual	2.0%
Something else	2.8%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.