

Department of Housing and Urban Development	FY16 Results	FY15 Results	Change
Response Count	5,464	5,404	60
Employee Engagement: Overall	66%	62%	4%
Employee Engagement: Leaders Lead	54%	49%	5%
Employee Engagement: Supervisors	74%	71%	3%
Employee Engagement: Intrinsic Work Experience	69%	66%	3%
HCAAF: Leadership and Knowledge Management	59%	56%	3%
HCAAF: Results-Oriented Performance Culture	54%	50%	4%
HCAAF: Talent Management	56%	51%	5%
HCAAF: Job Satisfaction	66%	63%	3%
New IQ: Overall	58%	54%	4%
New IQ: Fair	45%	41%	4%
New IQ: Open	56%	52%	4%
New IQ: Cooperative	57%	53%	4%
New IQ: Supportive	76%	74%	2%
New IQ: Empowered	56%	51%	5%
Global Satisfaction	61%	57%	4%

Core Survey

Question	Percent Positive %		Strongly Agree/ Very Good/ Very Satisfied	Agree/ Good/ Satisfied	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Disagree/ Poor/ Dissatisfied	Strongly Disagree/ Very Poor/ Very Dissatisfied		Do Not Know/ No Basis to Judge N	
1	*I am given a real opportunity to improve my skills in my organization.	63.39%	%	22.01%	41.38%	15.86%	13.59%	7.16%	100.00%	N/A
			N	1,230	2,264	842	731	384	5,451	
2	I have enough information to do my job well.	64.89%	%	18.06%	46.84%	15.88%	13.59%	5.64%	100.00%	N/A
			N	994	2,520	846	738	302	5,400	
3	I feel encouraged to come up with new and better ways of doing things.	60.65%	%	23.25%	37.40%	16.72%	14.10%	8.53%	100.00%	N/A
			N	1,281	2,008	882	752	453	5,376	
4	*My work gives me a feeling of personal accomplishment.	71.23%	%	30.36%	40.87%	14.81%	8.45%	5.51%	100.00%	N/A
			N	1,670	2,206	789	452	294	5,411	
5	*I like the kind of work I do.	79.30%	%	36.74%	42.56%	12.37%	5.35%	2.98%	100.00%	N/A
			N	2,009	2,285	653	282	160	5,389	
6	I know what is expected of me on the job.	76.48%	%	30.58%	45.90%	11.77%	7.82%	3.94%	100.00%	N/A
			N	1,655	2,462	627	419	210	5,373	
7	When needed I am willing to put in the extra effort to get a job done.	95.57%	%	63.99%	31.57%	2.77%	0.67%	1.00%	100.00%	N/A
			N	3,506	1,679	146	34	54	5,419	
8	I am constantly looking for ways to do my job better.	89.75%	%	49.37%	40.39%	8.12%	1.29%	0.84%	100.00%	N/A
			N	2,717	2,172	429	68	45	5,431	
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	44.52%	%	10.15%	34.37%	16.57%	22.58%	16.32%	100.00%	24
			N	544	1,840	882	1,246	905	5,417	
10	*My workload is reasonable.	53.85%	%	12.27%	41.58%	15.94%	17.37%	12.83%	100.00%	10
			N	668	2,237	849	941	693	5,388	

Core Survey

11	*My talents are used well in the workplace.	56.51%	%	17.43%	39.08%	16.91%	14.99%	11.59%	100.00%	23
			N	945	2,078	875	782	608	5,288	
12	*I know how my work relates to the agency's goals and priorities.	82.21%	%	31.20%	51.01%	10.81%	4.40%	2.58%	100.00%	14
			N	1,713	2,733	575	235	139	5,395	
13	*The work I do is important.	87.44%	%	45.66%	41.78%	8.42%	2.37%	1.77%	100.00%	21
			N	2,455	2,210	442	128	94	5,329	
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	62.90%	%	21.79%	41.11%	14.83%	13.16%	9.11%	100.00%	17
			N	1,187	2,208	792	719	501	5,407	
15	*My performance appraisal is a fair reflection of my performance.	68.27%	%	28.24%	40.03%	14.21%	9.20%	8.32%	100.00%	72
			N	1,543	2,147	744	480	434	5,348	
16	I am held accountable for achieving results.	83.84%	%	32.06%	51.77%	11.70%	2.87%	1.60%	100.00%	23
			N	1,759	2,765	624	156	87	5,391	
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.47%	%	25.12%	36.35%	20.31%	8.13%	10.08%	100.00%	260
			N	1,333	1,864	1,016	418	515	5,146	
18	*My training needs are assessed.	49.90%	%	14.26%	35.64%	23.12%	15.79%	11.18%	100.00%	52
			N	783	1,910	1,222	849	595	5,359	
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).	72.33%	%	32.09%	40.24%	12.15%	7.72%	7.80%	100.00%	114
			N	1,742	2,138	631	411	414	5,336	
20	*The people I work with cooperate to get the job done.	73.89%	%	30.02%	43.87%	13.56%	8.23%	4.32%	100.00%	N/A
			N	1,655	2,379	728	448	234	5,444	
21	*My work unit is able to recruit people with the right skills.	38.04%	%	9.18%	28.86%	27.50%	20.35%	14.11%	100.00%	276
			N	483	1,502	1,393	1,069	728	5,175	

Core Survey

22	*Promotions in my work unit are based on merit.	35.16%	%	10.07%	25.09%	28.22%	17.94%	18.68%	100.00%	435
			N	528	1,277	1,383	883	912	4,983	
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	27.46%	%	6.84%	20.62%	31.23%	20.37%	20.94%	100.00%	644
			N	341	1,007	1,465	973	992	4,778	
24	*In my work unit, differences in performance are recognized in a meaningful way.	36.88%	%	9.43%	27.45%	28.03%	18.56%	16.53%	100.00%	384
			N	496	1,400	1,389	932	823	5,040	
25	Awards in my work unit depend on how well employees perform their jobs.	47.40%	%	13.10%	34.29%	24.34%	13.66%	14.60%	100.00%	404
			N	679	1,736	1,193	676	722	5,006	
26	Employees in my work unit share job knowledge with each other.	73.07%	%	26.63%	46.44%	12.93%	7.47%	6.52%	100.00%	20
			N	1,474	2,513	681	399	344	5,411	
27	The skill level in my work unit has improved in the past year.	55.94%	%	18.57%	37.37%	27.35%	9.08%	7.62%	100.00%	225
			N	997	1,957	1,399	469	392	5,214	
28	How would you rate the overall quality of work done by your work unit?	83.97%	%	44.87%	39.10%	13.01%	2.03%	0.99%	100.00%	N/A
			N	2,467	2,111	698	111	53	5,440	
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	62.83%	%	14.13%	48.70%	19.80%	12.12%	5.25%	100.00%	138
			N	752	2,548	1,029	650	279	5,258	
30	*Employees have a feeling of personal empowerment with respect to work processes.	43.13%	%	10.56%	32.57%	24.62%	20.51%	11.73%	100.00%	154
			N	567	1,711	1,274	1,080	619	5,251	
31	Employees are recognized for providing high quality products and services.	50.57%	%	13.74%	36.83%	22.42%	15.77%	11.24%	100.00%	153
			N	744	1,948	1,148	822	585	5,247	
32	*Creativity and innovation are rewarded.	41.91%	%	12.06%	29.84%	27.05%	18.11%	12.93%	100.00%	206
			N	645	1,562	1,371	934	664	5,176	

Core Survey

33	*Pay raises depend on how well employees perform their jobs.	24.53%	%	6.23%	18.31%	29.64%	24.78%	21.05%	100.00%	420
			N	314	905	1,458	1,239	1,044	4,960	
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	51.34%	%	15.04%	36.30%	29.46%	9.39%	9.82%	100.00%	458
			N	769	1,802	1,432	455	470	4,928	
35	*Employees are protected from health and safety hazards on the job.	68.97%	%	20.10%	48.87%	17.51%	8.09%	5.44%	100.00%	137
			N	1,078	2,561	908	427	286	5,260	
36	*My organization has prepared employees for potential security threats.	70.10%	%	18.78%	51.32%	16.97%	8.23%	4.69%	100.00%	111
			N	1,007	2,695	895	438	251	5,286	
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	50.89%	%	16.97%	33.92%	24.71%	10.72%	13.68%	100.00%	439
			N	873	1,687	1,198	528	671	4,957	
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.	60.56%	%	21.61%	38.95%	22.84%	6.53%	10.07%	100.00%	598
			N	1,066	1,855	1,051	307	471	4,750	
39	My agency is successful at accomplishing its mission.	68.67%	%	17.53%	51.13%	22.27%	5.49%	3.57%	100.00%	126
			N	939	2,693	1,154	293	188	5,267	
40	I recommend my organization as a good place to work.	56.18%	%	18.87%	37.31%	23.76%	11.83%	8.23%	100.00%	N/A
			N	1,029	2,016	1,277	641	444	5,407	
41	I believe the results of this survey will be used to make my agency a better place to work.	48.47%	%	17.80%	30.67%	24.59%	13.83%	13.10%	100.00%	359
			N	1,029	2,016	1,277	641	444	5,407	

			Core Survey							
	place to work.		N	909	1,553	1,231	698	661	5,052	
42	*My supervisor supports my need to balance work and other life issues.	80.55%	%	45.09%	35.46%	9.92%	4.42%	5.10%	100.00%	30
			N	2,481	1,895	516	234	265	5,391	
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	69.49%	%	35.50%	33.99%	14.74%	8.21%	7.56%	100.00%	20
			N	1,960	1,819	768	433	401	5,381	
44	*Discussions with my supervisor about my performance are worthwhile.	65.02%	%	32.49%	32.53%	17.21%	8.52%	9.25%	100.00%	74
			N	1,758	1,720	897	447	481	5,303	
45	My supervisor is committed to a workforce representative of all segments of society.	68.60%	%	34.77%	33.83%	20.67%	4.42%	6.31%	100.00%	396
			N	1,778	1,681	1,011	216	308	4,994	
46	My supervisor provides me with constructive suggestions to improve my job performance.	64.76%	%	30.49%	34.27%	17.92%	9.03%	8.29%	100.00%	36
			N	1,667	1,823	948	483	439	5,360	
47	*Supervisors in my work unit support employee development.	68.80%	%	33.14%	35.66%	16.74%	6.58%	7.88%	100.00%	88
			N	1,806	1,897	860	348	410	5,321	
48	My supervisor listens to what I have to say.	77.36%	%	41.81%	35.55%	11.28%	6.69%	4.67%	100.00%	N/A
			N	2,303	1,904	591	357	248	5,403	
49	My supervisor treats me with respect.	81.22%	%	46.40%	34.82%	9.54%	4.78%	4.46%	100.00%	N/A
			N	2,544	1,852	500	256	238	5,390	
50	In the last six months, my supervisor has talked with me about my performance.	78.19%	%	38.20%	39.99%	9.81%	7.85%	4.16%	100.00%	N/A
			N	2,105	2,125	515	422	220	5,387	
51	*I have trust and confidence in my supervisor.	67.86%	%	38.45%	29.41%	16.07%	8.19%	7.87%	100.00%	N/A
			N	2,120	1,582	843	437	415	5,397	
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	72.33%	%	44.53%	27.80%	16.26%	6.02%	5.39%	100.00%	N/A

			Core Survey							
Supervisor :			N	2,432	1,503	860	324	284	5,403	
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	42.27%	%	13.52%	28.75%	25.10%	17.93%	14.71%	100.00%	89
			N	734	1,533	1,316	952	781	5,316	
54	My organization's senior leaders maintain high standards of honesty and integrity.	49.49%	%	16.93%	32.56%	27.41%	10.85%	12.25%	100.00%	376
			N	874	1,640	1,352	539	608	5,013	
55	*Supervisors work well with employees of different backgrounds.	60.78%	%	19.38%	41.40%	23.53%	7.69%	8.00%	100.00%	301
			N	1,008	2,106	1,165	383	397	5,059	
56	*Managers communicate the goals and priorities of the organization.	62.94%	%	17.84%	45.11%	19.51%	9.49%	8.06%	100.00%	58
			N	970	2,385	1,022	505	428	5,310	
57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62.55%	%	18.38%	44.18%	22.80%	8.10%	6.55%	100.00%	307
			N	950	2,220	1,135	414	328	5,047	
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	54.91%	%	16.62%	38.29%	21.71%	12.82%	10.56%	100.00%	150
			N	895	1,994	1,115	670	553	5,227	
59	Managers support collaboration across work units to accomplish work objectives.	58.84%	%	18.48%	40.36%	20.60%	10.68%	9.89%	100.00%	134
			N	998	2,103	1,065	563	519	5,248	
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	61.93%	%	29.18%	32.76%	20.97%	8.06%	9.04%	100.00%	313
			N	1,501	1,652	1,053	407	452	5,065	
61	*I have a high level of respect for my organization's senior leaders.	53.96%	%	21.83%	32.13%	24.97%	10.57%	10.50%	100.00%	77
			N	1,167	1,697	1,314	565	554	5,297	
62	Senior leaders demonstrate support for Work/life programs	59.34%	%	22.65%	36.69%	25.00%	8.14%	7.52%	100.00%	452

			Core Survey							
work/life programs.			N	1,132	1,815	1,213	400	366	4,926	
63	*How satisfied are you with your involvement in decisions that affect your work?	52.53%	%	15.68%	36.85%	22.44%	17.73%	7.30%	100.00%	N/A
			N	872	1,979	1,181	951	392	5,375	
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	51.12%	%	13.71%	37.41%	23.13%	18.01%	7.74%	100.00%	N/A
				761	2,005	1,223	958	417	5,364	
65	*How satisfied are you with the recognition you receive for doing a good job?	54.65%	N	18.56%	36.09%	20.53%	15.99%	8.83%	100.00%	N/A
			%	1,022	1,932	1,086	852	468	5,360	
66	*How satisfied are you with the policies and practices of your senior leaders?	43.87%	N	11.98%	31.89%	29.81%	16.57%	9.76%	100.00%	N/A
			%	661	1,709	1,573	888	521	5,352	
67	*How satisfied are you with your opportunity to get a better job in your organization?	36.61%	N	11.59%	25.02%	27.61%	19.20%	16.59%	100.00%	N/A
			%	641	1,339	1,474	1,026	876	5,356	
68	*How satisfied are you with the training you receive for your present job?	49.21%	N	13.83%	35.39%	25.05%	17.05%	8.68%	100.00%	N/A
			%	764	1,886	1,334	911	460	5,355	
69	*Considering everything, how satisfied are you with your job?	65.44%	N	21.32%	44.12%	17.89%	10.79%	5.88%	100.00%	N/A
			%	1,158	2,352	944	577	312	5,343	
70	*Considering everything, how satisfied are you with your pay?	66.75%	N	21.65%	45.10%	15.39%	11.24%	6.62%	100.00%	N/A
			%	1,183	2,410	808	600	351	5,352	
71	Considering everything, how satisfied are you with your organization?	57.53%	N	15.71%	41.82%	21.58%	13.50%	7.39%	100.00%	N/A
			%	858	2,235	1,144	722	395	5,354	
79	How satisfied are you with the following Work/Life programs in your agency? Telework	85.34%	N	45.48%	39.86%	7.57%	4.97%	2.13%	100.00%	48
			%	1,776	1,560	300	201	86	3,923	

Core Survey

80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.76%	N	51.54%	41.22%	5.29%	1.42%	0.54%	100.00%	54
			%	1,049	832	106	30	11	2,028	
81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	81.75%	N	31.17%	50.58%	14.96%	2.46%	0.82%	100.00%	109
			%	436	697	205	35	11	1,384	
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	77.79%	N	29.82%	47.97%	16.74%	4.14%	1.32%	100.00%	119
			%	232	364	127	31	10	764	
83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	69.53%	N	33.38%	36.15%	27.98%	1.21%	1.28%	100.00%	71
			%	50	52	40	2	2	146	
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	70.85%	N	30.55%	40.30%	29.15%	0.00%	0.00%	100.00%	62
				45	58	42	0	0	145	